

**RAVENSWORTH TERRACE PRIMARY SCHOOL – EARLY YEARS PHASE LEADER – PERSON SPECIFICATI0N**

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|  | **Essential** | **Desirable** |
| **Qualifications / Professional Development** | The successful applicant must have:   * Qualified Primary Teacher status * Recent relevant Continuous Professional Development particularly in relation to Early Years | It is desirable that the successful applicant has evidence of:   * Qualified Primary Teacher status with Early Years focus * Further professional development in Early Years * Extensive knowledge of Development Matters |
| **Experience** | The successful applicant must have:   * A record of excellent classroom practice in the Early Years * 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 both of the following, home-Early Years, Early Years-KS1 | It is desirable that the successful applicant has evidence of:   * Curriculum leadership and management * Involvement in the implementation of whole school initiatives * Successful teaching experience in KS1 * Involvement in or knowledge of preparation and administration of the Phonics Check in Y1 * Involvement in monitoring the quality of teaching and learning * Leading/delivering training * Leadership experience in Early Years |
| **Skills/Knowledge and Aptitude** | The successful applicant must have:   * Excellent interpersonal and communication skills at all levels * The ability to secure high standards of child achievement and behaviour in the Early Years * The ability to demonstrate a positive attitude and to develop and maintain positive and supportive professional relationships with children, staff, parents and governors * The ability to work as part of an effective team * A thorough knowledge and understanding of how children learn in the Early Years and how learning at this stage affects children’s future learning * The ability to provide a broad, balanced, relevant and creative Early Years curriculum * The ability to influence the quality of teaching and learning * The ability to inspire, lead and motivate the children and staff in the pursuit of excellence * The ability to develop staff and manage their performance * A thorough grasp of current educational issues, particularly with reference to the Early Years * The ability to analyse, understand and interpret Early Years performance data * Confidence with using ICT * A secure working knowledge of the Early Years, the National curriculum and their assessment, recording and reporting requirements * Excellent organisational and time management skills and an ability to prioritise effectively | It is desirable that the successful applicant has evidence of:   * Parental involvement to improve quality of children’s learning * Managing the performance of staff * Successfully inspiring and challenging others to raise performance and standards * The strategic use of data |
| **Personal Qualities** | The successful applicant must have:     * A passion and drive for raising standards of teaching and learning * Commitment to equal opportunities * A child-centred approach to learning * A positive, energetic, enthusiastic & resilient outlook and thrive on challenge * The ability to maintain confidentiality * The ability to effectively lead a team of teaching and support staff * Commitment to personal and professional development * Commitment to whole school improvement * The ability to demonstrate flexibility and adaptability | It is desirable that the successful applicant has:   * Evidence of continual professional and personal development * A willingness to work across the primary range |