

# Boldon Outdoor Nursery School

**HEAD TEACHER PERSON SPECIFICATION**

 **[A] TRAINING AND QUALIFICATIONS**

|  |  |  |  |
| --- | --- | --- | --- |
|  | Essential | Desirable | SourceA- applicationI - interviewR – references |
| Qualified teacher status | **🗸** |  | **A** |
| Degree | **🗸** |  | **A** |
| Higher degree |  | **🗸** | **A** |
| Post-entry curriculum or management qualification |  | **🗸** | **A** |
| National Professional Qualification for Headship (except for candidates who are currently or have been a substantive head of another school) |  | **🗸** | **A** |
| Recent participation in a range of relevant In-service training related to nature pedagogy and learning outdoors | **🗸** |  | **A** |

**[B] EXPERIENCE OF TEACHING AND SCHOOL MANAGEMENT**

|  |  |  |  |
| --- | --- | --- | --- |
|  | Essential | Desirable | Source |
| Substantial, successful recent leadership experience, at Head Teacher level, senior management level or middle management level | **🗸** |  | **A,I,R** |
| A proven track record of raising and maintaining high educational standards | **🗸** |  | **A,I,R** |
| Substantial, successful experience of teaching children of all abilities, in the early years foundation stage | **🗸** |  | **A,I,R** |
| Substantial, successful experience of the management of change | **🗸** |  | **A,I,R** |
| Evidence of successful involvement of families and the wider community and other outside agencies | **🗸** |  |  **A,I,R** |
| Experience of teaching and learning outdoors | **🗸** |  | **A,I,R** |
| Experience of working in partnership with parents | **🗸** |  | **A,I,R** |
| Experience of financial management | **🗸** |  | **A,I,R** |
| Experience of working with a governing body |  | **🗸** | **A,I,R** |
| Experience of managing staff and supporting of professional development | **🗸** |  | **A,I,R** |
|  Significant experience of working in early years | **🗸** |  | **A,I,R** |

**[C] PROFESSIONAL KNOWLEDGE AND UNDERSTANDING**

Applicants should be able to demonstrate a good knowledge and understanding of the following areas relevant to the specific phase.

|  |  |  |  |
| --- | --- | --- | --- |
|  | Essential | Desirable | Source |
| Children’s learning and development | **🗸** |  | **A,I,R** |
| School leadership and management | **🗸** |  | **A,I,R** |
| Curriculum and assessment, including subjects and cross curricular aspects | **🗸** |  | **A,I,R** |
| Effective teaching and learning strategies | **🗸** |  | **A,I** |
| Effective safeguarding policies and procedures | **🗸** |  | **A,I** |
| Effective inclusion | **🗸** |  | **A,I** |
| Knowledge of nature pedagogy |  | **🗸** | **A,I** |
| School improvement strategies | **🗸** |  | **A,I** |
| Local and national policies, priorities and statutory frameworks | **🗸** |  | **A,I** |
| Role of Governing Body  | **🗸** |  | **A,I** |

**[D] PERSONAL SKILLS AND ABILITIES**

Applicants should be able to provide evidence that they have the necessary personal skills and abilities required by the post:

|  |  |  |
| --- | --- | --- |
|  | Essential | Source |
| Excellent written and spoken communication skills | **🗸** | **A,I** |
| Outstanding interpersonal skills | **🗸** | **A,I** |
| Ability to lead motivate and enthuse others | **🗸** | I, R |
| Clear vision and the ability to be innovative |  **🗸** | I, R |
| Commitment to nature pedagogy |  **🗸** | A,I |

**[E] OTHER REQUIREMENTS**

|  |  |
| --- | --- |
| Application forms should be completed in full | Essential |
| Personal statement should be clear and concise no more than three sides of A4, Arial Font 12 | Essential |
| Should address the criteria identified in the person specification | Essential |

**[F] CONFIDENTIAL REFERENCES AND REPORTS**

|  |  |
| --- | --- |
|  | Essential |
| Written reference(s) only, confirming professional & personal knowledge, skills & abilities referred to above |  **🗸** |
| Positive recommendation from current employer | **🗸** |