



## Person Specification for Headteacher at Hillside Nursery School

***The applicant will be required to safeguard and promote  
the welfare of children and young people***

Selection decisions will be based on the criteria below. At each stage of the process an assessment will be made by the appointment panel to determine the extent to which the criteria have been met and the ability to fulfil the job description for the post.

Candidates failing to meet any of the essential criteria will automatically be excluded at any stage of the process.

The appointing panel will use a combination of assessment tools to determine each candidate's suitability and the extent to which the criteria have been met. These assessment tools include (but are not limited to) the application form, supporting statement, information gathered during the interview process and references.

### **[A] Qualifications**

	<b>Qualification requirements</b>	<b>Essential/ Desirable</b>
1.	Qualified teacher status	<b>E</b>
2.	Degree	<b>E</b>
3.	An early years specialism or qualification.	<b>D</b>
4.	SENCO Award if HT is also required to undertake work of SENCO	<b>D</b>

### **[B] Professional Development**

		<b>Essential/ Desirable</b>
5.	Evidence of recent and appropriate professional development for the role of Headteacher (for a first-time head) <b>Or</b> Evidence of ongoing leadership and management professional development (if a serving head)	<b>E</b>
6.	Up to date safeguarding training and knowledge of legislation for the protection of young people.	<b>E</b>
7.	Relevant Early Years training or professional development	<b>D</b>

### **[C] School leadership and management knowledge and experience**

		<b>Essential/ Desirable</b>
8.	Successful leadership as a headteacher, deputy headteacher, assistant headteacher or Foundation Stage leader/ KS1 leader	<b>E</b>
9.	Evidence of successfully leading school improvement	<b>E</b>
10.	Experience of leading a team in the delivery of the EYFS	<b>D</b>
11.	Evidence of the application of strategies to review, evaluate and improve teaching and learning.	<b>E</b>
12.	Experience of Early Years curriculum leadership and development	<b>D</b>

		<b>Essential/ Desirable</b>
13.	Experience of monitoring staff performance	<b>E</b>
14.	Experience of effective budget management and financial analysis	<b>D</b>
15.	An understanding of strategic financial planning in relation to its contribution to school improvement.	<b>E</b>
16.	The ability to provide support and advice to the Governing Board to enable it to meet its responsibilities.	<b>E</b>
17.	An awareness of the range of funding streams in nursery. E.g. wraparound care, 2 year old funding etc.	<b>D</b>
18.	To have had experience of guiding, mentoring or training individuals or teams.	<b>E</b>
19.	Maintains good awareness of current national education policy and strategy.	<b>E</b>

#### **[D] Experience and knowledge of teaching**

		<b>Essential/ Desirable</b>
20.	Proven excellence in teaching children in EYFS	<b>E</b>
21.	To have a working and current knowledge and understanding of Early Years Foundation Stage	<b>E</b>
22.	To have secure knowledge and understanding of the EYFS Statutory Framework	<b>E</b>
23.	Can effectively analyse school data and identify appropriate actions which then form part of the school improvement plan.	<b>E</b>
24.	Commitment to ensuring inclusion and addressing diversity positively.	<b>E</b>
25.	A sound understanding of how children learn, how teachers can best teach and how to raise achievement for all pupils.	<b>E</b>

#### **[E] Professional Attributes**

		<b>Essential/ Desirable</b>
26.	Strong behaviour management skills	<b>E</b>
27.	An ability to communicate effectively, both orally and in writing, with a range of audiences	<b>E</b>
28.	To be a leader of learning; demonstrating, promoting and encouraging excellent classroom practice.	<b>E</b>
29.	A commitment to the professional development for all staff, and self.	<b>E</b>
30.	Have a good commitment to sustaining regular attendance at work	<b>E</b>
31.	To be able to assess and balance risks and opportunities	<b>E</b>
32.	An ability to engage and work collaboratively with parents/ carers and other stakeholders/ agencies.	<b>E</b>
33.	The ability to plan, prioritise and organise self and others	<b>E</b>

**[F] Personal Qualities**

		<b>Essential/ Desirable</b>
34.	A passion for achieving the very best outcomes for all children	<b>E</b>
35.	A clear vision for an innovative, progressive and forward-thinking school.	<b>E</b>
36.	The ability to communicate the vision of Hillside Nursery School to all people	<b>E</b>
37.	The capacity to provide inspirational, enthusiastic and innovative educational leadership	<b>E</b>
38.	A caring and considerate attitude towards children, which values each child's potential and recognises each child as an individual.	<b>E</b>
39.	Flexibility, initiative and personal responsibility to maintain a positive attitude in the face of a challenging and demanding job	<b>E</b>
40.	The ability to inspire confidence	<b>E</b>
41.	Excellent interpersonal skills.	<b>E</b>
42.	The ability to perform effectively under pressure	<b>E</b>
43.	Think analytically and creatively and demonstrate initiative in solving problems	<b>E</b>
44.	Be aware of their own strengths and areas for development and listen to, and reflect constructively and act upon as appropriate, feedback from others	<b>E</b>

**[G] Safeguarding**

		<b>Essential/ Desirable</b>
45.	Displays commitment to the protection and safeguarding of children and young people.	<b>E</b>
46.	The ability to form and maintain appropriate relationships and personal boundaries with children and young people.	<b>E</b>
47.	Has up to date knowledge and understanding of relevant legislation and guidance in relation to working with and protection of children and young people.	<b>E</b>
48.	Will co-operate and work with relevant agencies to protect children and young people.	<b>E</b>

**[H] Professional Skills**

Each candidate will be expected to demonstrate knowledge and understanding of the Headteachers' Standards 2020 which also form the basis of the Job Description. Candidates will be expected to show evidence of having applied this knowledge and understanding in their current setting as well as an awareness of how this will be applied in McMillan Nursery school.

**[I] Confidential References and Reports**

Positive recommendation from all referees, including current employer	<b>E</b>
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**[J] Application Form and Supporting Statement**

The form must be fully completed and legible. The supporting statement should be clear, concise and related to the specific post.