



Qualifications and training	
Essential	Desirable
<ul style="list-style-type: none"> • QTS. • A 2:2 or above degree in their subject area or a related subject. 	<ul style="list-style-type: none"> • A first aid certificate. • CCRS/willing to complete CCRS • National Award for SENCOs achieved or in process • Leadership of SEND, inclusion or curriculum initiatives that have contributed to raising educational standards
Skills and experience	
Essential	Desirable
<ul style="list-style-type: none"> • Ability to create a safe, positive and nurturing classroom environment. • Proven experience of raising standards and outcomes in Early Years • Promoted, organised and led staff training and development within Early Years and/or SEND. • Conducting assessments, keeping records and producing reports on pupils within Early Years. 	<ul style="list-style-type: none"> • The ability to evaluate SEND provision of the school and plan a strategy for its development • Ability to use evidence to select, implement and evaluate highly effective intervention programmes and strategies to measure their impact • Deputy safeguarding lead experience
Knowledge	
Essential	Desirable
<ul style="list-style-type: none"> • Expert knowledge of the Early Years curriculum (including nursery) • The ability to plan for and provide focussed and purposeful provision linked with Early Years outcomes • An in depth understanding of the educational issues for students with SEND and challenging 	

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behaviour and the ability to implement clear strategies to ensure the raising of educational and behavioural standards.

- An understanding of SEND and the Code of Practice as well as a demonstrable knowledge of safeguarding and child protection procedures.
- Ability to interpret and analyse attainment data to identify learning needs and set targets
- Ability to be an inspiration in the classroom and as a leader- to recognise high quality EYFS practice and to model this for others
- Ability to lead other adults as well as work collaboratively as part of a team
- Ability to train, support and challenge others when necessary
- Knowledge of the Statutory Framework for the Early Years Foundation Stage
- Knowledge of effective intervention strategies to improve the quality of teaching and learning.

Safeguarding and Conduct

- Commitment to confidentiality and professional conduct
- Adherence to school policies
- Demonstrates integrity and accountability
- Experience contributing to safeguarding culture

Personal traits

The successful candidate will be

- Passionate about education and particularly determined to improve outcomes for all children.
- Able to use initiative and find solutions
- Resilient and robust
- Punctual, with a good attendance record.
- An excellent communicator, verbally and in writing.
- Organised.
- An excellent time manager.
- Hardworking, with high expectations of themselves and their professional standards.
- Committed to Continuous Professional Development.
- Able to maintain successful working relationships with other colleagues.

Holy Family Catholic Primary Academy Person Specification- Assistant Headteacher, Early Years Lead & SENDCO



- Driven and energetic.
- Good interpersonal skills, with the ability to enthuse and motivate others and develop effective partnerships

The successful candidate may also be

- Dedicated to promoting their professional development, and that of others.
- Able to promote good behaviour consistently.
- Able to plan and take control of situations.
- Committed to contributing to the wider school and its community.
- Able to effectively promote the school's Catholic ethos and vision.
- Capable of handling a demanding workload and successfully prioritising work.
- Professionally assertive and clear thinking.

Additional requirements

The successful candidate will have

- An enhanced DBS certificate and barred list check.
- Evidence of their previous placement experience.
- Satisfactory references.

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