



**Person Specification: Leader of Early Years**

	<b>Essential</b>	<b>Desirable</b>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Qualified Teacher status A degree or equivalent</li> <li>• A recent, relevant record of Continuous Professional Development</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of commitment to higher level professional development</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Sustained teaching within the Early years</li> <li>• A successful track record of teaching with excellent classroom organisation and class management;</li> <li>• A successful track record of pupil progress with evidence of using the outcomes of the analyses to set targets and influence planning, so that there is a consistently high standard of teaching and learning in the Early Years;</li> <li>• Participating in a team approach to management, including the management of change, including a record of responsibility for successful, significant innovation and development in the last two years</li> <li>• Knowledge, experience and understanding of the key stage for which they are applying. Participating in and providing CPD;</li> <li>• A successful track record of high quality pastoral care</li> <li>• Significant whole school responsibilities held and successfully delivered or a major contributor to such shared responsibilities within the last two years</li> <li>• Experience of external links with parents and the wider community</li> </ul>	<p>In addition, the post holder might also have experience of:</p> <ul style="list-style-type: none"> <li>• Working in a church school</li> <li>• Working in a school to school partnership</li> <li>• Leading an Early Years team including a nursery setting</li> </ul>
<b>Knowledge and understanding</b>	<ul style="list-style-type: none"> <li>• The principles and practice of Early Years education;</li> <li>• Curriculum management and the school's role in providing effectively for all pupils;</li> <li>• The role of the management in monitoring school effectiveness and maintaining a climate conducive to school review and evaluation;</li> </ul>	<p>In addition, the post holder might also have knowledge and understanding of:</p> <ul style="list-style-type: none"> <li>• Establishing high quality nursery provision for 0-3 yrs.</li> <li>• Statutory requirement for 0-3yr Nursery all year provision</li> </ul>
<b>Skills</b>	<ul style="list-style-type: none"> <li>• Participate and lead effectively in strategies to support staff development and lead school INSET</li> <li>• Create a positive team spirit, delegating and negotiating, when necessary, with sensitivity;</li> <li>• Use ICT competently in teaching and administration;</li> <li>• Excellent written and presentation skills.</li> </ul>	<p>In addition, the post holder might also be able to:</p> <ul style="list-style-type: none"> <li>• Play a role in budget management;</li> <li>• Participate in the establishment of links with parents and governors;</li> <li>• Successful experience of engaging parents in the learning process.</li> </ul>
<b>EDUCATIONAL PHILOSOPHY</b>	<ul style="list-style-type: none"> <li>• A child-centred approach to education which emphasises the development of the individual</li> <li>• A strong commitment to the pursuit of excellence and success for all without the imposition of barriers to achievement</li> <li>• A demonstrated commitment to varied teaching and learning strategies to meet differing needs and learning styles</li> <li>• A willingness to work enthusiastically with colleagues within the Academy Trust</li> <li>• A strong commitment to team work.</li> </ul>	



<b>Personal characteristics</b>	<ul style="list-style-type: none"> <li>• A high level of personal organisation</li> <li>• Able to set clear goals and aims and achieve them</li> <li>• Able to work co-operatively and collaboratively with colleagues at all levels</li> <li>• Ability to enthuse and inspire colleagues to work collaboratively towards agreed goals</li> <li>• Able to communicate effectively and sympathetically with parents</li> <li>• Good public speaking and presentational skills</li> <li>• Able to work under pressure and to meet deadlines</li> <li>• A strong sense of professional integrity</li> <li>• A clear understanding of and a commitment to the Christian ethos of a church school</li> </ul>	
<b>EQUAL OPPORTUNITIES</b>	<ul style="list-style-type: none"> <li>• A strong commitment to equal opportunities in practice which encompasses gender, race, religion and disability</li> <li>• A commitment to working positively within Academy policies and guidelines to effect positive attitudes and raised expectations in the school</li> </ul>	