

Cornwall Nursery School Federation

Person Specification

Headteacher Person Specification

Essential criteria for shortlisting	How identified			Desirable	
	FORM	LETTER	INTERVIEW		
Qualifications and experience				○ Substantive Headship or evidence of NPQH, NPQH plus or other relevant Headteacher qualification ○ experience of leading, supporting and challenging teaching and non-teaching staff ○ experience of working in partnership with Governors ○ a commitment to the continuous professional development of staff ○ successful experience of liaising with external agencies including local and/or national bodies ○ evidence of recent and relevant further study ○ commitment to promoting the school in the community ○ evidence of establishing a good rapport with parents ○ an understanding of the implications of a rural/coastal setting and diverse catchment area	Desirable criteria can be identified in the letter of application and/or at interview.
Appropriate initial teaching qualification	✓				
Qualified teacher status in England and Wales	✓				
Recent, relevant successful senior leadership and management experience in Early Years in school(s) or a similar position within a Local Authority/Academy	✓				
Professional knowledge and skills					
Extensive knowledge and understanding of current educational issues and legislation		✓	✓		
An understanding of and commitment to safeguarding and promoting children's welfare	✓		✓		
Leadership and management					
Evidence of managing change effectively		✓	✓		
Evidence of contributing to the raising of standards through continuous and		✓	✓		

Cornwall Nursery School Federation

sustainable school improvement				○ an understanding of small school headship ○ effective operational knowledge of Early Years Foundation Stage ○ an understanding of the implications of teaching children aged 2-5 years ○ evidence of good teaching practice ○ proven ability to lead and manage the curriculum ○ commitment to outdoor learning ○ successful experience of managing budgets and/or resources	
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Cornwall Nursery School Federation

Experience of monitoring, evaluating and taking action on the effectiveness of teaching and learning in the EYFS		✓	✓		
Philosophy					
Evidence of an understanding and commitment to Froebelian principles in the EYFS		✓	✓		
Evidence of an inclusive approach towards the education of all children in the early years.		✓	✓		
Personal Qualities					
Outstanding communication skills			✓		
Outstanding interpersonal skills			✓		

Unless you are able to provide clear evidence that you fulfil ALL essential criteria required either in the form or letter you CANNOT be shortlisted for interview