



# Lead Teacher – Person Specification

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## Qualifications and Training

Criteria	Essential	Desirable
Qualified Teacher Status (QTS)	✓	
Degree-level qualification	✓	
Evidence of continued professional development relevant to the post	✓	
Designated Safeguarding Lead (DSL/DDSL) training		✓
Leadership or coaching qualifications (e.g. NPQ, mentoring certification)		✓

## Experience

Criteria	Essential	Desirable
Proven record of outstanding teaching in Early Years settings / Nursery Schools	✓	
Successful experience of leading or mentoring colleagues, including ECTs or apprentices	✓	
Involvement in curriculum planning, assessment, and classroom organisation within EYFS	✓	
Experience of working collaboratively as part of a wider team	✓	
Contribution to strategic planning, school development, or leadership teams		✓
Experience supporting inclusive or SEND provision		✓



## Knowledge and Skills

Criteria	Essential	Desirable
Secure understanding of EYFS curriculum and assessment frameworks	✓	
Strong understanding of effective pedagogy and inclusive practice	✓	
Ability to lead, inspire, and support experienced staff	✓	
Skilled in monitoring, evaluating, and improving teaching and learning	✓	
Understanding of safeguarding practices and the role of a DSL	✓	
Ability to manage resources and contribute to strategic planning	✓	
Clear and confident communication skills, both verbal and written	✓	
Understanding of family engagement, multi-agency working, and action planning		✓



## Personal Qualities

Criteria	Essential	Desirable
Commitment to inclusive education and equality of opportunity	✓	
Passionate about Early Years education and child development	✓	
Reflective, resilient, and open to feedback	✓	
Able to build positive relationships with children, staff, and parents	✓	
A team player with a proactive and flexible attitude	✓	
A calm and positive presence with strong organisational skills	✓	
Emotionally intelligent, approachable, and resilient under pressure	✓	

## Safeguarding Statement:

All staff are expected to share a commitment to safeguarding and promoting the welfare of children. The successful candidate will be required to undergo an enhanced DBS check and relevant safeguarding training.