



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
QUALIFICATIONS	<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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