



Atherstone and Bedworth Heath Nursery School Federation

Executive Headteacher of Federation

| Category | Essential | Desirable | Evidence |
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| 1. Qualifications (4) | <ol style="list-style-type: none"> 1. Appropriate Teaching Qualification 2. QTS status in England and Wales. | <ol style="list-style-type: none"> 3. Substantive headship or appropriate leadership experience. 4. NPQ award or recent appropriate study. | <ul style="list-style-type: none"> • Application Form • Certificates /Awards |
| 2. Experience (11) | <ol style="list-style-type: none"> 1. Recent, relevant and successful leadership and management in Early Years in school or in a similar position with LA/Academy. 2. Successful experience of leading developments and improving outcomes for children in the Early Years Foundation Stage. 3. Substantial, successful teaching experience in the Early Years Foundation Stage. 4. Substantial experience of leading and working with multi-disciplinary teams of professionals, including health, social care and adult and community learning. | <ol style="list-style-type: none"> 5. Teaching experience in the Early Years Foundation Stage, Key Stage 1 and Nursery. 6. Curriculum leadership in the Early Years Foundation Stage 0-5 years 7. Experience of teaching in more than one school in a variety of settings. 8. Experience of working with or in the non-maintained childcare sector. 9. Successful experience of coaching, leading and training practitioners in the Early Years Foundation Stage. 10. Experience of working in partnership with governors and other. 11. Experience of financial management. | <ul style="list-style-type: none"> • Application • Task(s) • Presentation • Interview |
| 3. Professional Development (4) | <ol style="list-style-type: none"> 1. Evidence of continuing professional development relating to school leadership and management, and curriculum / teaching and learning in the early years. 2. Ability to identify own learning needs and to support others in identifying their learning needs. 3. Experience of leading/co-ordinating professional development opportunities across a locality. | <ol style="list-style-type: none"> 4. Experience of working with other schools/non-maintained organisations /agencies that work with young children and families. | <ul style="list-style-type: none"> • Application • Interview |

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| <p>4. Strategic Leadership (12)</p> | <ol style="list-style-type: none"> 1. Ability to articulate and share a vision for early education and care. 2. Evidence of having successfully translated vision into reality at whole-school level. 3. Ability to inspire and motivate staff, children, parents and governors to achieve the aims of the Nursery school. 4. Evidence of successful strategies for planning, implementing, monitoring and evaluating school improvement. 5. Ability to analyse data, develop strategic plans, set targets & monitor/evaluate progress towards these. 6. Knowledge of what constitutes high quality in educational provision and care in the early years, the characteristics of effective schools and strategies for raising standards, improving outcomes for children and narrowing the achievement gap. 7. Understanding of and commitment to promoting and safeguarding the welfare of children and their families. 8. Knowledge of the role of the governing body and stakeholder groups 9. Ability to work collaboratively with other service providers & stakeholders 10. Willingness to be a good role-model for staff, children and parents through positive communication and following of the staff code of conduct. | <ol style="list-style-type: none"> 11. Experience and understanding of working in a socially deprived area. 12. Experience in leading delivery of quality improvement practices across the sector –e.g., writing training, formulating and giving advice, undertaking consultancy and quality review processes. | <ul style="list-style-type: none"> • Application • Task(s) • Presentation • Interview • References |
| <p>5. Teaching and Learning (8)</p> | <ol style="list-style-type: none"> 1. A secure understanding of the requirements of the EYFS & National Curriculum at Key Stage 1. 2. Knowledge and experience of a range of successful teaching and learning strategies to meet the needs of all children (0-5 years) 3. A secure understanding of assessment strategies & the use of assessment to inform the next stages of learning 4. Experience of effective monitoring and evaluation of teaching, learning and progress 5. Understanding of the characteristics of effective learning environments and the key elements of | <ol style="list-style-type: none"> 8. Evidence of leading, implementing innovative practice in the early years that has received local and/or national recognition | <ul style="list-style-type: none"> • Application • Presentation • Interview |

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| | <p>successful behaviour management.</p> <ol style="list-style-type: none"> 6. Willingness to actively be a part of the Nursery team 7. Maintain the existing vibrant and enriching curriculum. | | |
| 6. Leading and Managing Staff (9) | <ol style="list-style-type: none"> 1. Experience of working in and leading staff teams. 2. Ability to delegate work and support colleagues in undertaking responsibilities. 3. Willingness to involve staff as far as is practicable in decision making. 4. Maintain an open-door policy. 5. Experience of performance management and supporting the continuing professional development of colleagues. 6. Understanding of effective budget planning and resource deployment. | <ol style="list-style-type: none"> 7. Experience of working with governors to enable them to fulfil whole-school responsibilities. 8. Successful involvement in staff recruitment, appointment/induction, 9. Understanding of how financial and resource management enable a school to achieve its educational priorities | <ul style="list-style-type: none"> • Application • Task(s) • Presentation • Interview |
| 7. Accountability (9) | <ol style="list-style-type: none"> 1. Ability to communicate effectively, orally & in writing to a range of audiences – e.g., staff, parents, governors & other professionals. 2. Experience of whole-school self-evaluation and improvement strategies. 3. Ability to provide clear information & advice to staff, other professionals, managers and practitioners in non-maintained settings and governors. 4. Secure understanding of strategies for performance management. 5. Understanding the criteria for the evaluation of a nursery school. 6. Experience of offering challenge and support to improve performance. 7. Leading sessions /training to inform parents, managers and practitioners in non-maintained early years settings. | <ol style="list-style-type: none"> 8. Experience of presenting reports to governors. 9. Experience of managing competency and/or disciplinary matters. | <ul style="list-style-type: none"> • Application • Task(s) • Presentation • Interview • Report to Governing Body |

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| <p>8. Skills, Qualities & Abilities (14)</p> | <ol style="list-style-type: none"> 1. High quality teaching skills. 2. High expectations of children's learning and attainment. 3. Strong commitment to school improvement and to raising achievement for all. 4. Ability to build and maintain good relationships with staff, children and parents. 5. Ability to remain positive and enthusiastic when working under pressure, continuing to give encouragement. 6. Ability to organise work, prioritise tasks, make decisions and manage time effectively. 7. Empathy with children, families/carers 8. Outstanding communication skills 9. Outstanding interpersonal skills, valuing all roles equally within the school. 10. Good leadership and management skills. 11. Stamina, resilience and a good sense of humour. 12. Ability to be inspiring and try new things. 13. Compassionate and caring. 14. Values the importance of wellbeing for the whole nursery community. | | <ul style="list-style-type: none"> • Application • Task(s) • Presentation • Interview • References |
| <p>9. References</p> | <p>Any offer of employment would be made subject to a positive recommendation in professional references and a satisfactory health and attendance record.</p> | | |