

**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
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| **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
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| **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
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| **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
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