



PRINCE OF WALES PRIMARY SCHOOL

Personal Specification: EYFS LEAD with TLR 2b

**Leadership Explore Appreciation Resilience Nurture Enthusiasm Reflection
Stewardship and Sustainability**

Area	Requirement	Essential	Desirable
Professional Qualifications	<ul style="list-style-type: none"> Qualified teacher status Evidence of recent professional development relative to the post Successful completion of a relevant NPQ 	Y Y	Y
Teaching and Learning	<ul style="list-style-type: none"> Successful completion of ECT/NCT course year Demonstratable leadership experience, with responsibility for the progress and achievement of a group of pupils Lead teaching and learning within EYFS, ensuring assessment for learning is fully embedded Strong classroom practitioner with a track record of good and outstanding teaching, planning and assessment Understanding of how children learn Enthusiasm for teaching and learning Commitment to inclusive education and supporting the needs of all pupils Effective behaviour management Experience of improving the quality of teaching of others, including through modelling, mentoring and coaching Experience of coordinating and developing a curriculum area and raising standards of attainment Experience of using and selecting ICT to enhance teaching and learning Experience of supporting the leadership team to monitor, evaluate and improve teaching and learning across a school Has experience of using research evidence to inform teaching and learning 	Y Y Y Y Y Y Y Y Y	Y Y
Strategic Development	<ul style="list-style-type: none"> Experience of leadership and management in a primary school Knowledge of current educational issues Ability to articulate and implement a shared vision Experience action planning, self-evaluation and analysing impact Evidence of leading change which has impacted on pupil progress Ensure Early Years policies are reviewed and followed 	Y Y Y Y	Y

Working with Others	<ul style="list-style-type: none"> • An excellent role model, maintain high standards and model good professional relationships • Ability to lead, motivate and inspire others effectively • Understands the importance of working in co-operation and partnership with colleagues • Effective communication and interpersonal skills • Approachable, accessible and flexible • High expectations and standards of self and others • Experience of encouraging and supporting colleagues to improve performance 	Y Y Y Y Y Y Y	
Management ability	<ul style="list-style-type: none"> • High level of organisational skills and an ability to take on new initiatives • Ability to anticipate and solve problems • Understanding of the need to develop and sustain a safe, secure and healthy school environment • Experience of creating and maintaining stimulating and attractive environments, which support learning within the classroom and outdoor areas • Experience of developing, implementing, monitoring and evaluating school policies • The ability to set targets and meet deadlines • Able to prioritise, plan and organise own workload, and that of others • Organise and lead staff training and briefings • Able to manage use of resources and given budgets effectively • Ability to use ICT as a management tool and to communicate effectively • Understanding of Risk assessments and Health and Safety requirements 	Y Y Y Y Y Y Y Y Y Y Y	
Working Partnerships	<ul style="list-style-type: none"> • Commitment to parent and community partnerships • Use of a range of strategies to positively engage families in their child's learning, including leading Parent Workshops • Able to reflect and act on feedback from stakeholders and the advice of external professionals • Able to feedback to and work alongside Governors • Commitment to the wider curriculum and promoting enrichment opportunities for pupils and the school community • Commitment to leading EYFS within the context of the whole school, working alongside Middle leaders and Subject leaders 	Y Y Y Y Y Y	
Personal Skills and Attributes	<ul style="list-style-type: none"> • The ability to empathise with children • Demonstrates enthusiasm, commitment, resilience and energy, with the ability to motivate and inspire others • Able to communicate effectively and concisely 	Y Y Y	

	<ul style="list-style-type: none"> • A good listener, capable of making reasoned and considered judgements • Approachable, and possessing integrity • Inspires confidence and trust • An excellent record of punctuality and attendance 	Y Y Y Y	
Accountability	<ul style="list-style-type: none"> • Clear understanding of the EYFS framework and pupil entitlement • Has experience of challenging and supporting others in order to achieve specific targets • Has understanding of school data and how it can be used to benchmark a school's performance and for target setting • Able to analyse data, identifying next steps to accelerate progress 	Y Y Y Y	

Additionally:

To undertake such tasks as may be reasonably required by the Headteacher for the benefit to the school, subject to consultation