

Early Years Leader Person Specification

	Essential	Desirable
QUALIFICATIONS AND TRAINING		
First degree or equivalent	✓	
Qualified teacher status	✓	
Attendance of relevant courses	✓	
Evidence of further advanced study (e.g. a second degree, NPQ)		✓
EXPERIENCE		
Evidence that as a teacher, the candidate has raised standards for all groups of pupils;	✓	
Evidence of successful organisation and administration	✓	
Teaching experience in more than one school		✓
Experience of teaching across Primary/ Early Years settings		✓
Experience of teaching children with EAL		✓
Successful middle leadership experience		✓
PERSONAL QUALITIES		
Strong personal presence with warmth, empathy and professionalism	✓	
High levels of drive, resilience and emotional intelligence	✓	
Ability to work under pressure and manage competing priorities	✓	
Commitment to inclusion, equality and pupil wellbeing	✓	
Commitment to partnership with parents, carers and the wider community	✓	
Ability to inspire trust and confidence in staff, pupils and families	✓	
Flexible, reflective and solution-focused approach	✓	
Outside interests that would be beneficial to the staff, parents and children	✓	
Can align themselves to the values of the School and Trust	✓	
INTERPERSONAL SKILLS		
Ability to build and sustain strong professional relationships	✓	
Effective communication skills with a range of audiences (oral and written)	✓	
Ability to lead, motivate and support teams effectively	✓	
Ability to provide sensitive challenge and support to staff and families	✓	
Confident working collaboratively within a senior leadership team	✓	
JOB RELATED APTITUDES, SKILLS AND KNOWLEDGE		
Ability to effectively use knowledge of current educational management, personnel and curricular issues, recent reports and legislation	✓	
Ability to communicate effectively with different audiences, orally and in writing	✓	
Willing to respond wholeheartedly to the need for good public relations and school promotion	✓	
Knowledge of curriculum developments and related matters	✓	
Good I.T. and computing skills	✓	
Experience of using Artificial Intelligence in education		✓
A clear understanding of the essential strategies for improving the quality of learning and teaching in Early Years.	✓	
An excellent understanding of successful strategies for meeting the needs of all pupils in Early Years	✓	
Knowledge of a range of good classroom and behaviour management strategies	✓	
Ability to analyse data, evaluate performance, and plan an appropriate course of action for improvement.	✓	
An excellent knowledge of the Early Years Foundation Stage curriculum and assessment procedures	✓	
SAFEGUARDING AND PROFESSIONAL EXPECTATIONS		
Commitment to safeguarding and promoting the welfare of children	✓	
Understanding of confidentiality and professional integrity	✓	
Willingness to undertake enhanced DBS clearance	✓	