BDMAT
Birmingham Diocesan Multi-Academy Trust
Promoting diversity across our Trust

PERSON SPECIFICATION: EYFS and Year 1 Phonics Lead

Salary: (£44,305 - £47,706)

	ESSENTIAL	METHOD OF ASSESSMENT
INITIAL QUALIFICATIONS	Qualified Teacher status.	AF, I
FURTHER QUALIFICATIONS / PROFESSIONAL DEVELOPMENT	Recent, relevant in-service training in current educational practice, including leadership and management.	AF, I
EXPERIENCE	Experience in the leadership and management of the curriculum and/or other aspects of provision. Demonstrate a good understanding of School Improvement Planning. Demonstrate a sound understanding and experience of implementing Performance Management. Experience of effectively using online learning journals (Tapestry or 2 Simple) to capture observations and record students' achievement against the EYFS profile.	AF, I AF, I AF, I AF, I AF AF, I

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	Effective use of formative assessment to inform planning of the continuous and enhanced provision.	AF, I
	Experience of partnership working with parents, the wider community and other schools.	AF, I
	Successful and varied teaching experience in the foundation stage and Year1	AF, I
	Experience of working with children with SEND in an early year setting	AF, I

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SKILLS AND ABILITIES	Ability to monitor, evaluate, and plan for School Improvement.	AF, I
	Ability to manage the implementation of change effectively.	AF, I
	Ability to work to high professional standards, strategically and operationally.	AF, I
	Ability to manage and motivate individuals and teams effectively.	AF, I,
	To deal effectively with under performance, in accordance with relevant policies and procedures.	AF, I
	To understand and interpret complex data to inform effective decision-making.	AF, I

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	Demonstrate a wide range of high-level communication skills including new technologies. Ability to use authority appropriately to maintain discipline. To promote and foster a positive school image. Demonstrate creative skills that will enrich the EYFS provision	AF, I AF, I, P AF, I AF, I

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OTHER	Evidence of motivation for working with children.	AF, I
	Evidence of ability to form and maintain appropriate relationships and personal boundaries with children.	AF, I AF, I
	Evidence of emotional resilience in working with children exhibiting challenging behaviour.	AF, I
	Ability to effectively implement safeguarding legislation and support a culture of safeguarding awareness, risk assessment and management.	AF, I AF, I
	Ability to coach and develop all school staff appropriately.	AF, I
	Evidence of the promotion of positive	

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	behaviour strategies and constructive handling of problems. Evidence of actively involving all staff, parents, Governors and the community in the life and work of the school. Willingness to undertake CPD and/or other appropriate professional development Evidence of implementing Equal Opportunities and other legislation essential for the health, safety and well being of the school community.	AF, I AF, I

- *Those elements marked A- will be assessed in your Application.
- *Those elements marked A/I/P - will be assessed in your Application and during the selection process e.g. Interview, Presentation.
- *Those elements marked I/P - will be evaluated during the selection process e.g. Interview, Presentation

NB: If shortlisted, any relevant issues arising from references will also be taken up at interview. References will be used to support the selection panel's assessment.

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