

EYFS leader – Person Specification

<i>Essential</i>	<i>Desirable</i>
Qualifications	
<p>Qualified Teacher Status (or equivalent) Evidence of further professional development.</p>	
Experience	
<p>At least 3 years' experience working in an early years setting as a good or outstanding teacher.</p> <p>Proven experience of successful leadership of an initiative or subject across a year group, key stage or whole school.</p>	<p>Experience of successful leadership in an early years setting.</p> <p>Experience of working within a bilingual school.</p>
Skills, Knowledge & Understanding	
<p>Proven ability to inspire, enthuse and lead colleagues. An understanding of and/or interest in bilingual education. A secure knowledge of the EYFS.</p> <p>Excellent subject knowledge across all areas of the EYFS curriculum including current national priorities.</p> <p>The ability to provide exciting contexts through which children can learn and deepen their understanding.</p> <p>The ability to create an ethos of anticipation ensuring children love learning and are motivated and confident and constantly ready to reflect and improve.</p> <p>Evidence of teaching which promotes autonomy, curiosity, perseverance and collaboration.</p> <p>Evidence of skilful, personalised teaching to meet the needs of every child at all times and to ensure they achieve exceptionally well.</p> <p>A secure knowledge of all aspects of safeguarding as it relates to school including the duty to prevent radicalisation.</p>	<p>Confident and fluent Spanish speaker.</p>

<p>Evidence of professional development and the commitment to improving practice.</p> <p>Excellent behaviour management strategies and high expectations of pupils' behaviour for learning.</p> <p>Confident and imaginative use of ICT.</p> <p>The ability to analyse, understand, interpret and respond to performance data to improve pupil outcome for all pupil groups.</p> <p>The ability to remain calm, optimistic and positive, especially at demanding times.</p>	
School Ethos	
<p>Ability to support and help develop the vision and strategic direction of the school.</p> <p>The ability to form exceptionally positive, proactive partnerships with staff, parents and carers with a strong focus on developing effective strategies for communication.</p> <p>A commitment to learn and/or develop Spanish language competence.</p>	

The Bilingual Primary School, Brighton & Hove is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to demonstrate this commitment in every aspect of their work.

Appendix

Interview procedures for teachers working overseas.

The school will accept applications from teachers teaching overseas. Teaching overseas will not be a barrier to being shortlisted.

Classroom observations

Shortlisted candidates must provide a 30 minute video of a lesson.

It is the candidate's responsibility to ensure that the appropriate data protection permissions are in place for any children featured in the video.

This video must include:

- A tour of the classroom environment showing displays
- A view of a maths and English book
- In the main teaching: a direct focus on the teacher – we must be able to hear what s/he is saying
- During group work: film of the teacher working with individuals/ target group
- 2 or 3 sweeps of the classroom so we can assess what the children working independently are doing
- Video footage of the work produced at the end of the session.

Challenge for governors to consider: We cannot make a direct comparison between teachers teaching English and those teaching the NC.

Interviews

These will be conducted via Skype.

Please state within your application if you wish to be observed and interviewed using this method.

If you are shortlisted, the school will contact you to finalise arrangements.