**FOUNDATION STAGE LEADER**

**PERSON SPECIFICATION**

The following are the main attributes the Governing Body would wish to see offered by candidates. It is not as an exhaustive ‘tick list’ but is provided as guidance.

\*How candidates will be assessed: A – Application Form I – Interview R –Reference

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| **Job Requirement** | **Essential** | **\*** | **Desirable** | **\*** |
| **Qualifications** | * Qualified Teacher Status
 | **A** | * Evidence of commitment to further professional development
 | **A** |
| **Experience** | * Successful teaching in the Foundation Stage
* Evidence of leading an area of school improvement
* Participating in a team approach to include the management of change
* Evidence of providing INSET or other staff development activity
 | **A/R****A/I****I****I** | * Teaching within Key Stage 1
* Have held responsibility for more than one curriculum area
 | **A/I****A/I** |
| **Knowledge and understanding**  | * Understands curriculum management
* Understands the process of school improvement planning
* Has a thorough understanding of young children’s needs, and how they learn
* To be an outstanding, innovative and creative teacher
* Understands the importance of developing thinking skills
* Extensive knowledge of best Foundation Stage practices
* Good understanding of safeguarding procedures
 | **R/I****I****I/R****A/R/I****A/I****I****I** | * An understanding of distributive leadership
* To have experience of developing thinking skills across the curriculum
 | **I****A/I** |

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| **Skills** | * To be able to identify and solve problems creatively
* To be an effective communicator with staff and to disseminate information accurately
* To be a good listener
* Ability to exhibit a positive attitude
* Ability to encourage positive partnerships with parents and school
* Flexibility
* Have a positive attitude to change
* To be able to lead the Foundation Stage planning process
* To be able to manage time effectively
* Prioritise according to school improvement needs
 | **R/I****R/I****I****R/I****R/I****I****A/I****R/I****A/R****R/I** |  |  |

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| **Job Requirement** | **Essential** | **\*** | **Desirable** | **\*** |
| **Personal Qualities**  | * Well-organised, professional, innovative and tactful
* A reflective practitioner
* Energetic
* Able to work under pressure and meet deadlines
* Have a sense of humour
* Able to manage an appropriate work-life balance
* Passionate about wanting to make a difference to our children
* Has a desire to further their own learning and is ambitious for their career
* Have an approachable and friendly manner
* Have an awareness of the needs of others
 | **A/I****R****R****R****R/I****I****A/I****A/I****I****R** | * To have varied interests outside school and education
 | **A/I** |