



Warwickshire  
Teaching School Alliance

**Early Years Lead  
Practitioner  
(EYLP)  
Role & Guidance  
2020-2021**

# Warwickshire Teaching School Alliance

*"Working in partnership, celebrating success, aiming for excellence"*

The Warwickshire Teaching School Alliance (WTSa) focuses on the foundations of education with a birth to 7 years specialism that supports Early Years and KS1. We firmly believe that by improving the quality of practice and approaches to learning across the EY sector, we improve the life chances for children beyond our school gates.

We have a range of Alliance partners, including Nursery, Infant and Primary Schools. We work in partnership with Warwickshire County Council to facilitate the objectives of the Warwickshire Education Strategy (*in particular Priority 1 – fostering children's love of learning from birth through childhood into year 1 and championing the EYFS*).

Our range of activities includes a comprehensive training programme, an Initial Teaching Training course and involvement in research such as the integration of education and mental health projects. We also provide bespoke support and advice for schools and settings. This approach is based on a peer support model and allows support, challenge and shared practice to be applied effectively in all types of Early Years provision. Early Years Lead Practitioners (EYLPs) are a key element of this and this booklet provides all the information relating to recruitment and deployment.

## **What are Early Years Lead Practitioners (EYLPs)?**

EYLPs have a passion for early years best practice which they feel strongly about sharing with colleagues in their daily work. They are champions of outstanding Early Years provision, of driving forward improvements and raising standards in teaching and learning.

They understand what outstanding leadership practice looks like in their own areas of specialism and help other leaders to develop it in their own context.

## **The EYLP Role**

The role is about sharing expertise and knowledge and working with others to develop their capacity and knowledge within Early Years Education.

EYLPs will work with a School or Early Years provider who have identified a need for development in their provision - across foundation stage and possibly into KS1. They will get a sense of the context and stage the organisation is at and use a range of strategies to address the area of focus and need effectively. Some of this will be mentoring, coaching and supporting. Other aspects may be providing systems and documentation, building a knowledge base and sharing best practice.

Successful deployments will show impact on those receiving support; leaving them empowered and able to develop early education further themselves.

Through this model of support we hope to encourage the sharing of experience and skills to promote the future development of the EYs workforce across Coventry and Warwickshire.

The role also provides a professional pathway to broaden personal skills through work with peers and experiencing a wide range of different settings (including Nursery and Primary.)

## **Requirements & desirable qualities to become an EYLP**

- 2 years' experience at a supervisory or managerial level
- At least 5 years' experience in an early years role
- Level 4 or 5 qualification
- An outstanding or good reference from a line manager
- A proven track record of providing support to staff and working collaboratively
- Able to show impact in improving quality of provision and outcomes for children and families
- A positive working relationship with all colleagues and ability to work sensitively with others
- A commitment to develop your own professional attributes and knowledge
- An interest in current research and staying informed about recent developments in early years.

## **How will EYLPs benefit other settings/schools**

Peer support can be enormously beneficial as it is bespoke and can be adapted to the particular needs of the supported setting. It is a collaborative approach, thereby helping leaders develop their own capacity and ensuring long-term improvements. Peer support is valued as it draws on real, current and relevant experience.

EYLPs will be expected to show evidence that their work has had a positive impact on practice and outcomes for children. Documentation will be provided to help capture details of work and progress and the WTSA will support with the administration of this.

## **How will EYLPs benefit their own settings?**

This model of support enables the sharing and development of outstanding, innovative practice which can be beneficial to both parties in the partnership. It will be an excellent form of CPD for applicants, further developing skills which can in turn be used to support colleagues in their own setting. It gives individuals the opportunity to learn about different systems and processes which can help develop internal practice.

Applicants who apply for the program must have the support and agreement of their Owner/Manager/Headteacher, who will confirm that their organisation has the capacity to release them.

## **Deployment and Tasks**

Types of deployment will vary. They can be either short term (1-4 days) or on a longer term basis (5-10 days). Time may be taken as a block of consecutive days or spread over a longer time period and this will be agreed between all parties.

The EYLP role is about developing other middle and senior leaders so that they have the skills to lead their own teams and improve practice in their own settings. This may be done through one to one peer coaching or facilitated group support. It could also involve a variety of activities such as data analysis, coaching or joint action planning.

EYLPs will also be required to support the WTSA Aspiration Networks, which are network meetings bringing together schools and PVI settings for workforce development and quality improvement. EYLPs will help build links and encourage engagement.

## **Application and Interview Process**

Applicants will be asked to submit an application form which includes a personal statement.

Alongside this we will require a good or outstanding reference from a line manager.

Once a candidate has been successfully shortlisted they will need to provide a video of themselves in practice in their own organisation and will be invited to attend an interview.

## How an EYLP can be deployed

A profile of each EYLP will be created to provide a menu of support that settings and schools can buy in to. These will be advertised on the WTSA website.

Any school or early years provider seeking support of an EYLP will in the first instance contact Warwickshire Teaching School Alliance. On occasion, the request for support may come via Warwickshire LA, WCC Education Challenge Board, or another Teaching School Alliance.

The deployment will be agreed between the organisation to be supported and the EYLP employer and Warwickshire Teaching School Alliance (WTSA)

WTSA Contact details are listed below.

## Associated costs

| Level of Deployment/Professionals Deployed                        | Examples of nature of the work   | Client Pays | Commissioned School / Setting Receives | TSA Retains 15% |
|---|--|-------------|--|-----------------|
| <b>TARGETTED OR TASK &amp; FINISH WORK</b><br><br><b>Day Rate</b> | <ul style="list-style-type: none"><li>• <i>Supporting staff with developing practice</i></li><li>• <i>Supporting development of the learning environment</i></li><li>• <i>Planning and Assessment</i></li><li>• <i>Supporting team development / CPD</i></li></ul> | £210        | £178.50                                | £31.50          |
| <b>Hourly Rate</b>  |  | £35         | £29.75                                 | £5.25           |

***For further information or any queries please use the contact details below:***

**Teaching School Coordinator: Michelle Hutton**

**Email: [Hutton.m2@welearn365.com](mailto:Hutton.m2@welearn365.com)**

**Tel: 01926 853394**