

Early Years and Key Stage 1 Person Specification

	Essential	Desirable	Assessed by		
			A	I	R
Teaching and Learning	Evidence of outstanding practice in either Early Years or KS1	Evidence of outstanding practice in both Early Years and KS1	x	x	x
	Strong knowledge of statutory assessment in either Early Years or KS1	Strong knowledge of statutory assessment in both Early Years and KS1	x		x
	Exhibit a desire to improve personal practice by being a reflective practitioner, willing to adapt approaches for highest impact		x		x
	Understand the importance of the learning environment, both indoors and outdoors and what outstanding examples look like	Forest School or other outdoor learning training/accreditation	x	x	x
Leadership and management	Experience of leading a phase, team or core subject	Currently in a Senior Leadership role	x		x
	Experience of monitoring and evaluating whole school or phase specific approaches, standards and development areas to show impact	Evidence of the leadership of a whole school initiative, with positive outcomes	x		x
	Experience of presenting reports, articulating impact and defining areas of development to Governors and other external parties		x	x	x
	Have a clear understanding of how data can be used to inform whole school initiatives, including for vulnerable groups of children	Evidence of experience as a data manager for one or more Key Stages, where data has been successfully used to improve outcomes.	x	x	x
	Ability to inspire, encourage and grow professionals		x	x	x
	Experience of developing others through coaching, mentoring, observation and feedback and modelling		x	x	x
Other attributes	Demonstrate a very high standard of written and spoken English		x	x	x
	Have completed accredited or internal middle leadership training	Have completed accredited or internal senior leadership training	x		x
	Hold time keeping, attendance and commitment to the Academy in high regard		x		x
	Understand the needs of the children and families of the Academy		x	x	x
	Be sympathetic to the vision and aims conducive to working in a church school		x		
	Make a positive contribution to the wider school and local community		x		x

A – Application, **I** – Interview, **R** - Reference