

**PERSON SPECIFICATION
FOUNDATION STAGE LEAD
JESSE GRAY PRIMARY SCHOOL**

Category	Essential	Desirable
1. Qualifications/ Professional Development	<ul style="list-style-type: none"> ▪ Qualified teacher status ▪ Evidence of continuing professional development relating to school leadership and management, and curriculum/teaching and learning ▪ Ability to identify own aspirations and learning needs ▪ Experience of supporting others in identifying their learning needs 	<ul style="list-style-type: none"> ▪ Postgraduate level qualification ▪ NPQ award or Leadership Pathways certification ▪ Experience of working with other schools/organisations/agencies ▪ Experience of leading/coordinating professional development opportunities ▪ Professional development activities involving other schools
2. Experience	<ul style="list-style-type: none"> ▪ Successful experience of leading one or more subject areas ▪ Substantial, successful teaching experience • Experience of School Improvement planning 	<ul style="list-style-type: none"> ▪ Teaching experience across other primary year groups ▪ Curriculum leadership in one or more core subjects ▪ Successful experience in a leadership and management role ▪ An awareness of school self-evaluation
3. Strategic Leadership	<ul style="list-style-type: none"> ▪ Evidence of sharing a vision of primary education within the context of a school's established vision ▪ Evidence of inspiring and motivating staff, pupils, parents and governors to achieve the vision of a school ▪ Evidence of successful strategies for planning, implementing, monitoring and evaluating school improvement ▪ Knowledge of what constitutes quality in educational provision, the characteristics of effective schools and strategies for raising standards and the achievement of all pupils ▪ Understanding of and commitment to promoting and safeguarding the welfare of pupils ▪ Evidence of leading and managing change 	<ul style="list-style-type: none"> ▪ Evidence of having successfully translated vision into reality at whole school level ▪ Ability to analyse data, develop strategic plans, set targets and monitor/evaluate progress towards these ▪ Experience of leading effective transitions

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4. Teaching and Learning	<ul style="list-style-type: none"> ▪ A secure understanding of the requirements of the National Curriculum and Early Years development ▪ A secure understanding of assessment strategies and the use of assessment to inform the next stages of learning ▪ Experience of effective monitoring and evaluation of teaching and learning ▪ Experience of using high quality ICT to support learning 	<ul style="list-style-type: none"> ▪ Recent experience of Foundation teaching ▪ Whole school curriculum area leadership ▪ Experience of promoting outdoor learning
5. Leading and Managing Staff	<ul style="list-style-type: none"> ▪ Experience of being a “critical friend” to fellow leaders ▪ Evidence of delegating work and supporting colleagues in undertaking their responsibilities ▪ Understanding of effective budget planning and staff deployment ▪ Evidence of leading and developing a values based curriculum in a school. 	<ul style="list-style-type: none"> ▪ Experience of appraisal and supporting the professional development of colleagues ▪ Evidence of having an overview of whole school assessment strategies
6. SEND	<ul style="list-style-type: none"> ▪ Experience of working with vulnerable children ▪ Experience of working with outside professional agencies ▪ Experience of working with vulnerable families ▪ Ability to bring a values based approach to working with stakeholders in a professional manner 	<ul style="list-style-type: none"> ▪ Experience of leading & deploying a staff team
7. Accountability	<ul style="list-style-type: none"> ▪ Experience of communicating effectively, orally and in writing to a range of audiences – e.g. staff, pupils, parents ▪ Experience of providing clear information and advice to staff and governors 	<ul style="list-style-type: none"> ▪ Experience of presenting reports to governors ▪ Experience of offering challenge and support to improve performance

Category	Essential	Desirable
8. Skills, Qualities & Abilities	<ul style="list-style-type: none"> ▪ High expectations of pupils' learning and attainment ▪ Ability to build and maintain good relationships ▪ Ability to remain positive and enthusiastic when working under pressure ▪ Ability to organise work, prioritise tasks, make decisions and manage time effectively 	<ul style="list-style-type: none"> • Ability to share expertise that would enhance the wider curriculum
9. References	<ul style="list-style-type: none"> ▪ Positive recommendation in professional references ▪ Satisfactory health and attendance record 	<ul style="list-style-type: none"> ▪ Professional reference without reservation. ▪ Strong positive examples of leadership impact evident
10. Safeguarding	<ul style="list-style-type: none"> ▪ Jesse Gray Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. An enhanced DBS check is required for all successful applicants 	<ul style="list-style-type: none"> ▪ Designated Safeguarding Lead training qualification