

Person Specification

Early Years Foundation Stage (Leader)

	Essential	Desirable
Qualifications, Knowledge and Skills	<ul style="list-style-type: none"> Honours degree Qualified Teacher Status (or equivalent) 	<ul style="list-style-type: none"> Completed or in the process of completing the NPQML/SL. Successfully undertaken 'Safer Recruitment' training.
Experience, Knowledge & Understanding	<ul style="list-style-type: none"> Been recognised as an outstanding teacher and leader of Early Years. Teaching and leading in a primary school. Proven success in leading improvements in the quality of teaching and learning across an academy. Worked to develop a strong learning environment in a school both for children and staff. Worked with the wider community to maximise the opportunities they bring to the school. How effective communications achieves the intended outcome. Interpret data and implement action plans. What outstanding teaching and learning looks like and how this can be achieved. Influence people and lead change. Drive forward school/academy improvement so priorities are addressed and gaps in attainment are closed for all children including the most vulnerable. Establish an outstanding, engaging learning development. Develop a culture of professional learning and development for staff within and beyond. 	<ul style="list-style-type: none"> Leading developments beyond their own academy. Knowledge of ITT/NQT Induction programmes/statutory requirements. Developing and delivering programmes of PPLD. Working with educational partners to develop/shape 'best practice' in the early years' classroom. Worked closely with parents to engage them in the children's learning. Worked with other senior leaders beyond their own school to improve quality across a range of schools.
Skills & Abilities	<ul style="list-style-type: none"> A true growth mindset and a desire to continually improve. High expectations which motivate and challenges students and staff. 	<ul style="list-style-type: none"> Develop, maintain and use effective network of professional networks.



	<ul style="list-style-type: none">• Builds a cohesive team, provide clarity, overcommunicate clarity and reinforce clear messages.• Strong analytical and strategic thinking skills and ability to simplify complex issues for a range of stakeholders.• Through knowledge and understanding of current curriculum developments and how students learn.• Strong attention to detail.• Ensure a culture and structure for managing behaviour which enables all students to achieve.• Promote a sense of urgency and rigor.• Deliver effective line management.• Striking impact on improving learning.• Holds others to account for high standards and address underperformance.• Empower colleagues so they experience real, significant personal growth.• Strong knowledge of current educational policy.• Sensitively resolve conflict.• Strong self-awareness.• Understand safeguarding requirements to make sure every child is safe.	
Personal Qualities & Attributes	<ul style="list-style-type: none">• Demonstrable commitment to continued professional and personal development.• Successful working relationships with colleagues, parents, community and other stakeholders.• Innovative, able to contribute new ideas and help establish them.• Energy and flexibility, resilience and tenacity.• A professional approach borne out of confidence and effectiveness in role.• Role model of best practice.• Maintain a positive attitude and keeps calm under pressure.• Sustains exemplary classroom practice.• Ability to communicate, effectively and concisely both in verbal and written form to a variety of audiences.	



Attendance	<ul style="list-style-type: none">• A good attendance record in current employment, (not including absences due to disability).	
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****The postholder is required to ensure they have the appropriate business insurance to meet the requirements of the post.***