

## Person Specification: Head of School



Criteria/requirements	Essential	Desirable
<b>QUALIFICATIONS and TRAINING:</b>		
1. Qualified Teacher Status	✓	
2. NPQH		✓
3. Recent relevant professional development linked to the job description	✓	
<b>EXPERIENCE:</b>		
4. Effective senior leadership experience (such as assistant head or deputy head) which has impacted on outcomes for children	✓	
5. Experience of leading a team towards clear goals, impacting on whole school improvement	✓	
6. Recent successful early years teaching experience in a school or nursery setting which has engaged and accelerated the progress of all children, including those with SEND	✓	
7. Successful experience of leading change, supporting, motivating and inspiring children, staff and parents/carers through this process	✓	
8. Successful experience of leading staff development including through training and coaching/mentoring, impacting on sustained improvements in the quality of teaching and learning	✓	
9. Experience of multi-agency working to achieve strategic objectives, leading to improved outcomes for vulnerable children		✓
10. Experience of monitoring teaching and learning and holding staff to account, including through leading appraisals	✓	
11. Experience of recruiting and deploying staff	✓	
12. Significant experience in building and maintaining effective relationships with children, staff, parents/carers, governors and outside agencies, and working collaboratively with them in children's best interests	✓	
13. Experience of being a Designated Safeguarding Lead		✓
<b>PROFESSIONAL KNOWLEDGE and SKILLS:</b>		
14. Able to demonstrate excellent pedagogical knowledge and understanding of current research, theory and practice in inclusive early years education	✓	
15. A thorough working knowledge of the early years curriculum and how to use assessment to inform planning and drive curriculum change	✓	

16. Ability to collect and analyse data to inform school self-evaluation and school improvement	✓	
17. Up to date knowledge and understanding of statutory guidance and regulations relating early years, safeguarding and equal opportunities	✓	
18. Able to demonstrate a passion and commitment to early years education; able to lead by example, modelling excellent teaching skills which respond to the needs and interests of all children	✓	
19. Excellent communication skills, both oral and written, including through the use of ICT	✓	
20. Ability to actively demonstrate the ethos and values of the school in everyday practice, leading by example	✓	
21. Knowledge of the curriculum beyond nursery, and ensuring children are ready for the next steps in their learning	✓	
22. Ability to work under pressure, make well-informed decisions and prioritise effectively	✓	
<b>PERSONAL ATTRIBUTES:</b>		
23. Reflective, pro-active and committed to collaborative working and ongoing professional development	✓	
24. Efficient and well-organised	✓	
25. Strong interpersonal skills including being empathetic and an active listener	✓	
26. A good sense of humour!		✓