**PERSON SPECIFICATION**

**FOUNDATION STAGE LEADER**

* Elements required to undertake the job are provided under specific headings.
* Each element is essential or desirable as indicated by an E or D in the “E/D” column.
* When completing your application form and letter of application, please ensure you demonstrate through evidence how you meet the criteria.

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| **A** | **Training and Qualifications** | **E/D** |
| **A.1** | Graduate with Qualified Teacher Status | **E** |
| **A.2** | Masters degree or further qualification | **D** |
| **A.3** | Leadership/management training appropriate to the role | **E** |
| **B** | **Experience of Teaching and School Leadership** | **E/D** |
| **B.1** | At least three years of teaching experience in a primary school | **E** |
| **B.2** | Experience of teaching in the Foundation Stage | **E** |
| **B.3** | Evidence of significantly improving the performance of staff to good and outstanding levels | **E** |
| **B.4** | Experience of leading a subject or year group at a 2FE or larger school | **D** |
| **B.5** | Evidence of outstanding classroom practice which consistently enables children to achieve beyond expectations | **E** |
| **B.6** | Experience of delivering successful whole-school educational training to develop staff | **E** |

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| **C** | **Professional Knowledge and Understanding** | **E/D** |
| **C.1** | Know what promotes outstanding learning in the EYFS and understands how to enable other teachers to deliver this | **E** |
| **C.2** | Be familiar with the OFSTED inspection process and the Inspection Dashboard | **E** |
| **C.3**  **C5** | Know a wide range of innovative practices and understand how they might be applied to improve children’s outcomes | **E** |
| **C.4**  **C5** | Knowledge of how to effectively close the gap for vulnerable children and challenge the most able | **E** |
| **C.5**  **C5** | Understanding of the OTrack pupil tracking system | **D** |
| **D** | **Professional Attributes** |  |
| **D.1** | Ability to inspire and lead teams to achieve goals | **E** |
| **D.2** | Ability to inspire all stakeholders to commit to and realise the Clifton Credo | **E** |
| **D.3** | A passionate commitment to achieving the very best outcomes for all children | **E** |
| **D.4** | A passionate commitment to equality, diversity, inclusion and SEND | **E** |
| **D.5** | Excellent communication skills both written and oral | **E** |
| **D.6** | Ability to analyse and interpret information, including data, to make assured decisions and secure rapid improvement | **E** |
| **D.7** | Is hard working, resilient and self-motivated and works effectively under pressure | **E** |
| **D.8** | Commitment to promoting collaboration and developing partnerships | **E** |
| **D.9** | Possesses integrity, a sense of humour, warmth and sensitivity | **E** |