

Employee Specification Form

NB. Candidates must meet essential requirements to apply.

Post Number	
Job Title	F2 Teacher – 0.6 or 0.7
Department	OAK TREES MAT - Poulton Lancelyn Primary School
Prepared by and date	Headteacher – October 2026

Essential Personal Attributes	Stage Identified	Desirable Personal Attributes	Stage Identified
Qualifications - Degree or equivalent - Qualified teacher status	App App	- Evidence of recent and relevant continuing professional development - Additional relevant qualifications eg first aid, coaching awards etc.	App App
Experience - Experience of working within the Early Years Foundation Stage - Experience of delivering high-quality, play-based learning opportunities - Recent successful teaching experience demonstrating good/outstanding progress and outcomes for young children - Experience of creating and managing an effective learning environment and continuous provision	App/I App/I App/I	- Experience of working with children across Nursery and Reception - Experience of using Read Write Inc phonics programme - Experience of developing early reading, writing and mathematical understanding through purposeful play - Experience of working effectively with parents/carers to support children's learning and development	App/I App/I App/I App/I
Knowledge and skills - Excellent understanding of child development and the principles and practice of the EYFS - Clear personal philosophy of early years education, recognising the importance of play, exploration and positive relationships - Excellent understanding of the EYFS statutory framework and the seven areas of learning and development - Ability to plan and provide engaging, purposeful and developmentally appropriate learning experiences - Understanding of the Characteristics of Effective Teaching and Learning and how these support children's development - Excellent skills in observing, assessing and identifying children's individual needs and next steps - Ability to use assessment information effectively to adapt teaching and provision - Excellent classroom/learning environment management skills, including the effective organisation of continuous provision - Ability to develop children's communication, language and vocabulary through high-quality interactions - Ability to promote early literacy, phonics, writing and mathematical development through both adult-led and child-initiated learning - Excellent interpersonal and communication skills - Clear understanding of safeguarding, child protection and statutory requirements relating to the EYFS	Obs/A/I App/I App/I App/I App/I App/I App/I App/I	- Understanding of current national early years initiatives and guidance - Knowledge of Development Matters and/or Birth to 5 Matters - Knowledge of different approaches to supporting early reading, phonics and language development - Knowledge of approaches to developing early mathematical understanding - Understanding of effective strategies for developing vocabulary, communication and language - Knowledge and understanding of current SEND guidance and inclusive practice in the early years - Experience of using in-house data and assessment information to track children's progress and inform provision - Understanding of approaches to supporting children's self-regulation and emotional development - Experience of supporting children with English as an additional language - Experience of working with external professionals to support children's development - Experience of developing children's independence and self-care skills	App/I App/I App/I App/I App/I App/I

• Ability to work well as part of a team and make effective, positive contributions • Make effective use of school resources, support staff and the learning environment			
Special Requirements: • Enthusiasm for working with young children and the ability to motivate, engage and inspire • Commitment to providing a safe, nurturing, inclusive and stimulating learning environment • Develop positive, professional relationships with children, parents/carers, colleagues and other stakeholders • Commitment to promoting equality, inclusion and the individual needs of every child • Ability to demonstrate patience, warmth, resilience and a positive attitude when working with young children	App/I App/I App/I App/I	• Show a flexible, positive and enthusiastic approach to school life • An enthusiasm to contribute to the wider life of the school •	App/I App/I