

Postholder:	_____
Post Title:	Reception Lead Teacher
School:	The Grange Community Primary School

Vision

Our children will reach their maximum potential through high standards in teaching, learning and leadership. We will provide a caring, inclusive learning environment where everyone is valued and respected and prepare our children to become valuable members of the wider global community.

“Our vision is to create a school community where every child participates, excels and takes pride in their achievements...”

‘The Grange Way’

‘The Grange Way’ is to be a set of only five ‘child friendly’ statements which are posted in classrooms, appear in the children’s books, and regularly feature in PSHE lessons and in assemblies.

I smile and say hello

I listen to learn

I care for everyone and everything

I keep healthy and have a positive attitude

I work hard and challenge myself

Health and Safety

You have a responsibility under Health & Safety legislation to ensure that you;

- Take reasonable care for your own health & safety and that of others affected by what you do or do not do
- Co-operate on all issues involving health & safety
- Use work items provided for you correctly, in accordance with training and instruction given
- Do not interfere with or misuse anything provided for your health, safety, or welfare
- Report any health & safety concerns to your manager as soon as practicable
- Complete risk assessments where appropriate and share with the staff involved and have it signed off by the Headteacher

Safeguarding

The Grange Community Primary School is committed to safeguarding children. All staff must be dedicated to ensuring the safety and well-being of children. The post-holder is responsible for ensuring that all child protection policies are adhered to, and concerns raised in accordance with these policies.

School: The Grange Community Primary School, Banbury

Salary: MPS/UPS (depending on experience) + TLR

Contract: Full-time, permanent

Responsible to: Headteacher / Senior Leadership Team

Purpose of the Role

To deliver outstanding teaching and learning within Reception, ensuring all children make excellent progress from their starting points.

To lead and develop EYFS provision across the school, embedding an Early Excellence approach through high-quality continuous provision, purposeful play, and skilled adult interaction.

To uphold and model The Grange Way – caring for everyone and everything—ensuring all children feel safe, valued, and able to thrive.

Key Responsibilities

1. Teaching and Learning

- Plan and deliver high-quality learning experiences in line with the EYFS framework
- Provide a carefully balanced approach between continuous provision, child-initiated learning, and adult-led teaching
- Create a stimulating, language-rich indoor and outdoor environment that reflects The Grange Way, where children feel safe, respected, and inspired
- Ensure all children are supported, challenged, and inspired to achieve their best
- Model outstanding Early Years practice

2. Early Years Pedagogy (Early Excellence Approach)

- Develop and maintain well-established, continuous provision that enables children to revisit and deepen learning
- Design and refine the environment as a “third teacher”, promoting curiosity, independence, and respect for resources and space
- Use high-quality interactions and sustained shared thinking to extend children's language and understanding
- Plan from children's interests and next steps to ensure learning is meaningful and purposeful
- Promote a curriculum focused on depth rather than coverage

3. Assessment and Progress

- Observe, assess, and record children's learning in line with EYFS expectations
- Use assessment effectively to inform provision, planning, and next steps
- Track pupil progress and identify and address gaps promptly
- Ensure accurate and meaningful assessment information is maintained

4. Leadership of EYFS

- Lead the strategic development of EYFS across the school
- Drive high standards in teaching, learning, and provision in line with The Grange Way
- Promote a culture of care, respect, and high expectations within the Early Years team
- Monitor the quality of provision, environment, and outcomes

- Support and develop colleagues through coaching, modelling, and collaboration
- Contribute to school improvement planning and evaluation
- Keep up to date with current research and best practice in Early Years

5. Behaviour, Wellbeing and Safeguarding

- Create a safe, nurturing, and inclusive environment rooted in The Grange Way
- Promote positive behaviour through strong relationships and clear expectations
- Support children's social, emotional, and mental development
- Ensure all children feel valued, respected, and part of the school community
- Safeguard and promote the welfare of all pupils

6. Professional Responsibilities

- Work collaboratively with colleagues, support staff, and leaders
- Build strong, respectful relationships with parents and carers
- Contribute positively to the wider life of the school community
- Act as a role model for **The Grange Way** in all interactions
- Engage in continuous professional development

General Responsibilities

- Follow all school policies, including safeguarding, health and safety, and equality
- Carry out any additional duties as reasonably directed by the Headteacher

Safeguarding Statement

The Grange Community Primary School is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. An enhanced DBS check will be required.

Equal Opportunities

We are committed to creating a diverse and inclusive environment and welcome applications from all suitably qualified candidates.

- **Person Specification**

Category	Essential	Desirable
Qualifications & Training	Qualified Teacher Status (QTS) Evidence of ongoing professional development	EYFS specialism or relevant Early Years qualification, Leadership training (e.g. NPQ or equivalent)
Experience	Significant experience teaching within EYFS Experience in delivering high-quality continuous provision. Experience in planning from children's interests and next steps. Experience of observing and assessing children to inform learning. Experience of creating a nurturing, inclusive environment where all children feel valued	Experience of leading EYFS, a subject, or phase. Experience of developing provision or learning environments, Experience of coaching or supporting colleagues
Knowledge & Understanding	Strong understanding of the EYFS framework and child development	Knowledge of Early Excellence principles and approaches

	<p>Secure knowledge of communication and language development. Strong understanding of early reading and phonics. Understanding of play-based pedagogy supported by skilled adult interaction Understanding of assessment in EYFS Understanding of the importance of relationships, care, and inclusion in enabling children to thrive</p>	<p>Understanding of sustained shared thinking Knowledge of continuous provision and enabling environments ("third teacher") Awareness of current Early Years research and best practice</p>
Skills & Abilities	<p>Ability to create a high-quality, enabling indoor and outdoor environment where children feel safe and respected Skilled in extending children's thinking through high-quality interactions Ability to plan for depth in learning rather than coverage Strong classroom organisation and behaviour management rooted in positive relationships Excellent communication and teamwork skills Ability to build strong, respectful relationships with children, families, and colleagues</p>	<p>Ability to lead and inspire colleagues Ability to monitor provision and drive improvements Confidence in coaching or supporting staff development</p>
Leadership	<p>Ability to contribute to school improvement Ability to work collaboratively within a leadership team Willingness to lead and take responsibility for EYFS Ability to model and promote The Grange Way</p>	<p>Proven impact in leading EYFS or a key area Experience of monitoring, evaluating, and improving provision Experience of leading change or innovation</p>
Personal Qualities	<p>Passionate about Early Years and giving children the best start Child-centred, nurturing, and inclusive approach Reflective and committed to continuous improvement High expectations for all children. Positive, proactive, and resilient Demonstrates and promotes The Grange Way through kindness, respect, and care for others and the environment</p>	<p>Ambition to further develop as a leader Innovative and forward-thinking approach to Early Years Commitment to wider school life and community</p>