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| Essential | Desirable |
| **Professional Qualifications and Training** | |
| * Qualified Primary Teacher status * Recent experience of teaching in the Early Years * Recent relevant CPD. | * Evidence of further professional development in Early Years Foundation Stage |
| **Experience** | |
| * Record of excellent classroom practice in the Early Years * Involvement in the implementation of whole school initiatives * Effective involvement of parents in their children’s education * Successful implementation of quality assessment techniques to inform teaching and learning * Leadership in the Early Years | * Involvement in preparation and administration of assessments * Involvement in monitoring the quality of Teaching and Learning * Leading and delivering training * Leadership of an Early Years Phase up to Yr1 * Leading and developing an effective Early Years Team * Experience of education in Nursery |
| **Knowledge, Skills and Abilities** | |
| * Excellent interpersonal and communication skills at all levels * Ability to secure high standards of pupil achievement and behaviour in the Early Years * A positive attitude and the ability to develop and maintain positive and supportive professional relationships with children, staff, parents and governors * Ability to work as part of an effective leadership team * A thorough knowledge and understanding of how children learn in the Early Years and how learning at this stage affects pupils’ future learning * Ability to provide a broad, balanced, relevant and creative curriculum for the Early Years * Ability to influence the quality of teaching and learning * In depth understanding of the development of early reading and phonics * Ability to inspire, lead and motivate the children and staff in the pursuit of excellence * Ability to analyse, understand and interpret Early Years Foundation Stage performance data and use this to inform practice * Secure working knowledge of the EYFS, the National Curriculum and their assessment, recording and reporting requirements * Excellent organisational and time management skills and an ability to prioritise effectively * Ability to undertake high quality observations of young children’s learning and development | * Evidence of encouraging and welcoming parental involvement to improve quality of children’s learning * Evidence of managing the performance of staff * Evidence of successfully inspiring and challenging others to raise performance and standards * Confident user of ICT * Evidence of the strategic use of data * A thorough grasp of current educational issues |
| **Personal Qualities** | |
| * Be an exemplary role model to all and actively promote the Christian ethos of the school to offer guidance and support to colleagues * Have an outstanding passion and drive for raising standards of teaching and learning * Show a commitment to equal opportunities * Be positive, energetic, enthusiastic and resilient and thrive on challenge * Maintain confidentiality * Show commitment to personal and professional development * Have the ability to effectively lead a team of teaching and support staff | * Commit to continual professional and personal development * Willing to work across the primary range |