

## Kenilworth & Whitnash Nursery School Federation

### Executive Headteacher

#### Person Specification:

Essential criteria for shortlisting	Identified by			Desirable	Identified by
<b>Qualifications and experience</b>	App. form	Letter	Interview	*Substantive headship or appropriate leadership experience	Desirable criteria can be identified in the letter of application or at interview
Appropriate Teaching qualification	√			*Evidence of NPQ or recent appropriate study	
QTS status in England and Wales.	√			*Experience of working in partnership with Governors and other stakeholders.	
Recent, relevant and successful leadership and management in Early Years in school or in similar position with LA/academy	√	√	√	*Experience of budget management. *An understanding of the challenges related to small school headship.	
<b>Professional Knowledge and skills</b>	App. form	Letter	Interview		
Extensive knowledge and understanding of current educational issues and legislation		√	√	*A commitment to engaging in wider national work to promote the continuance of MNS early education.	
Significant understanding of safeguarding and promoting children's welfare	√		√	*A commitment and recent experience of promoting the school community and its important role.	
<b>Leadership and Management</b>	App. form	Letter	Interview		

Evidence of effective management of change		√	√	*A commitment to the continuous professional development of staff	
Evidence of contribution to raising standards through continuous and sustainable school improvement		√	√	*An understanding of the implications of teaching and learning for children, birth to five.	
Experience of monitoring and evaluating quality and taking action on effectiveness of teaching and learning in the EYFS.		√	√	*Proven ability to develop and lead a curriculum and to manage related CPD.	
<b>Philosophy</b>					
Evidence of an understanding of the principles on an approach based upon Reggio Emilia, or other evidence based principles.	√	√	√	*A commitment to a socio-constructivist approach in which the voice of children and the process of co-construction of learning is celebrated and valued.	
Evidence of a commitment and understanding of inclusive early education for all children	√	√	√		
<b>Personal qualities</b>					
Outstanding communication skills	√	√	√	*A commitment to developing support and training for the wider sector.	
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**