



## Homerton Early Years Centre Deputy Headteacher: Person Specification

In order to meet the high standards expected of the leadership of our outstanding centre, the governing body is seeking to employ a person with the following qualities, experience, skills and abilities:

Criteria	Essential (E) / Desirable (D)	Identified by
<b>Qualifications</b>		
QTS (Qualified Teacher Status)	E	Application Form & Proof of Qualification
Further qualifications at degree or Masters Level e.g. National Professional Qualification in Senior Leadership, Early Years National Professional Qualification	D	Application Form & Proof of Qualification
<b>Experience</b>		
Thorough understanding of safeguarding and proven experience of promoting child welfare	E	Application Form & Interview
Excellent practice in the Early Years Foundation Stage	E	Application Form & Interview
Senior management experience within a school or other early years setting with proven experience of managing effective teams	E	Application Form & Interview
Experience of partnership working with parents and families and the community	E	Application Form & Interview
Evidence of continuing professional development	E	Application Form & Interview
Experience of working with children with a wide range of Special Needs and supporting their families	E	Application Form & Interview
Experience of working with families who have a diverse range of needs	E	Application Form & Interview



***Skills, abilities and qualities***

Leads by example – with integrity, creativity, resilience and clarity – drawing on their own expertise and skills, and that of those around them	E	Application Form & Interview
An approachable manner and the ability to listen to the views of others	E	Interview
Demonstrates optimistic personal behaviour, positive relationships and attitudes towards children, staff, parents, governors and members of the local community	E	Application Form & Interview
Ability to plan strategically and to lead, inspire, motivate and support children, families and staff	E	Application Form & Interview
Excellent knowledge, understanding and practice of the Early Years Foundation Stage	E	Application Form & Interview
Ability to work effectively as part of the Centre team and with governors, families, professional partners and members of the community	E	Application Form & Interview
Confidence with the collection, analysis and interpretation of data regarding children’s progress and development	E	Application Form & Interview
Knowledge and understanding of a range of ICT applications to support education and evaluation	D	Application Form & Interview
Ability to communicate with clarity in both verbal and written formats	E	Application Form, & Interview
Expertise in supporting initial teacher training	D	Application Form & Interview
Creativity and imagination to anticipate and solve problems	E	Application Form & Interview
Ability to adapt to changing circumstances and new ideas	E	Application Form & Interview
Energy, vigour and perseverance	E	Interview
Enthusiasm and ability to inspire and enthuse others	E	Interview
Commitment, reliability and integrity	E	Application Form & Interview
Good judgement	E	Interview
Sense of humour	E	Interview



We welcome applications from any section of the community, regardless of gender, race, religion, disability, sexual orientation or age.

**Our Governing Body and the Local Authority are committed to safeguarding and promoting the welfare of children and young people. Headteachers must ensure that the highest priority is given to following guidance and regulations to safeguard children and young people. The successful candidate will be required to undergo an Enhanced Disclosure from the Disclosure and Baring Service (DBS).**