

Head of School
Person Specification

	Essential/Desirable
Qualifications	
Qualified Teacher Status	E
Degree or Equivalent	E
Evidence of further professional development in Early Years or Leadership	D
Experience	
Successful teaching experience in the Foundation Stage age range.	E
Substantial knowledge and understanding of learning and teaching at EYFS.	E
Recent experience of working successfully as a senior leader or middle leader in a school	D
Leadership of a significant area or phase including responsibility for raising standards across the whole school and contributing to self evaluation and school improvement.	D
Has been a DSL or Deputy DSL	D
Experience of supporting other settings/practitioners	D
Knowledge	
A clear understanding of the essential qualities necessary for effective teaching and learning in the EYFS.	E
Clear understanding of what a Maintained Nursery School is	E
Confident in whole school self-evaluation.	E
Knowledge and understanding of the renewed EYFS 2024	E
Up to date knowledge & understanding of the current national education agenda.	E
Knowledge of current safeguarding child protection procedures	E
Knowledge of EEF research in Early Years	D
Skills and Abilities	
Demonstrate outstanding practice.	E

Evaluate pupil progress and plan an appropriate course of action for whole school improvement.	E
Inspire, challenge, motivate and empower others to carry the vision forward.	E
Lead and manage people to work towards common goals.	E
Ability to investigate, resolve problems and make decisions.	E
Communicate effectively to a wide range of different audiences (verbal, written, using ICT as appropriate).	E
Ability to ensure that the school atmosphere is welcoming and that parents are encouraged to take an active part in the life of the school and their child's education.	E
Expecting and facilitating all children to reach their potential irrespective of social background.	E
Understand how children learn to self-regulate and have a commitment to a high level of pastoral care.	E
Effective administrative and organisational skills and time management and the ability to work under pressure and to tight deadlines.	E
Personal Attributes	
Friendly, smiley and approachable	E
Creative, enthusiastic and proactive, keen to embrace new ideas and challenges.	E
Energy and enthusiasm.	E
Confidence and excellent inter-personal skills.	E
Loyalty and confidentiality.	E
Committed to continuing professional development for self and others.	E
Ability to travel regularly between federation schools and external venues. A full UK driving licence and access to a vehicle would be advantageous.	E