

Balham Nursery School
Headteacher/SENCO
Person Specification

Requirements (Essential unless otherwise stated)	Assessed at each stage	
Qualifications and Personal Development	Application	Interview
1. Degree and Qualified Teacher Status	x	
2. NPQH or working towards this or evidence of other professional study	x	
3. SENCO qualification or willing to complete within 2 years	x	x
4. Proven commitment to continued professional development in Early Years	x	x
5. Early Years Qualification	x	x
Skills and Knowledge		
6. Understanding of the principles of excellence in teaching, learning and assessment in the Early Years Foundation Stage	x	x
7. Excellent knowledge and understanding of the Early Years Foundation Stage Framework, principles and practice	x	x
8. Knowledge and understanding of how to provide a broad and balanced education and the widest range of opportunities for ALL pupils to enable them to achieve their full potential	x	x
9. Ability to identify and evaluate data critical to the assessment of the school's performance and take appropriate action in the best interests of the school		x
10. Ability to maintain high levels of behaviour to support children's learning and social and emotional development	x	
11. Experience of leading high performing teams and maintaining effective personal relationships	x	
12. Experience of working with and creating learning partnerships and networks	x	
13. Experience of effective financial planning, budgetary management and the use of resources to achieve the school's objectives	x	x
Leadership Skills		
14. Ability to demonstrate commitment to safeguarding and promoting the welfare of children, ensuring that all members of the school community share that commitment	x	x
15. Experience and ability to develop and communicate a clear strategic vision for the future development of the school in consultation with other stakeholders		x
16. Experience of delivering the principles and strategies of whole school improvement by initiating, implementing and evaluating change and development	x	x
17. Ability to manage, motivate and support individuals and teams effectively showing commitment to accountability for pupil outcomes- including performance management of staff and challenging underperformance	x	
18. Ability to build and maintain effective relationships with parents, carers, partners, and the community	x	
Personal Qualities		
19. A strong commitment and passion for working in Early Years Education		x
20. Strong presentation in public and private speaking and writing skills	x	x
21. Strong personal leadership and management skills that inspire and motivate the whole school community.		x
22. High expectations of yourself and your staff		x
23. Committed to the pursuit of excellence through reflective practice and continued professional development		x
24. Displays the ability to think creatively and solve problems		x
25. Excellent communicator with effective listening skills		x
26. Demonstrates resilience, perseverance and the ability to cope with the pressures of a demanding leadership position		x
27. Displays the ability to prioritise, plan and organise self and others		x