

**Woodside Academy**

**Person Specification  
Head of Department: EYFS-KS1  
Grade: Leadership**

	<b>ESSENTIAL</b>	<b>DESIRABLE</b>	<b>METHOD OF ASSESSMENT</b>
<b>Qualification</b>	<p>Qualified Teacher Status Degree Hold or be willing to work towards Early Years professional status</p>	<p>Evidence of CPD in a management role NPQML</p>	<p>Application form</p>
<b>Experience</b>	<p>Experience of working with children with SEN at EYFS/KS1 Experience of leading an improvement project that had a demonstrable impact on attainment and progress in EYFS/KS1</p>	<p>Middle management role, eg subject leader  Experience of EYFS</p>	<p>Application form Interview References</p>
<b>Knowledge</b>	<p>Sound understanding of the new EYFS Framework and Development Matters In depth knowledge of the components which lead to good and outstanding teaching and learning Sound understanding of the strategies to motivate children with ASD and a range of SEN. Awareness and understanding of positive behaviour support approach. A good understanding of early development and how to personalise learning to meet the needs of those with ASD Ability to assess children accurately and plan effective provision to meet</p>		<p>Application form Interview</p>

	<p>their needs.</p> <p>Ability and experience of supporting colleagues in developing their practice.</p>		
<b>Skills</b>	<p>To lead a team of staff</p> <p>To mentor, develop and coach colleagues</p> <p>To develop practice and challenge any underperformance.</p> <p>To plan and lead meetings, share practice and address areas of development.</p> <p>To prepare, interpret and analyse data</p> <p>To inspire great team work, collaboration and positive working ethos.</p>		<p>Application form</p> <p>Interview reference</p>
<b>Communication</b>	<p>Ability to form positive relationships with children, parents and all members of the community</p> <p>Well-developed oral and written communication skills</p> <p>Ability to present to a variety of audiences</p> <p>Effective use of ICT</p>		<p>Interview</p>
<b>Leadership and Management</b>	<p>Ability to be an effective member of the Senior Leadership Team</p> <p>Ability and willingness to work with colleagues across the federation</p> <p>Ability to lead and manage change</p> <p>Ability to challenge and hold colleagues to account</p> <p>To embed the school vision</p> <p>To support school improvement as set out in the school development plan.</p>		<p>Interview</p> <p>References</p> <p>Application</p>
<b>Personal</b>	<p>Motivated, enthusiastic,</p>		<p>Interview</p>

<b>qualities</b>	positive and resilient. Organised and able to work efficiently to achieve high outcomes. Dependable and reliable with a good record of attendance Commitment to participation in all appropriate whole school activities. Loyal to aims and aspirations of the school and its leaders and committed to securing its future development.		references
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