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| Education Qualificationand Training | Qualified Teacher Status SENDCo qualification OR willingness to commence in first year of employment | AA | 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 proceduresExperience 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 workingConsiderable experience in an early years setting and/or school as a senior practitioner working with children and families | SSIISS/ISS/ISS/ISSSSSS/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 initiativesExperience of effective project management Experience of participating in Ofsted inspectionsExperience and understanding of theoretical frameworks that underpin early years practice e.g. schemas | AASSSSI |



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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 EYFSKnowledge 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 schoolExperience of working in an equal and active partnership with parentsConsiderable experience of budget management and income generation to tight budgets. | SS/ISS/IT/SSSS/ISSSS/I |  |  |

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| Skills and Attitudes | The ability to motivate staffAbility to work as a supportive and participative member of a team and work collaboratively with a range of professionalsAbility to promote equal opportunities and ensure health and safetyGood oral and written communication skillsAbility to effectively manage time, people and spaceAbility 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/ISSSSSS/ISS/ISS/ISS.ISS/ITSSSS/ISS | 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 othersAbility 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 skillsUnderstand 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/ISS/IIIIII/ TSSSS/T T/SSSSSS |  |  |

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