**EYFS *Interim Maternity Cover* Assistant Headteacher**

**2021-22
Person Specification**

|  |  |
| --- | --- |
| **Qualifications** | * Qualified teacher status (QTS)
* A degree or equivalent
* Evidence of training or professional development, particularly in **EYFS** leadership
* AHTs aspire to work towards and within (new) National Standards of Headship.
 |
| **Previous experience**  | * Is a talented Early Years teacher with a record of exemplary teaching which has ensured excellent progress and achievement for pupils across the ability range
* Support, motivate and inspire colleagues and pupils by leading through example
* Significant whole-school responsibilities held and successfully delivered - recent successful experience of work as an EYFS school senior/ middle leader or aspiration founded upon experience/ evidenced aptitude (e.g. appraisal):
	+ Evidence of whole school responsibility and experience or contribution of developing policy/ school direction into effective practice
	+ Leadership of a significant area, or inclusion, including responsibility for raising standards across a primary school or phase
	+ Record/s of actions and plans in developing curriculum
	+ Record/s of standards of attainment/progress regarding the above
	+ Experience of external links with parents, professionals and community
	+ Involvement in school self-evaluation and development planning
	+ Experience of successful line management, challenge and staff development
 |
| **Skills and knowledge** | * Can demonstrate action to raise others’ skills, model and support others
* Understands and fully supports the direction of whole school development, as a team player that works collaboratively and effectively with others.
* Knows the principles and practices needed to lead and improve teaching and learning across a team and can deliver effective professional development
* Has enthusiasm and ability to lead and inspire colleagues in order to effect change
* Experience of curriculum planning together with robust monitoring and assessment of teaching and learning
* Has a growing and good grasp of current (new) EYFS curriculum, relevant research and developments in education, beyond school
* Understands accountability and demands of leadership and management (STPCD)
* Shared strategies for engaging pupils in their learning and working in partnership with them and their parents and carers in support of pupils’ learning
* Has up to date knowledge and understanding of ICT based EYFS tracking systems, data analysis and ability to use data to set targets, evaluate performance of pupil groups, pupil progress and plan appropriate action for improvement
* Can contribute school self-evaluation and review school systems to secure improvements in school performance.
* Communicate effectively to a wide range of different audiences (verbal, written).
* Contribute effectively to the work of the headteacher/SLT
* Deal successfully with situations that may include tackling difficult situations and conflict resolution.
* Ably and positively manage behaviour, including challenging Early Years behaviour and support colleagues in this also.
* Work successfully with a range of external agencies, e.g. EY advisor
* Understand the role of leaders in safeguarding and fully uphold school Child Protection Policy and procedures, ensuring strongest vigilance across the phase by all practitioners.
 |
| **Leadership**  | * A strong commitment to highest standards, excellence and success for all
* Experience of or demonstration of intent to offer challenge to improve performance of colleagues at all levels, including through appraisal
* Lead and manage a large group of teachers, Key Workers and associated Learning Support Assistants or practitioners
* An understanding of the importance of pupil and staff emotional wellbeing, workload and its impact on progress and attainment
* A belief in sincere, positive praise and encouragement
* Demonstration of teamwork
* Ability to effectively lead a team and provide clear direction and support, including in challenging circumstances
* Ability to communicate and work collaboratively with parents and professionals
 |
| **Personal qualities**  | * Commitment to getting the best outcomes for all pupils
* Commitment to safeguarding and equality, maintaining confidentiality
* Positive role model within the school
* Promotion of the ethos and values of Oak Green School
* Positive, resilient and adaptable and a have a sense of humour
* Able to set clear and achieve shared goals and aims and inspire colleagues
* A high level of personal organisation and ability to prioritise work, make decisions and manage time effectively
* Approachable and good communicator with children, parents and families
* Able to work under pressure and meet deadlines
 |