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
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| **Professional****Development** | * Evidence of sustained participation in relevant Professional Development especially relating to leadership and management and early years.
* Meets the requirements of NPQH.
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| **Teaching Experience** | * Experience as an effective Early Years Lead Practitioner.
* Member of Early Years Leadership Team
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| **Schools** | * Experience of leadership of Early Years provision.
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| **Management****Responsibility** | * Significant leadership and management experience.
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| **Resources** | * Experience of managing and/or co-ordinating staff.
* Experience of managing teaching resources.
* Experiences of managing a budget.
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| **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.
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| **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.
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| **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.
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| **National****Curriculum** | * Understanding of good practice and philosophies within the Early Years Foundation Stage.
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| **Parents and****Community** | * Understanding and valuing the importance of parental involvement in their child’s learning.
* Experience of working directly with parents.
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| **Governance** | * Knowledge of the roles of governors.
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| **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.
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