



**GOODWAY NURSERY SCHOOL**

**PERSON SPECIFICATION: Assistant Headteacher & Pastoral Lead**

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

	<b>ESSENTIAL</b>	<b>DESIRABLE</b>	<b>ASSESSMENT METHOD</b>
<b>QUALIFICATIONS</b>	<ul style="list-style-type: none"> <li>• Qualified teacher status</li> <li>• National Award for Special Educational Needs (NASENCO) or enrolled on NPQ SENCO, working towards NPQ SENCO accreditation</li> </ul>		<ul style="list-style-type: none"> <li>• AF</li> </ul>
<b>EXPERIENCE</b>	<ul style="list-style-type: none"> <li>• Experience of working with young people with a wide range of Special Educational Needs and Disabilities.</li> <li>• Experience of working with specialist services</li> <li>• Leadership experience in aspect of school life/area of the curriculum</li> <li>• A sound knowledge of Early Years Foundation Stage</li> <li>• Successful and varied teaching experience and clarity on early years pedagogy</li> <li>• Demonstrate an understanding of school improvement development planning</li> <li>• Have a proven track record of making a difference</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working as a SENCO</li> <li>• Experience of working with a range multi agency professionals</li> <li>• Experience of decision making at whole school level based on the analysis of a range of evidence</li> </ul>	<ul style="list-style-type: none"> <li>• Application</li> <li>• Interview</li> </ul>
<b>SKILLS AND ABILITIES</b>	<ul style="list-style-type: none"> <li>• High aspirations for all children</li> <li>• Demonstration of excellent early years practice</li> <li>• The ability to plan, monitor, evaluate,</li> </ul>		<ul style="list-style-type: none"> <li>• Application</li> <li>• Interview</li> </ul>

	<p>review and lead by example</p> <ul style="list-style-type: none"> <li>• Ability to make accurate assessments of children's learning and development</li> <li>• Confidence in using data tracking and assessment systems to feed into action planning and self-improvement processes</li> <li>• Ability to lead and manage and work as part of effective teams</li> <li>• High level of written and interpersonal communication skills</li> <li>• To be able to provide evidence of having influenced the quality of teaching and learning in present setting</li> <li>• Good reasoning powers and judgement in a variety of situations</li> <li>• The ability to monitor teaching and learning and to hold staff to account</li> <li>• A commitment to involve parents, carers and governors in the work of the school</li> <li>• A commitment to inclusive educational practice</li> </ul>		
<p><b>LEADERSHIP &amp; MANAGEMENT</b></p>	<ul style="list-style-type: none"> <li>• An exceptional role model with high standards of integrity</li> <li>• Ability to motivate others and manage change sensitively</li> <li>• Ability to use initiative and be innovative</li> <li>• Knowledge of current developments in early education</li> </ul>		<ul style="list-style-type: none"> <li>• Application</li> <li>• Interview</li> </ul>

	<ul style="list-style-type: none"> <li>• Ability to evaluate standards, and set ambitious targets for improvement</li> <li>• Understanding of the work of the Governing Body</li> <li>• Understanding of School Improvement Planning and Self-Evaluation process</li> <li>• An ability to maintain a high level of confidentiality</li> <li>• Experience of and commitment to involving parents, governors and the community</li> <li>• Promotion of trauma informed, nurture based practice</li> </ul>		
<b>CURRICULUM</b>	<ul style="list-style-type: none"> <li>• Ability to strengthen further our ambitious, engaging , evidence based early years curriculum</li> <li>• A strong commitment to nurture based, trauma informed practice</li> <li>• A strong commitment to inclusive practice</li> <li>• A commitment to a Rights Based approach</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of utilising the EEF &amp; The Early Years Evidence Store to support Curriculum Development</li> </ul>	
<b>SAFEGUARDING</b>	<ul style="list-style-type: none"> <li>• A commitment to safeguarding and child protection.</li> <li>• Willingness to undertake the role of Deputy Designated Senior Leader for Child Protection</li> <li>• A commitment to promoting the health and welfare of all children</li> </ul>	<ul style="list-style-type: none"> <li>• Experience in the role as DSL</li> </ul>	<ul style="list-style-type: none"> <li>• Application</li> </ul>

	<ul style="list-style-type: none"> <li>• A commitment to upholding our Unicef Rights Respecting ethos</li> <li>• A commitment to implementing equal opportunities across all aspects of the nursery school</li> <li>• A commitment to the promotion of diversity through the cultural, social and faith inclusion</li> </ul>		
<b>OTHER</b>	<ul style="list-style-type: none"> <li>• Willing and sensitive in engaging with parents regarding SEN/D</li> <li>• Practice equal opportunities in all aspects of the role and around the work place in line with policy</li> <li>• Commitment to maintaining confidentiality at all times</li> </ul>		•