



BEARBROOK COMBINED SCHOOL AND PRE-SCHOOL

Empowerment • Nurture • Integrity • Respect • Trust

Bearbrook Combined School in partnership with



Great Learners Trust

	Person Specification	
	ESSENTIAL	DESIRABLE
QUALIFICATIONS	<ul style="list-style-type: none"> Qualifications in English and Maths (GCSEs or equivalent). 	<ul style="list-style-type: none"> NVQ Level 2 or 3 in Education/Early Years or equivalent recognised by the DfE Paediatric First Aid Safeguarding Basic food hygiene Evidence of commitment to on-going personal and professional development
EXPERIENCE	<ul style="list-style-type: none"> An understanding of effective practice in teaching all aspects of the Early Years and child development 	<ul style="list-style-type: none"> Experience of working with children under 5 Experience of working/volunteering in Early years setting
KNOWLEDGE & UNDERSTANDING	<p>Candidates should have knowledge and understanding of:</p> <ul style="list-style-type: none"> The theory and practice of providing effectively for the individual needs of all children. Good organisation which demonstrates good practice. 	<ul style="list-style-type: none"> Has experience of working/volunteering with SEND and EAL children. Experience of Monitoring, Assessment, Recording and Reporting systems. Has knowledge of supporting children with social, emotional and mental health needs. Sound understanding of legislation: Child Protection and Safeguarding. Experience of working with outside agencies/professionals.
SKILLS AND ABILITIES	<ul style="list-style-type: none"> Ability to promote school's aims positively. An understanding of the ways children learn and how individual needs can be assessed and met. Ability to promote the inclusion of all pupils, ensuring they have equal opportunities to learn and develop Ability to create a stimulating, challenging and effective learning environment. Ability to communicate effectively with parents. 	<p>Knowledge and understanding of ICT and its potential impact.</p>

	<ul style="list-style-type: none"> • Ability to establish and develop close relationships with parents, pupils and staff. • Positive behaviour management and sets very high expectations. • Basic ICT skills (able to use Outlook for emails and Microsoft Word) 	
<p>PERSONAL QUALITIES</p>	<ul style="list-style-type: none"> • Enthusiasm, imagination, positive outlook and can demonstrate initiative. • Ability to work independently and collaboratively as a member of a team. • Ability to develop good working relationships within a team. • Build and maintain successful relationships with children, treating them with respect and consideration • Have the highest expectation that every child will make sustained academic and personal progress • Creative in problem solving with willingness to take on or try new approaches and ideas. • A positive attitude towards professional development and your own learning. • Reliability and integrity. • Good personal organisation. • Flexibility. • A growth mindset. 	<ul style="list-style-type: none"> • Worked as part of an effective team. • An ability to stand back from situations and to appreciate wider implications.