Abercromby Nursery School

Head Teacher Person Specification

*“From little seeds, do great things grow”*

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| **Aspect of Role** | **Essential Personal Attributes** |
| **Qualifications** | * Recognised teaching qualification. * Degree or equivalent |
| **Professional**  **Development** | * Evidence of sustained participation in relevant Professional Development especially relating to leadership and management and early years. * Meets the requirements of NPQH. |
| **Teaching Experience** | * Experience as an effective Early Years Lead Practitioner. * Member of Early Years Leadership Team |
| **Schools** | * Experience of leadership of Early Years provision. |
| **Management**  **Responsibility** | * Significant leadership and management experience. |
| **Resources** | * Experience of managing and/or co-ordinating staff. * Experience of managing teaching resources. * Experiences of managing a budget. |
| **National**  **Context** | * Knowledge of recent Education Acts and other relevant legislation. * Knowledge of National Standards for Head Teachers. * Knowledge of the Early Years Foundation Stage. * Awareness of the challenges and changes facing Early Years. |
| **Learning and**  **Teaching** | * Practical understanding of effective learning and teaching strategies and early childhood pedagogy. * Understanding the of monitoring and evaluating the quality of teaching. * Unwavering passion and commitment to developing effective provision for all children; particularly those with SEND or/ and who are vulnerable. |
| **Standards** | * Understanding of the characteristics of an effective school. * Awareness of strategies to raise pupil achievement, manage behaviour and prevent racism. * Understanding of how to set targets. * Knowledge of the SEND code of practice. |
| **National**  **Curriculum** | * Understanding of good practice and philosophies within the Early Years Foundation Stage. |
| **Parents and**  **Community** | * Understanding and valuing the importance of parental involvement in their child’s learning. * Experience of working directly with parents. |
| **Governance** | * Knowledge of the roles of governors. |
| **Leadership** | * Ability to lead and provide a clear vision. * Ability to be a clear and incisive thinker. * Ability to motivate and inspire pupils and staff. * Ability to delegate responsibility, set high standards and provide a focus for improvement. |