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| Education Qualification  and Training | Qualified Teacher Status  SENDCo qualification OR willingness to commence in first year of employment | A  A | MA in Early Childhood Education  Leadership qualification e.g. NPQICL. | A |
| Experience | Considerable experience of leading and managing a complex multidisciplinary team  Experience of collating and analysing data to secure outcomes for children and families  Experience in conducting 1:1 support and supervision and performance management appraisals  Experience of leading and implementing safeguarding strategies, policies and procedures  Experience of working at a senior level and undertaking challenging situations e.g. disciplinary, grievance and redundancy  Experience of self-evaluation in order to implement organisational change and improvement  Experience of using ICT to implement and maintain systems for recording, monitoring and reporting data  Experience of locality working  Considerable experience in an early years setting and/or school as a senior practitioner working with children and families | SS  I  I  SS/I  SS/I  SS/I  SS  SS  SS/I | Experience of working in an integrated setting at a senior level  Experience of deputising in the absence of the Head/Senior Manager  Experience in developing new initiatives  Experience of effective project management  Experience of participating in Ofsted inspections  Experience and understanding of theoretical frameworks that underpin early years practice e.g. schemas | A  A  SS  SS  I |



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|  | Experience of leading and supporting an early years team in day-to-day practice  Experience and understanding of early years education and care based on the EYFS  Knowledge and experience of the most effective approaches to teaching and able to demonstrate through teaching practice.  Knowledge and experience of monitoring and tracking children’s learning and development from home to nursery and into school  Experience of working in an equal and active partnership with parents  Considerable experience of budget management and income generation to tight budgets. | SS/I  SS/I  T/SS  SS/I  SS  SS/I |  |  |

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| Skills and Attitudes | The ability to motivate staff  Ability to work as a supportive and participative member of a team and work collaboratively with a range of professionals  Ability to promote equal opportunities and ensure health and safety  Good oral and written communication skills  Ability to effectively manage time, people and space  Ability to demonstrate sound understanding of working in partnership with parents to promote children’s learning  Ability to demonstrate sound understanding of early years learning and development  Ability to develop, monitor and evaluate early years services  Competent in the approach to learning and teaching through child centred learning  Competent in the use of ICT  Ability to work effectively with other agencies and negotiate and consult effectively at all levels with all partners  Up-to-date knowledge and understanding of relevant legislation and the political landscape in relation to early years and nursery schools | SS/I  SS  SS  SS/I  SS/I  SS/I  SS.I  SS/I  T  SS  SS/I  SS | Understand IT within the curriculum. | SS |
| Ability and aptitude | Able to work strategically to support colleagues across all areas of an integrated Centre  Ability to prioritise and work on own initiative and take responsibility for own work  Ability to solve problems and instigate change through a flexible and innovative approach to work organisation.  Ability to lead, challenge and motivate others  Ability to work under pressure and meet objectives on time.    Able to represent the organisation effectively in the public arena.  **Social Skills**  Excellent communication and interpersonal skills  Understand the need for confidentiality, and be able to implement confidentiality protocol  Able to deal sensitively with adults and children, showing warmth and a sense of humour.  **Equal Opportunities**  Ability to demonstrate awareness and understanding of equal opportunities and of other people’s behaviour, physical, social and welfare needs  Ability to create and maintain a working environment which values the individual, challenges discrimination and respects confidentiality.  **Health and Safety**  Able to demonstrate a clear understanding of and commitment to Health and Safety and a willingness to undertake training to enable implementation of procedures.  Able to apply Health and Safety effectively with both staff and families. | SS/I  SS/I  I  I  I  I  I/ T  SS  SS/T  T/SS  SS  SS |  |  |

SS –supporting statement, T- teaching, I- interview, A- application form