

Welton St Mary's Church of England Primary Academy

Post specification Early Years class teacher M1 – M6

Post from September 1st 2026



Attributes	Essential	Desirable	How Identified
<i>Qualifications-</i>	<ul style="list-style-type: none">• QTS• Undertaken relevant training for the primary age group	<ul style="list-style-type: none">• Post graduate qualifications	Application Certificate
<i>Knowledge, skills and aptitudes</i>	<ul style="list-style-type: none">• Excellent subject knowledge in own specialism• Excellent knowledge of EYFS curriculum• Excellent understanding of phonics• Ability to provide a broad, balanced, challenging curriculum• Safeguarding training• Experience of using IT for teaching and self-support• Good planning and organisational skills• Proven good progress and outcomes for all children• Ability to communicate and work effectively with children and adults• Proven ability to create a strong learning environment• Ability to use different teaching approaches• Evidence of being creative with the Early Years curriculum• Ability to motivate children• Commitment to undertaking professional development• Positive behaviour management strategies• Commitment to working in partnership with parents• Have shown ability to plan, deliver and evaluate children's learning• Have a clear understanding of the principles of recordkeeping and assessment in the Early Years and the ability to apply them• Understand the requirements of children with Special Educational Needs• Maintain the classroom as a stimulating, organised and attractive place to learn	<ul style="list-style-type: none">• Subject specialism• A developing understanding of the role of subject leader and ability to share expertise with colleagues• First Aid knowledge and training• Experience of teaching in more than one key stage	Application Interview

<i>Personal skills</i>	<ul style="list-style-type: none"> • Ability to work as part of a team • Ability to work under own initiative • Enthusiasm, commitment and willingness to work flexibly • Good health and attendance record • Ability to adapt to change • Ability to listen to advice and to act upon it • Ability to reflect on own practice • Motivation to develop professionally • Flexibility and willingness to work in different year groups and in different Key Stages 	<ul style="list-style-type: none"> • Commitment to be involved in whole school activities • Creative thinker able to offer original solutions outside of traditional expectations 	Application Interview Reference
<i>Special requirements</i>	<ul style="list-style-type: none"> • Have a commitment to equality of opportunity for all pupils, regardless of ability, gender or ethnic background • Commitment to the promotion and safeguarding of children • Commitment to high educational standards and maximum achievement for all children • Commitment to working with the school family on promoting a Church School ethos • Commitment to run extra-curricular activities 		