

Role Profile

Post Title:	Excellence and Equity Lead
Grade:	9
Date Created:	12th September 2023

ROLE DEFINITION

Assist in the management and delivery of a quality early learning and childcare service with particular focus on planning, implementing and measuring activities to reduce the poverty related attainment gap.

KEY TASKS AND RESPONSIBILITIES

Corporate Responsibilities

- Undertake individual role in line with the Council's Strategic Priorities and in compliance with the Council's corporate policies and procedures.
- Undertake any other reasonably required duties as instructed by Management or someone acting on their behalf, in addition to the role specific tasks & responsibilities detailed below.

Role Specific Tasks & Responsibilities

- Lead the development, implementation, and evaluation of early years programmes to reduce the poverty related attainment gap.
- Lead the effective delivery and development of the literacy, numeracy, and health & wellbeing curriculum to improve children's attainment.
- Lead the planning and delivery of family learning approaches and parental engagement in learning to improve children's attainment.
- Provide advice, support and training to colleagues and students on the delivery of high-quality learning experiences and outcomes to improve children's attainment.
- Work with and support private and voluntary sector partners to implement programmes to reduce the poverty related attainment gap.
- Collate, maintain, analyse, and report on data relating to children's attainment.
- Provide additional support for those children who need it most in order to improve attainment.



Role Profile

- Lead staff in self-evaluation activities to ensure improved outcomes for children.
- Participate in the development and implementation of early years plans, policies, procedures and guidance including leading appropriate working groups.
- Ensure appropriate educational resources are available and maintained to support activities to improve children's attainment.
- Work proactively and collaboratively with other services and partners to improve the outcomes for children.
- Plan and provide a safe, secure, and stimulating early years environment for children.
- Support staff in the implementation of North Ayrshire Council's Child Protection Procedures.
- Take responsibility for the implementation of new local and National initiatives in Early Education and Childcare as required.
- Develop high quality relationships and interactions with children that promote wellbeing, extend thinking and concept development.
- Supervision of employees.



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ESSENTIAL / DESIRABLE CRITERIA

	Essential	Desirable	Evidence
Education and Qualifications	BA in Childhood Practice OR equivalent recognised by the SSSC (or working towards and in final year) AND HNC Childhood Practice at SCQF Level 7 OR SVQ Social Services (Children and Young People at SCQF Level 7 OR equivalent recognised by the SSSC	- Evidence of further study / training - CPT training on: Literacy / Numeracy / Building the Ambition / Health and Wellbeing / Nurture / Outdoor learning / HGIOELCC	- Application Form - Interview
Experience	- Recent experience of working with children 3-5 within an Early Learning and Childcare setting - Knowledge and experience of planning and delivering Curriculum for Excellence - Tracking children's development and learning effectively	- Taking on a leadership role - Ability to demonstrate good practice - Working with children 0-5 - Developing and delivering family learning - Self-evaluation using HGIOELCC	- Application Form - References - Interview
Specialist Knowledge	Awareness of current early years development	Providing a broad and balanced curriculum based on the principles of the	- Application Form - Interview



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	Knowledge and understanding of children's development and learning	Curriculum for Excellence	Pre/Post-Interview Check (if appropriate)
Skills and Abilities	- Written and verbal communication skills with children, early years practitioners, management, parents / carers and wider community - Lead and motivate others to narrow the attainment gap	Motivated with leadership qualities to improve outcomes for children	- Application Form - References - Interview
Other			- Application Form - Interview - Pre/Post-Interview Check (if appropriate)

Please be aware that the successful candidate must be able to travel throughout North Ayrshire (own car/public transport/pool cars etc) for work purposes, meetings, training courses etc.



OUR STAFF VALUES & BEHAVIOURS

Value	Behaviours
<u>Focus</u> we put our customers first we understand the bigger picture	• Provide excellent customer services • Meet and, where possible, exceed the expectations of internal and external customers • Understand the performance levels and standards required within our own role and strive to achieve and, where possible, exceed these • Know how the work we do fits into the overall performance of the Council
<u>Passion</u> we take pride in the jobs we do we are ambitious for our community	• Take ownership of our own actions and performance • Reflect on the work we do and consider how it could be improved • Have a positive impact on the lives of our customers and their communities • Push the boundaries to help our customers and communities realise their potential
<u>Inspiration</u> we all look for better ways to deliver our services we achieve the best results by working together	• Find new ways to deliver improvements, efficiencies and value for money • Embrace change with enthusiasm and creative ideas • Work together and creatively produce the best outcomes for our customers and communities • Plan all activities with the end goal in mind

