



Fulfen Primary School

Person Specification – Head of Early Years

	Essential	Desirable	Key
Qualifications	• Qualified Teacher Status • To be educated to Degree level (or equivalent)	• Higher Degree qualification • Early Years specialism courses • NPQ for Early Years Leadership	A
Experience	• Recent experience leading or improving Early Years provision, either as a middle or senior leader • Implementation of effective teaching and learning strategies which ensure all children make progress. • Experience supporting children with additional needs, ensuring inclusive and nurturing provision • Successful application of appraisal process and of supporting professional development. • Monitoring and evaluating teaching to continuously improve outcomes	• Monitoring and development of actions plans to address issues identified. • Curriculum leadership and development • Experience of working with and involving school Governors. • Delivery of resources to promote positive wellbeing for children. • A proven track record of leading the Curriculum • Experience of working with Pupil Premium	A, I & R
Knowledge	• Strong understanding of the Early Years Foundation Stage (EYFS) and its role within the wider primary curriculum. • Strong knowledge of teaching and leading Phonics and early reading with the ability to model and promote effective practice.	• Current trends in educational development, particularly within early years development • Leading the management of change	A & I

	- Strategies which help to raise pupils' achievement - Good understanding of a range of learning difficulties and SEND needs - An understanding of effective behaviour management strategies - Up to date knowledge of statutory regulations and guidance relating to the post including understanding of Ofsted requirements/Framework - Detailed knowledge of statutory guidance and the implementation of policies and practices relation to Safeguarding children and young people - What constitutes a good/outstanding school - The process of strategic planning and school self-evaluation - Principles of effective teaching and assessment for learning	Comparative data and key performance indicators to establish benchmarks and set targets for improvements	
Skills, Abilities	- Excellent organisational skills - Highly motivated, aspirational and passionate about giving children the strongest possible start in their education - Ability to nurture and support all children, recognising individual needs and prompting their social, emotional and academic development - A collaborative team member, committed to working within a dedicated and supportive team - Ability to communicate effectively in writing and orally - Ability to lead and manage own work effectively and take responsibility for own professional development - Ability to think strategically - Able to establish and develop good relationships and liaise effectively with all stakeholders - Support, motivate and inspire both colleagues and pupils by leading through example		A, I & R
Professional Development	- Committed to personal and professional development - Understanding of current legislation regarding early years requirements		I & R
Personal Qualities	Flexible and approachable		I & R

	• Ability to develop and maintain positive working relationships within school and with external agencies. • Resilient under pressure • Relating positively to and showing respect for all members of school and wider community		
Values	• An awareness of the school equal opportunities policy • Displays commitment to the protection and safeguarding of young people • Values and respects the views and needs of young people • Is ambitious and sets high expectations • Is willing to work within organisational procedures and processes and to meet required standards for the role • Demonstrates a commitment to fundamental British values and an awareness of how these can be promoted in direct work with children		A/I

Key:

A	Application	I	Interview	R	Reference
----------	--------------------	----------	------------------	----------	------------------

Fulfen Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This post will be subject to satisfactory references and enhanced DBS clearance