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**Wingate Community Nursery School**

Person Specification

Deputy Headteacher

DURHAM COUNTY COUNCIL EDUCATION DEPARTMENT

(PLEASE PRINT DOCUMENT ‘BACK TO BACK’ AND FOLD INTO A5 BOOKLET)

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| **CATEGORY** | **ESSENTIAL** | **DESIRABLE** | **HOW CRITERIA WILL BE ASSESSED** |
| **APPLICATION** | * In addition to completing the application form, Governors seek a well-structured supporting letter, indicating personal vision and evidence of impact in attainment and progress that has resulted in sustained improvement in children’s achievement   (approximately 1000 words) | * Successful partnership working | * Application form |
| **QUALIFICATIONS** | * Qualified Teacher Status | * Evidence of further study/further Professional Qualifications – this could be ongoing | * Application form |
| **EXPERIENCE** | * Successful experience at curriculum leadership level in the Early Years Foundation Stage * Experience of working with children with additional needs * Experiences of the successful leadership of change * Track record over time of raising children’s achievement * Track record of actively promoting safeguarding procedures in school | * A range of leadership, management and teaching experience in more than one context * Teaching experience in more than one phase * Experience of successful leadership of an early years team | * Application form * References * Interview |
| **PROFESSIONAL DEVELOPMENT** | * EYFS curriculum management that has resulted in successful change and effective practice * Experience of planning and managing professional development | * Experience of planning, managing and delivering professional development | * Application form * References * Interview |
| **SKILLS** | * Ability to communicate effectively in a variety of situations * Ability to lead by example with integrity, creativity, resilience and clarity * Ability to promote an ethos within which all staff are motivated and supported to develop their own skills and subject knowledge and to support each other * Curriculum management – planning, delivery and assessment of the EYFS Framework * Ability to lead on the capturing and documentation of children’s learning * Ability to analyse and evaluate in order to effectively contribute to school self evaluation. * Experience, knowledge and understanding of partnerships across the Early Years Sector | * Knowledge and understanding of administration and budget management processes * Familiar with Mac platform including creative software | * Application form * References * Interview |
| **SPECIAL KNOWLEDGE** | * A clear vision and understanding of the needs of all children in order to ‘close gaps’ in learning and reduce inequalities * Detailed knowledge of the structure and content of the current Early Years Foundation Stage * Understanding and knowledge of current issues in the Early Years Sector | * Knowledge of administrative procedures | * Application form * References * Interview |
| **PERSONAL ATTRIBUTES** | * High quality care guidance and support for children, parents and families * Evidence of being able to build and sustain effective working relationships with staff, children, Governors, parents and the wider community | * Positive, curious disposition | * Application form * References * Interview |