



Bowker Vale Primary School PERSON SPECIFICATION Phase Leader for EYFS

The following are the main attributes the Governing Body would wish to see offered by candidates.

*How candidates will be assessed:

A – Application Form, I – Interview, R –Reference

Job Requirement	Essential	*	Desirable	*
Qualifications	<ul style="list-style-type: none"> Qualified Teacher Status Degree or equivalent Evidence of recent professional development in area of responsibility 	A A A	<ul style="list-style-type: none"> Evidence of further study and/or qualifications such as National Professional Qualifications (or a commitment to undertake the study) 	A
Experience and Skills	<ul style="list-style-type: none"> An understanding of how children across the EYFS phase learn Evidence of leading an aspect of school improvement Experience of a range of school situations, including monitoring and evaluating classroom practice Experience of analysing pupil progress data and implementing appropriate improvement activities Be familiar with Ofsted requirements Be able to manage time effectively 	A/R A/I A// R A// R A/I A/I	<ul style="list-style-type: none"> Evidence of a wider leadership role and having led and worked successfully with a team Experience in a different Key Stage 	A A
Curriculum	<ul style="list-style-type: none"> Show a thorough understanding of the EYFS curriculum including keeping abreast of new developments Able to support colleagues in the curriculum planning process Have a thorough understanding of young children's needs, and how they learn Be a role model, innovative and creative teacher Understand the importance of developing thinking skills 	A/I A/R/ I A/I A// R A/I	<ul style="list-style-type: none"> Have held responsibility for more than one curriculum area 	A

Skills	<ul style="list-style-type: none"> • Able to identify and solve problems independently and creatively • An effective communicator with all school stakeholders • An active listener • Ability to mediate and be assertive • Ability to promote and foster a positive attitude across and within teams • Ability to encourage positive partnerships with families, governors, outside agencies etc. • Ability to embrace change • Flexibility • An effective team leader 	R/I R/I R/I R/I A// R A// R R R R/A	<ul style="list-style-type: none"> • Have mentored / coached a colleague 	A
Personal Qualities	<ul style="list-style-type: none"> • Be motivating and motivated • Have an awareness of the needs of others • Well-organised, professional, innovative and tactful • Have the ability to meet targets and objectives • A reflective practitioner • Energetic • Be able to work under pressure and meet deadlines • Have a sense of humour • Be able to manage an appropriate work-life balance • Be passionate about wanting to make a difference to our children • Have a desire to further your own learning and be ambitious for your career • Have effective time management skills 	I/R I/R I/R A// R I/R R R R/I A/R A// R A/I A/R	<ul style="list-style-type: none"> • To have varied interests outside school and education 	A

Candidates are asked to ensure that the evidence for all statements marked with an 'A' is included on their application form. Short-listing for interview will depend upon this evidence.

March 2025