

Early Years Senior Consultant (Improvement) Grade Soulbury 3-6 (11 with SPA)

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 Senior Consultant (Improvement) you will support the Early Years Improvement and Inclusion Lead in enhancing the quality and inclusivity of early education and childcare. With responsibility for a defined geographic region, you will give advice on educational, organisational, management and related Early Years service issues in connection with the role of the local authority. You will focus on improving the quality and accessibility of Early Years services, ensuring that all children receive a supportive and effective start. You may manage skilled Improvement Consultants to work actively with settings recommending and implementing improvements and initiatives in line with the Early Years Foundation Stage statutory framework.

Reporting Relationships

Responsible to: Early Years Improvement and Inclusion Lead (North/South)

Responsible for: Early Years Improvement Consultants

Key Accountabilities:

1. Undertake the day-to-day management of, and allocation of work to, the team to meet the requirements of the Early Years Foundation Stage statutory framework and improve practice in Early Years settings.
2. Build networks with schools, including Multi Academy Trusts schools, and feeder settings, establishing effective working relationships with teachers and head teachers and other relevant forums to improve self-evaluation, practices, transitions and outcomes for children.
3. Identify and inform priority areas of work within the team development plan and take a lead in implementation in specific areas.
4. Manage own and team priorities to undertake setting observations, professional discussions and audits, reporting findings and tracking progress, providing advice to settings and empowering practitioners to improve outcomes.
5. Lead discussions and support for settings in need of improvement, making recommendations through governance systems and allocating support to improve quality and outcomes.
6. Provide advice, training, support and challenge, having a clear understanding of the needs of all young children, including those with special educational needs; those with English as an additional language and those with disabilities and be able to share and evaluate a variety of teaching approaches.
7. Undertake EYFSP data analysis to identify strengths and areas for development across Staffordshire including the need for shared priorities across/between partners and additional school and setting support.
8. Monitor and evaluate compliance with safeguarding and welfare requirements and teaching and learning in a variety of contexts providing oral and written feedback and producing clear, concise, evidence-based development plans and/or reports to support development.
9. Collaborate with stakeholders including schools, nurseries, other local authority departments and health services to promote and implement high quality and inclusive practices and actively link in with wider SCC agendas and education campaigns.

10. Contribute to the preparation of bids, reports and communications under the direction of the Early Years Improvement and Inclusion Lead.
11. Contribute to effective governance across the Early Years team including management of the Risk Register and data protection.
12. Identify opportunities to utilise digital technology and data to maximise the efficiency and effectiveness of the service and act as a data guardian/information asset owner ensuring compliance of information assets with all relevant legislation and internal guidance.
13. Contribute to 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.
14. Engage with parents, carers, settings, and partners within the Family Hubs to promote partnership working ensuring the voices of children and families are heard and outcomes are improved.
15. Undertake engagement, delivery and monitoring of national and local projects and programmes including workforce development to raise standards and bring about sustained improvement through challenges and support including workforce development.
16. Deliver against Early Years KPIs, outcomes, frameworks and initiatives, quality assuring activity and identifying areas of effective practice and opportunities for service development.
17. Undertake relevant Continuing Professional Development including attending regional and national forums related to Early Years services as appropriate and disseminate effective practice across the Early Years Team.

Person Specification

Qualifications/Professional membership

- Educated to Level 6 (e.g. degree level) in Early Years, Education, SEND or a related field.
- Qualified Teacher Status

Knowledge and Experience

- Experience of working with leadership teams in schools to develop practice across the early years within and beyond their local community
- Knowledge of relevant legislation, policy and evidenced based practice reports affecting the Early Years
- Comprehensive knowledge of the Early Years Foundation Stage (EYFS), Ofsted inspection framework, SEND Code of Practice and Working Together to Safeguard Children (2023)
- Experience of leading a team or projects or workstreams to improve outcomes for children and families
- Significant experience of working with schools and Multi Academy Trusts to bring about sustained improvement across the Early years foundation stage

Skills

- Effective communication and interpersonal skills, capable of working with a diverse range of stakeholders to improve outcomes for children
- Effective teaching/modelling skills to share effective practice and evidence of impact on learning and personal development
- Team management skills
- Highly organized and detail-oriented
- Adaptable, able to manage service developments and manage change to improve effectiveness and remain flexible to the needs of the service
- Committed to Inclusion and the principles of equality and diversity
- Willingness to undertake continuous development professional
- Ability to travel as required within the local authority area
- Competent in using a range of O365 applications
- Commitment to improving outcomes for children and young people

This post is designated as a casual car user

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