



CLEVES CROSS PRIMARY SCHOOL
Early Years Lead
PERSON SPECIFICATION AND CRITERIA FOR SELECTION



CATEGORY	ESSENTIAL	DESIRABLE	HOW CRITERIA WILL BE ASSESSED
APPLICATION	<ul style="list-style-type: none"> • 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). 		<ul style="list-style-type: none"> - Application Form - References
QUALIFICATIONS	<ul style="list-style-type: none"> • Qualified Teacher status. 	<ul style="list-style-type: none"> ♦ Evidence of further study – this could be on going and/or further Professional Qualifications. 	<ul style="list-style-type: none"> - Application Form
EXPERIENCE	<ul style="list-style-type: none"> • 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. 	<ul style="list-style-type: none"> ♦ Teaching experience in Key Stage 1. 	<ul style="list-style-type: none"> - Application Form - References - Interview
PROFESSIONAL DEVELOPMENT	<ul style="list-style-type: none"> • Evidence of recent professional development activities and/or training in relation to Primary/EYFS education within the past year. 	<ul style="list-style-type: none"> ♦ Evidence of up to date professional development in relation to the new EYFS curriculum. 	<ul style="list-style-type: none"> - Application Form - References - Interview
KNOWLEDGE, SKILLS AND APTITUDES	<ul style="list-style-type: none"> • 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. 	<ul style="list-style-type: none"> ♦ Ability to develop and maintain a supportive and caring emotional environment for young children ♦ Knowledge of the Early Years SEN Code of Practice ♦ Ability to incorporate characteristics of effective learning into all aspects of provision 	<ul style="list-style-type: none"> - Application Form - References - Interview
PERSONAL ATTRIBUTES	<ul style="list-style-type: none"> • 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. 	<ul style="list-style-type: none"> ♦ An enthusiasm for, and understanding of how, promoting and incorporating aspects of sustainability and LOTC can positively impact on children's learning 	<ul style="list-style-type: none"> - Application Form - References - Interview

