

## Early Years Improvement Consultant

### Grade 8

#### **Our Vision**

A county where big ambitions, great connections and greener living give everyone the opportunity to prosper, be healthy and happy

#### **Our Outcomes**

Everyone in Staffordshire will:

- Have access to more good jobs and share the benefit of economic growth
- Be healthier and more independent for longer
- Feel safer, happier and more supported in their community

#### **Our Values**

Our People Strategy sets out what we all need to do to make Staffordshire County Council a great place to work, where people are supported to develop, the Strategy to ensure that the focus is on what is important to the organisation and the people it serves:

- Ambitious – We are ambitious for our communities and citizens
- Courageous – We recognise our challenges and are prepared to make courageous decisions
- Empowering – We empower and support our people by giving them the opportunity to do their jobs well

#### **About the Service**

The Early Years team are focused on delivering a consistent, high-quality service which responds to the unique needs of early years children and their families, ensuring a focus on the crucial first 1001 days to achieve the best start in life for all. We work with Family Hubs and other partners to ensure that all children have the maximum opportunity to access their funded entitlements in high quality, inclusive settings.

We aim to:

- build respectful and professional relationships, enabling us to effectively lead, empower and upskill the early years sector.

- inspire, motivate and support practitioners and settings through challenge and change, to ensure continued quality improvement and sustainability across the sector.
- collaborate with a wide range of partners to ensure a cohesive and responsive approach to improving outcomes for our youngest children.

The Early Years Team performs key statutory duties and adheres to relevant legislation and guidance to ensure sufficiency of childcare places, promote the health, well-being, progress, and attainment of children in inclusive settings.

### **About the Role**

As an Early Years Improvement Consultant, you will support the Early Years Senior Consultant (Improvement) in enhancing the quality and inclusivity of early education and childcare, improving outcomes for all children. Working within a defined geographic region, you will work proactively with partners and settings giving advice on educational, organisational, management and related Early Years service issues in connection with the role of the local authority.

You will contribute to improving the quality and accessibility of Early Years services ensuring that all children, especially those with additional needs receive a supportive and effective start. You will work actively with settings recommending and implementing improvements and initiatives in line with the Early Years Foundation Stage statutory framework.

This post is designated as a Casual car user.

### **Reporting Relationships**

**Responsible to:** Early Years Senior Consultant (Improvement)

**Responsible for:** N/A

### **Key Accountabilities:**

1. Provide support and guidance to Early Years providers to meet the requirements of the Early Years Foundation Stage Statutory Framework and improve practice, enabling all children to access their entitlements in good or outstanding settings.
2. Work effectively with settings, establishing effective working relationships with staff and other relevant stakeholders to offer advice information and guidance and to improve the quality of reflective and evidence-based practices, transitions and outcomes for children.

3. Manage own workload to undertake setting observations, compliance advice and evaluation of the implementation of the EYFS statutory requirements and quality frameworks, in a variety of contexts, providing concise feedback both orally and written, reporting findings and tracking progress, and empowering practitioners to improve outcomes.
4. Lead on discussions and support for settings in need of improvement, making recommendations through governance systems and identifying support to improve quality and outcomes.
5. Provide advice, training, support and challenge to a range of audiences, having a clear understanding of the needs of all children, including those with special educational needs; those with English as an additional language and those with disabilities, sharing and evaluating a variety of approaches to support inclusive practice.
6. Critically analyse a range of evidence, including inspection reports, to identify strengths and key priorities for the setting and support the identification and sharing of effective practice across providers and facilitation of continuous professional development.
7. Work collaboratively to promote and implement high quality and inclusive practices in a range of settings actively linking in with wider SCC agendas, partnerships, campaigns and priorities.
8. Engage with Family Hubs, settings and families to promote partnership working, ensuring that families get the right help at the right time and that their voices are heard, and outcomes improved
9. Contribute to the preparation of bids, reports and communications under the direction of the Senior Consultant.
10. Comply with effective governance across the Early Years team including the Risk Register, data protection, governance groups and information assets in line with all relevant legislation and internal guidance.
11. Work on the delivery and monitoring of national and local projects and programmes including workforce development to raise standards and bring about sustained improvement.
12. Deliver in line with Early Years KPIs, outcomes, frameworks and initiatives, identifying areas of effective practice and opportunities for service development.
13. Undertake continuing professional development and acquire new skills, being prepared to undertake further training as and when required.

**Professional Accountabilities:**

The post holder is required to contribute to the achievement of the Council objectives through:

**Financial Management**

Personal accountability for delivering services efficiently, effectively, within budget and to implement any approved savings and investment allocated to the service.

**People Management**

Engaging with People Management policies and processes

**Equalities**

Ensuring that all work is completed with a commitment to equality and anti-discriminatory practice, as a minimum to standards required by legislation.

**Climate Change**

Delivering energy conservation practices in line with the Council's climate change strategy.

**Health and Safety**

Ensuring a work environment that protects people's health and safety and that promotes welfare, and which is in accordance with the Council's Health & Safety policy.

**Safeguarding**

Commitment to safeguarding and promoting the welfare of vulnerable groups.






The content of this Job Description and Person Specification will be reviewed on a regular basis.

## Person Specification

A = Assessed at Application

I = Assessed at Interview

T = Assessed through Test

Minimum Criteria for Disability Confident Scheme *	Criteria	Measured by
	<b>Qualifications/Professional membership</b>  Educated to Level 6 (e.g. degree level) or equivalent experience in a relevant field  Demonstrable commitment to relevant continuing professional development	A  A
	<b>Knowledge and Experience</b>   Demonstrable knowledge of current educational developments, initiatives and research relating to Early Years and Childcare   Knowledge of relevant legislation and policy affecting Early Years and Childcare initiatives, frameworks and practices   Comprehensive knowledge of the Statutory Framework for the Early Years Foundation Stage (EYFS), Ofsted registration and inspection Frameworks and Working Together to Safeguard Children and SEND Code of Practice  Knowledge of child development and Early Years pedagogy.  Proven track record of consultancy that impacts on the quality of Early Years provision and outcomes for children	A/I  I  A/I  A/I  A/I
	<b>Skills</b>  Excellent communication and interpersonal skills, including verbal written and listening skills	A/I
	 Strong analytical skills to effectively resolve problems and develop innovative plans	A/I
	Self-motivated, organized and detail-oriented	I
	Adaptable, able to manage change and remain flexible to the needs of the service	I

	Able to work collaboratively with a creative approach to problem solving	A/I
	Commitment to improving outcomes for children and young people	A/I
	Committed to Inclusion and the principles of equality and diversity	A/I
	Willingness to undertake continuous professional development	I
	Competent in using a range of O365 applications	A/I
	Ability to travel as required within the local authority area	I



If a disabled person meets the criteria indicated by the Disability Confident scheme symbol and provides evidence of this on their application form, they will be guaranteed an interview.

We are proud to display the Disability Confidence Symbol, which is a recognition given by Job Centre Plus to employers who agree to meet specific requirements regarding the recruitment, employment, retention, and career development of disabled people.

If you need a copy of this information in large print, Braille, another language, on cassette or disc, please ask us by contacting **Liberata Employee Services Team on 01905 947446**