



GOODWAY NURSERY SCHOOL

PERSON SPECIFICATION: DEPUTY HEADTEACHER & Lead DSL

This school is committed to safeguarding and promoting the wellbeing of all children, and expects our staff and volunteers to share this commitment.

	ESSENTIAL	DESIRABLE	ASSESSMENT METHOD
QUALIFICATION S	<ul style="list-style-type: none"> Qualified teacher status Recent, relevant in-service training in current educational practice including leadership & management 	<ul style="list-style-type: none"> Further Leadership qualification or advanced qualifications 	<ul style="list-style-type: none"> AF
EXPERIENCE	<ul style="list-style-type: none"> Leadership experience in aspect of school life/area of the curriculum Successful and varied Early Years Teaching experience A sound knowledge of Early Years Foundation Stage Considerable management and curricular leadership experience Successful and varied teaching experience and clarity on early years pedagogy Leadership and management in school improvement, including the management of change Demonstrate an understanding of school improvement development planning Experience of delegating tasks and monitoring practice Have a proven track record of making a difference 	<ul style="list-style-type: none"> Experience of being an Assistant Head teacher or Deputy Head teacher Experience of working in collaboration and/or Federation Experience of decision making at whole school level based on the analysis of a range of evidence 	<ul style="list-style-type: none"> Application Presentation Interview

SKILLS AND ABILITIES	<ul style="list-style-type: none"> • High aspirations for all children • Demonstration of excellent early years practice • The ability to plan, monitor, evaluate, review and lead by example • Ability to make accurate assessments of children's learning and development • Confidence in using data tracking and assessment systems to feed into action planning and self-improvement processes • Ability to lead and manage and work as part of effective teams • High level of written and interpersonal communication skills • To be able to provide evidence of having influenced the quality of teaching and learning in present setting • Good reasoning powers and judgement in a variety of situations • The ability to minimise conflict situations • The ability to monitor teaching and learning and to hold staff to account • The ability to make sound decisions backed by knowledge, facts, reasoning and rationale and follow through with processes • A commitment to involve parents, governors, business and the community in the work of the school 		<ul style="list-style-type: none"> • Application • Presentation • Interview
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	<ul style="list-style-type: none"> • A commitment to inclusive educational practice 		
LEADERSHIP & MANAGEMENT	<ul style="list-style-type: none"> • An exceptional role model with high standards of integrity • Ability to motivate others and manage change sensitively • Ability to use initiative and be innovative • Knowledge of current developments in early education • Ability to evaluate standards, and set ambitious targets for improvement • Understanding of the work of the Governing Body • Understanding of School Improvement Planning and Self-Evaluation process • An ability to maintain a high level of confidentiality • Experience of and commitment to involving parents, governors and the community • Promotion of trauma informed, nurture based practice 	<ul style="list-style-type: none"> • Completion of a recent Leadership & Management Course 	<ul style="list-style-type: none"> • Application • Presentation • Interview
CURRICULUM	<ul style="list-style-type: none"> • Ability to strengthen further our ambitious, engaging , evidence based early years curriculum • A strong commitment to nurture based, trauma informed practice • A strong commitment to inclusive practice • A commitment to a Rights Based approach 	<ul style="list-style-type: none"> • Experience of utilising the EEF & The Early Years Evidence Store to support Curriculum Development 	
SAFEGUARDING	<ul style="list-style-type: none"> • A commitment to safeguarding and child protection. • Willingness to undertake the role of Lead 	<ul style="list-style-type: none"> • Experience in the role as Lead DSL 	<ul style="list-style-type: none"> • Application

	<p>Designated Senior Leader for Child Protection</p> <ul style="list-style-type: none">• A commitment to promoting the health and welfare of all children• A commitment to upholding our Unicef Rights Respecting ethos• A commitment to implementing equal opportunities across all aspects of the nursery school• A commitment to the promotion of diversity through the cultural, social and faith inclusion		
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