

Job Title: Early Years Teacher & Phase Leader

ESSENTIAL (Must have)	DESIRABLE (Should have)
<p>Qualifications</p> <ul style="list-style-type: none"> • QTS 	<p>Qualifications</p> <ul style="list-style-type: none"> • Further professional qualifications relevant to Primary Education
<p>Experience</p> <ul style="list-style-type: none"> • Experience of planning, teaching and assessing in the early years • Evidence of accelerating pupil progress • Minimum of 3 years classroom teaching experience 	<p>Experience</p> <ul style="list-style-type: none"> • Experience of teaching in another key stage • Experience of leading significant curriculum development, implementation and measuring its impact • Evidence of a whole school responsibility and experience of turning policy into effective and successful practice • Experience of successfully leading the computing curriculum
<p>Professional knowledge and understanding/ qualities</p> <ul style="list-style-type: none"> • Committed to equality for all pupils • The ability to provide a safe and stimulating environment that facilitates learning • Understanding of a range of strategies to raise pupil achievement • Good organisational skills including planning, monitoring and evaluation • Can develop and implement lessons and work schemes, using the Early Years Foundation Stage as a framework • Good IT skills • The ability to present succinctly a professionally sound philosophy and practice of education 	<p>Professional knowledge and understanding/ qualities</p> <ul style="list-style-type: none"> • Knowledge of current educational legislation, developments and initiatives • Understanding of SEND and AIM • Good understanding of community cohesion and diversity • Experience of monitoring and evaluating teaching and learning leading to improvement

Please view the second page of the person specification to read the essential and desirable criteria for 'leadership and management' and 'personal skills and attributes.'

<p>Leadership & Management</p> <ul style="list-style-type: none"> • Awareness of strategies for managing behaviour • Commitment to inclusion and meeting the needs of all children • Ability to demonstrate experience and understanding of the principles of good leadership and management • Support, motivate and inspire both colleagues and pupils by leading through example • Contribute effectively to the work of the Head of School and leadership team • Develop and deliver effective and inspirational professional development for staff (including mentoring and coaching as appropriate) • Commitment to promoting parental involvement the life of the school 	<p>Leadership & Management</p> <ul style="list-style-type: none"> • Experience of working with parents & carers to raise standards and involvement with the community • Experience of initiating and managing change and improvement • Analyse data, to evaluate the performance of pupil groups, pupil progress and plan an appropriate course of action for whole school improvement • Understanding of and involvement in monitoring and evaluation procedures • Involvement in academy improvement action planning and evaluation • Lead and manage a team to successfully achieve agreed goals
<p>Personal Skills and Attributes</p> <ul style="list-style-type: none"> • Ability to empathise with pupils and parents/carers, establishing and developing good relationships • Self-confidence, enthusiasm and a good sense of humour • Willingness to work as a team and play an active role in school life • Ability to be flexible and adaptable in order to teach across the primary age range • Flexible and approachable • Resilient under pressure • High level of commitment • Positive and energetic • Understanding of how the learning environment supports high standards • Support an enriched curriculum through out of hours learning and educational visits 	<p>Personal Skills and Attributes</p> <ul style="list-style-type: none"> • Willingness to lead extra-curricular activities • Ambition to develop career in the future

Waycroft Multi Academy Trust is committed to safeguarding and promoting the welfare of children and we expect all staff to share this commitment. Therefore, the successful candidate is subject to an enhanced Disclosure and Barring Service check. Other pre-employment checks are also required which include an identity check, fitness to work, prohibition check (teachers only), overseas checks (where relevant), right to work in the UK, disqualification under the Childcare Act 2006 (where applicable), as well as verification of professional qualifications and references.