



St Andrew’s Catholic Primary School

EARLY YEARS PHASE LEAD PERSON SPECIFICATION

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Qualified Teacher Status • Minimum of three years’ experience as a teacher minimum of two years working in the EYFS • Evidence of further professional development in the EYFS 	Evidence of further study and commitment to further professional development
Experience	<ul style="list-style-type: none"> • A record of excellent classroom practice in the Early Years Foundation Stage • Involvement in the implementation of whole school initiatives • Experience of effective involvement of parents in their children’s education • Successful implementation of quality assessment techniques to inform teaching and learning • Experience of involvement in transition between one or more of the following, home-EYFS and EYFS-KS1. 	<p>Working in a Catholic School Setting</p> <p>Curriculum leadership and management</p> <p>Involvement in monitoring the quality of teaching and learning</p> <p>Leading and delivering training</p> <p>Evidence of a previous significant whole school initiative.</p>
Personal Characteristics	<p>Demonstrate:</p> <ul style="list-style-type: none"> • A clear vision for an inspirational EYFS • High levels of energy and willingness to go the extra mile • An outstanding passion and drive for raising standards of teaching and learning • A positive attitude • Commitment & enthusiasm 	



	<ul style="list-style-type: none">• Being a team player and the ability to support and lead a team• The ability to motivate self and others• A calm, supportive and caring approach• Being well-organised & approachable• The ability to effectively lead a team of teaching and support staff• A commitment to own and others' personal and professional development• A willingness to contribute to other areas of school life.• A commitment to whole school improvement	
Knowledge and Understanding of Teaching and Learning	<p>Should have:</p> <ul style="list-style-type: none">• A thorough knowledge and understanding of how children learn in the Early Years Foundation Stage and how learning at this stage affects pupils' future learning• Comprehensive knowledge of the Early Years Framework, National Curriculum requirements at the appropriate key stage• Outstanding classroom practice that challenges and inspires• The ability to monitor, assess, record and report pupils' progress within Early Years• A commitment to achieving and sustain high standards• Knowledge of the theory and practice of providing effectively for the personalised learning needs of all children	<p>Might also have:</p> <p>Experience in other key stages</p>



	<p>(e.g. classroom organisation and learning strategies)</p> <ul style="list-style-type: none">• A thorough grasp of current educational issues• The ability to analyse, understand and interpret Early Years Foundation Stage performance data	
Professional Skills	<p>Be able to:</p> <ul style="list-style-type: none">• Promote the school's aims positively, and use effective strategies to promote behaviour for learning• Influence the quality of teaching and learning• Work as part of an effective leadership team• Develop staff and manage their performance• Show commitment to the personal welfare and safeguarding of children• Support school improvement• Establish and develop close relationships with parents, governors and the community• Communicate effectively (both orally and in writing) to a variety of audiences• Demonstrate excellent organisational and time management skills and an ability to prioritise effectively• Create a happy, challenging and effective learning environment and set excellent standards of behaviour	<p>Might also be able to:</p> <p>Demonstrate a willingness to lead/participate in extra curricular activities e.g. music, sport, ICT</p> <p>Demonstrate experiences of leading a curriculum area.</p> <p>Analyse and interpret data</p>



Safeguarding

- The school is committed to keeping children, young people and vulnerable adults safe. The post holder is responsible for promoting and safeguarding the welfare of the children, young people and vulnerable adults for whom they are responsible or come into contact with. The post holder must read and understand the most recent Part 1 of Keeping Children Safe in Education, signing to state that this has been carried out
- Support the Manager in promoting safeguarding and welfare, being specifically responsible for the children, young people and vulnerable adults the post holder is responsible for, or comes into contact with
- Refer any safeguarding issues to the school's DSL immediately and record concerns on the relevant IT system.
- Ensure compliance to Safeguarding Policies and Procedures within the MAC

St Andrew's Catholic Primary School, part of Our Lady and All Saints Multi Academy Company, has a responsibility for and is committed to safeguarding and promoting the welfare of children, young people and vulnerable groups.

All employees and volunteers are expected to share this commitment and to obtain an Enhanced Disclosure and Barring Service check (DBS) and where relevant, a childcare disqualification check. Any offer of employment will be subject to satisfactory references and other satisfactory pre-employment checks. This post is exempt from the provisions of the Rehabilitation of Offenders Act 1974.

An online search will also be carried out as part of due diligence on all short-listed candidates.

Prepared by: Executive Headteacher

Date: April 2024