



## WESTMINSTER UNDER SCHOOL

### (Founding) Head of Early Years – person specification

	Criteria	Essential	Desirable
Qualifications/Professional Development	A strong academic background, with at least a good honours degree (or equivalent) in any discipline	Yes	
	Qualified Teacher Status	Yes	
	Safeguarding Training at Level 3 or above		Yes
	Further leadership qualification(s)		Yes
Knowledge and Experience	Experience leading a high performing team with a demonstrable impact, including through a period of change, with EYFS	Yes	
	Experience of teaching children in EYFS	Yes	
	Excellent knowledge of the EYFS statutory framework and its requirements	Yes	
	Experience of school admissions processes		Yes
	A good working knowledge of the ISI framework and Independent Schools Standards		Yes
	Knowledge of safeguarding within schools, including recent changes to Safeguarding practice and how to escalate any potential concerns	Yes	
	An understanding of, and commitment to, the School's Equal Opportunities policies and a willingness to promote equality of opportunity in all aspects of their work	Yes	

Skills and abilities	Ability to formulate ideas and present them clearly to the Master, SMT and Governing Body	Yes	
	Ability to chair meetings in a respectful and inclusive manner	Yes	
	Ability to work across EYFS and KS1	Yes	
	Ability to create programmes and policies relating to EYFS	Yes	
	Be an outstanding classroom practitioner	Yes	
	Excellent time management, problem-solving and organisational skills	Yes	
	Strategic thinking, able to see the big picture but with an eye for and understanding of the day-to-day detail	Yes	
	Have an appreciation of the whole school perspective on all matters	Yes	
	Excellent verbal communication skills and the confidence to make effective presentations to audiences of pupils, staff and parents	Yes	
	Excellent written language skills with the ability to write clearly and confidently to parents and staff	Yes	
	Ability to provide Early Years training and support for large teams	Yes	
	Highly developed inter-personal skills, and the ability to work effectively and productively with all relevant stakeholders	Yes	
	High standards and outstanding levels of professional and personal integrity	Yes	