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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
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| **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
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| **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
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| **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
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