**CLEVES CROSS PRIMARY SCHOOL**

**Early Years Lead**

**PERSON SPECIFICATION AND CRITERIA FOR SELECTION**

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| **CATEGORY** | **ESSENTIAL** | **DESIRABLE** | **HOW CRITERIA WILL BE ASSESSED** |
| **APPLICATION** | * Fully supported in reference. * Well-structured supporting letter indicating previous experience in teaching and a drive and enthusiasm for Early Years provision. (No more than 1000 words). |  | * + Application Form   + References |
| **QUALIFICATIONS** | * Qualified Teacher status. | 1. Evidence of further study – this could be on going and/or further Professional Qualifications. | * + Application Form |
| **EXPERIENCE** | * Successful teaching experience in the Early Years Foundation stage * Experience of successful and co-operative working as a member of a team. * Sound Knowledge of the EYFS Framework. * Track record over time of raising pupil achievement. * Track record of actively promoting safeguarding procedures in a school. * Evidence of developing leadership skills within school in the past year. | 1. Teaching experience in Key Stage 1. | * + Application Form   + References   + Interview |
| **PROFESSIONAL**  **DEVELOPMENT** | * Evidence of recent professional development activities and/or training in relation to Primary/EYFS education within the past year. | 1. Evidence of up to date professional development in relation to the new EYFS curriculum. | * + Application Form   + References   + Interview |
| **Knowledge, skills and aptitudes** | * Detailed knowledge and understanding of the Early Years Foundation Stage curriculum. * Ability to communicate effectively in a variety of situations and with all stakeholders. * Good ICT skills and ability to use effectively in all aspects of the role. * Curriculum/provision management - planning, delivery and assessment. * Ability to interpret and analyse relevant data and produce action plans. * Experience, knowledge and understanding of education partnerships. * A clear vision and understanding of the needs of all pupils in order to ‘close the gap’ in learning between pupil groups. * Understanding and knowledge of current issues in education, especially EYFS. | 1. Ability to develop and maintain a supportive and caring emotional environment for young children 2. Knowledge of the Early Years SEN Code of Practice 3. Ability to incorporate characteristics of effective learning into all aspects of provision | * + Application Form   + References   + Interview |
| **PERSONAL ATTRIBUTES** | * Creative, engaging and organised with the ability to respond to change in a calm and effective way. * Ability to demonstrate an enthusiastic, sensitive and resilient approach towards the leadership role in our staff team. * High quality care, guidance and support for pupils and parents. * Evidence of being able to build and sustain effective working relationships with staff, governors, parents and the wider community. * A track record of making learning fun and exciting for all children ensuring all children develop a real desire for learning and school. | 1. An enthusiasm for, and understanding of how, promoting and incorporating aspects of sustainability and LOTC can positively impact on children’s learning | * + Application Form   + References   + Interview |