

**Early Years and Key Stage 1 Lead Person Specification**

|  |  |  |  |
| --- | --- | --- | --- |
|  |  | Essential | Desirable |
| QUALIFICATIONS | Masters degree in education or qualification in leadership qualification in Early Years (e.g. NPQML/SL) |  | ✓ |
| Good honours degree level | ✓ |  |
| Qualified Teacher Status | ✓ |  |
| Evidence of continuing professional development relating to leadership, curriculum or teaching and learning, Early Years or KS1. | ✓ |  |
| EXPERIENCE | An outstanding teacher with at least 3 years teaching experience in Early Years/ KS1 | ✓ |  |
| Recent Early Years teaching experience | ✓ |  |
| Experience of teaching in EYFS and KS1 |  | ✓ |
| Confident understanding of inclusion | ✓ |  |
| Evidence of raising pupils achievement in your classroom through planning, intervention and support | ✓ |  |
| Proven record of assessment to inform and adapt their teaching | ✓ |  |
| Experience of setting pupil targets and monitoring pupils’ progress towards meeting them | ✓ |  |
| Experience of promoting positive behaviour, conducive to learning, which is focussed on raising standards | ✓ |  |
| Experience of implementing procedures for accountability |  | ✓ |
| Experience of leading staff CPD/ INSET |  | ✓ |
| Experience of working in a school with a pre-school/nursery |  | ✓ |
| KNOWLEDGE AND UNDERSTANDING | Ability to lead change with successful outcomes | ✓ |  |
| Experience of implementing strategies for improving the quality of teaching and learning including promoting excellence and challenging underperformance |  | ✓ |
| Strong pedagogical understanding and knowledge of a range of effective teaching and learning strategies that are proven to improve the quality of teaching in Early Years and KS1 | ✓ |  |
| Knowledge and experience of using educational research to inform practice in Early Years and Key Stage 1 | ✓ |  |
| Understanding of how children learn and effective pedagogies Early Years and Key Stage 1 | ✓ |  |
| COMMUNICATION | Ability to communicate excellently in verbal and written forms  | ✓ |  |
| Ability to develop good professional relationships within a team, making an effective contribution to high morale | ✓ |  |
| Proven ability to work successfully with parents and the wider community | ✓ |  |
| JOB RELATED SKILLS AND APTITUDES | Ability to create a happy and challenging learning environment in which to motivate and inspire pupils  | ✓ |  |
| Ability to target support and intervention, matched to the needs of pupils | ✓ |  |
| Successful experience of meeting the needs of all pupils, including the most able, those in receipt of Pupil Premium and those with SEN | ✓ |  |
| Active engagement in wider school life | ✓ |  |
| The ability to investigate, solve problems and make decisions | ✓ |  |
| The ability to demonstrate and articulate high expectations and set stretching targets | ✓ |  |
| The ability to plan and use time effectively and organise oneself well | ✓ |  |
| Ability to challenge and support all members of the school community to drive up standards | ✓ |  |
| Successful experience of initiating, leading and managing change which has had a significant impact |  | ✓ |
| Data analysis skills and the ability to use national, LA and school data to set targets and identify areas for development for Early Years and Key Stage 1 | ✓ |  |
| PERSONAL QUALITIES | Has enthusiasm and the ability to inspire children and make learning fun | ✓ |  |
| Flexible approach, adaptable to changing circumstances and new ideas | ✓ |  |
| Commitment to own professional development and ability to critically reflect upon experience | ✓ |  |
| Ability to motivate and work with others to create a shared culture and positive climate in order to achieve excellence  | ✓ |  |
| Excellent written, verbal and IT communication skills | ✓ |  |
| Honesty, integrity and a clear sense of moral purpose | ✓ |  |
| A passion and drive for getting the best outcomes for all pupils | ✓ |  |
| Ability to lead, motivate and inspire others | ✓ |  |
| Ability to work well under pressure and prioritise effectively | ✓ |  |
| Ability to make and implement difficult decisions | ✓ |  |
| Resilience, optimism with energy and a positive attitude with the ability to remain calm  | ✓ |  |