

## Person Specification:

### Ronald Openshaw Nursery Education Centre Head teacher



We will base the selection process on these criteria. At each stage of the process, we will assess the merits of each application to determine how far the criteria have been met. Beside each criterion we list the assessment method we will use.

Requirement	Method of assessment
<p><b>1. Qualifications and training</b></p> <ul style="list-style-type: none"><li>• DfE qualified teacher status</li><li>• NPQH and/or further post-graduate study</li><li>• A record of other training relevant to leadership</li></ul>	Application form
<p><b>2. Experience</b></p> <ul style="list-style-type: none"><li>• Evidence of outstanding teaching in an early years foundation stage setting.</li><li>• At least four years of relevant leadership experience in a similar setting.</li><li>• Experience of developing a strategic vision for the future needs and development of a school.</li><li>• Experience of being innovative and finding creative solutions to communicate a vision to inspire and motivate all stakeholders.</li><li>• Experience of securing and sustaining effective teaching and learning and its monitoring and evaluation throughout the school.</li><li>• Evidence of driving up standards of teaching and learning to ensure excellent outcomes for pupils, including disadvantaged groups.</li><li>• Experience of raising pupils' academic and personal achievement.</li><li>• Proven experience of efficient and effective deployment of staff and financial resources to serve improvement.</li><li>• Experience of adhering to financial procedures and of managing a significant school budget with probity.</li><li>• Experience of working in partnership with a range of stakeholders and other agencies to improve outcomes for all pupils.</li></ul>	Application form

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<p><b>3. Key skills and attributes</b></p> <ul style="list-style-type: none"><li>• Able to use appropriate leadership styles in different situations, to initiate, inspire, lead and manage people to work effectively towards common goals.</li><li>• Able to use, analyse and interpret data to make decisions, set challenging targets and drive further improvements.</li><li>• Excellent interpersonal skills to communicate clearly and effectively using a range of methods to a variety of audiences.</li><li>• Ability to identify and promote excellence, to hold people to account and challenge poor performance if/when it arises.</li><li>• Able to successfully lead teams of professionals, delegating effectively and using a range of strategies to help others to develop their leadership skills.</li><li>• Ability to draw upon key leadership attributes such as resilience, adaptability, approachability, visibility, self-confidence, enthusiasm and commitment.</li><li>• Able to engage in rigorous evaluation of the work of the school.</li><li>• Commitment to continuing CPD for yourself and the school community.</li></ul>	<p>Application form, interview, and other assessment activities</p>
<p><b>4. Knowledge and understanding of</b></p> <ul style="list-style-type: none"><li>• Current educational developments, curriculum issues and legislative changes, their implications and how this impacts on school life.</li><li>• The early years foundation stage curriculum, including the EYFS statutory framework and relevant supporting materials.</li><li>• The contribution that evidence from inspection and research can make to professional and school development.</li><li>• Extensive knowledge of safeguarding procedures and ability to maintain and develop a culture of vigilance to safeguard the welfare of pupils.</li><li>• The needs of pupils and communities in inner city and multi-racial areas.</li><li>• The implementation of Newham's inclusive education and equal opportunities policies and practice.</li><li>• Effective procedures to ensure good behaviour and discipline in a school.</li><li>• Strategies for promoting pupil's spiritual, moral, social, and cultural development and to foster respect for the diversity of the school's community.</li><li>• How effective methods of assessment and record keeping can support pupils' education, personal development and progress.</li><li>• The creative use of technology across the curriculum.</li><li>• Effective quality assurance approaches, including staff appraisal.</li><li>• Health and safety, premises and personnel procedures.</li><li>• The role of governors in the leadership of the school.</li><li>• The promotion of community education and parental and community involvement.</li></ul>	<p>Application form, interview, and other assessment activities</p>

*Newham Council is an Equal Opportunity Employer and recognises that some candidates may have been forced into an untypical or unconventional career path because of unavoidable personal circumstances or the prejudice they have met in life. Should this apply to you, we hope you will not be deterred from making an application, which will be considered on your overall fulfilment of the requirements of this person specification.*