

Rowlands Gill Primary School  
**Person Specification – Senior Leader and Early Years Teacher**



ESSENTIAL		DESIRABLE	
Training & Qualifications			
<ul style="list-style-type: none"><li>Degree or equivalent qualification</li><li>Qualified Teacher Status</li><li>Evidence of further professional development in EYFS</li></ul>		<ul style="list-style-type: none"><li>Participation in a range of relevant in-service training</li><li>Post graduate study in EYFS</li></ul>	
Experience			
<ul style="list-style-type: none"><li>Proven track record of excellent classroom practice in EYFS for more than 2 years</li><li>Successful teaching experience in Reception class</li><li>'Good / Outstanding' judgements related to teaching</li><li>Effective involvement of parents in their children's education</li><li>Effective use of a range of assessment methods to inform teaching and learning</li><li>Involvement in developing successful transition arrangements</li><li>Managing and organising an effective learning environment</li><li>Involvement in the implementation of whole school initiatives</li><li>Implementing systems for early reading and phonics and teaching them effectively</li></ul>		<ul style="list-style-type: none"><li>Successful experience of working with children with a range of learning needs and vulnerabilities</li><li>Experience of leading a whole-school area with proven impact</li><li>Successful teaching experience in KS1</li><li>Successful teaching experience in Nursery</li><li>Involvement in monitoring the quality of teaching and learning</li><li>Experience of planning and delivering training</li></ul>	
Skills, Knowledge & Abilities			
<ul style="list-style-type: none"><li>A thorough knowledge and understanding of how children learn in the EYFS and how learning at this stage affects pupil's future learning</li><li>Ability to secure high standards of pupil achievement and behaviour</li><li>Ability to provide a broad, balanced, appropriate and creative EYFS curriculum</li><li>Excellent organisational and time management skills and an ability to prioritise effectively</li><li>Ability to present, analyse, understand and interpret EYFS data</li><li>Develop and maintain positive and supportive professional relationships with children, colleagues, parents and governors</li><li>Ability to inspire, lead and motivate children and staff</li><li>Ability to develop staff and manage their performance</li><li>Ability to work as part of an effective Senior Leadership Team</li><li>Be familiar with national and local safeguarding legislation</li><li>Have a thorough understanding of early reading and phonics and know how to effectively plan and teach these core skills</li></ul>		<ul style="list-style-type: none"><li>Demonstrate ability to effectively lead others in a positive manner which has resulted in strong outcomes</li><li>Evidence of securing parental involvement to improve learning</li><li>Have knowledge of the changes ahead for EYFS and how to prepare for these</li><li>Have experience of the strategic use of data, tracking pupil progress and measuring standards against local and national data</li><li>Understanding of the requirements of the English National Curriculum for KS1 and KS2</li></ul>	
Personal Attributes			
<ul style="list-style-type: none"><li>Excellent communication skills with parents, pupils and colleagues</li><li>Ability to work cooperatively as part of a team and effectively lead the work of teaching assistants and teachers</li><li>Outstanding passion and drive for raising standards of teaching and learning for all children</li><li>Enthusiastic, committed and resilient</li><li>Ability to self-evaluate and act upon advice</li><li>Willingness to create an effective work/life balance both for themselves and colleagues</li><li>Ability to promote the school positively in the community</li><li>Genuine drive for the school to progress</li><li>Commitment to support existing school policies and practices, including equal opportunities</li><li>Work under pressure and to deadlines</li></ul>			
Confidential References			
<ul style="list-style-type: none"><li>Positive recommendation from current employer</li><li>Confirm candidates teaching ability as 'Good/Outstanding'</li></ul>			

