

Headteacher – Slade Nursery School

Person Specification

Qualifications and experience

Essential	Desirable
B Ed/T Cert/PGCE or equivalent.	Evidence of professional development in leadership (e.g. NPQH (National Professional Qualification for Headteachers) or similar Management and Leadership training).
Evidence of continuing professional development.	
Recent relevant experience within a senior leadership role.	Further qualifications in education, such as Masters degree in Education or a related area.
Recent successful teaching experience in Early Years	Experience across the Early Years spectrum (birth to five years)
Experience of leading staff and promoting their professional and personal development.	Knowledge of school financial arrangements and audit systems.
Experience of working with stakeholders (e.g. staff, governors, partner settings/schools, parents and the community) to achieve agreed objectives.	Understanding of and ability to manage delegated budgets.
Successful experience of strategic leadership and improvement leading to high quality outcomes for all learners.	Track-record of successful grant applications.
Experience of developing a high-quality relevant curriculum for all learners.	Experience of delivering effective inset and staff training.
Experience of evaluating the effectiveness of teaching and learning.	Experience of leading staff appraisal.
Experience of inclusive practice and policies including for children with special educational needs.	Successful experience in formulating and delivering an Improvement Plan
Experience of effective management of people.	Experience of leading inclusive practice and policies including for children with special educational needs.
Experience of working in accordance with safeguarding procedures	Successful experience of developing and implementing inclusive services, including those which meet the needs of vulnerable families and minority groups.
	Successful experience of project management
	Successful experience of carrying out effective self-evaluation of school improvement.

Leadership

Essential	Desirable
<p>Ability to make effective decisions under pressure.</p> <p>Effective communication skills, for a range of audiences, and the ability to articulate and deliver a clear vision for high-quality early years provision.</p> <p>Ability to organise and manage a range of services to be provided including day care, out-of-school activities and services provided within a fee structure.</p> <p>A strong commitment to working in partnership with all parents and carers, and to supporting and developing the skills of all parents, to secure the best outcomes for their children.</p>	

Knowledge & attributes

Essential	Desirable
<p>Knowledge of the work of statutory and voluntary agencies, community organisations, groups and individuals.</p> <p>Commitment to and understanding of the importance of and adherence to key policies and current legislation in safeguarding and health and safety.</p> <p>Commitment to the promotion of equal opportunities.</p>	<p>Direct experience of working in a multi-agency context including work with statutory and voluntary agencies, community organisations, groups and individuals.</p>

Skills & abilities

Essential	Desirable
<p>Good communication skills, both written and oral, for a variety of audiences.</p> <p>Inputting and analysing data to improve performance of the school and outcomes for children and families. The ability to communicate key data clearly to stakeholders, such as governors.</p> <p>The ability to model highly effective early years pedagogy.</p>	<p>Knowledge and experience of effective practice in outdoor learning.</p>

Due to our commitment to safeguarding and promoting the welfare of children, the successful applicant will be required to undertake a criminal record check via the Disclosure and Barring Service (DBS).

Our selection process will assess rigorously all candidates' suitability and their commitment to safeguarding children. This will include:

- Identifying gaps and anomalies in career histories;
- Asking referees specific questions about: Reasons to doubt candidates honesty, trustworthiness or reliability; Whether candidates are currently the subject of any form of disciplinary or competency inquiry or warning; Any disciplinary offences relating to children including any in which the penalty is "time expired"; Any child protection concerns.
- Testing candidates; understanding and commitment to safeguarding children;
- Examining original certificates of professional qualifications and proof of identity.

We reserve the right to contact referees to check out any concerns arising from the application, reference or interview. Please ensure one of your referees is your current or most recent employer. If you do not name your current LA we will contact them to seek a reference.