



## ALLENS CROFT NURSERY SCHOOL

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Executive Headteacher: David Aldworth



Birmingham Federation

Maintained Nursery Schools

## THE BIRMINGHAM FEDERATION OF MAINTAINED NURSERY SCHOOLS

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# Deputy Headteacher (permanent) post at Allens Croft Nursery School L7-11 Start date 1<sup>st</sup> January 2025

## Person Specification

Allens Croft Nursery School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. An Enhanced DBS check is required for the successful applicants.

	Essential	Method of Assessment	Desirable	Method of Assessment
	Right to work in the UK			
<b>Qualifications</b>	Qualified teacher status  Degree  Willingness to engage in further appropriate school leadership training	<b>A</b>  <b>A</b>  <b>A/I</b>	Recent, relevant in-service training in current educational practice, including management  NPQ  EY SENCO qualification / a commitment to enrol on the National SENCO course/qualification	<b>A</b>    <b>A</b>  <b>A</b>
<b>Professional Development, Knowledge and Understanding</b>	Sound knowledge of the EYFS Framework  Understanding of Early Years pedagogy  Understanding of and commitment to the school policies, in particular: <ul style="list-style-type: none"> <li>• Safeguarding</li> <li>• Behaviour</li> <li>• Teaching and learning</li> </ul>	<b>A/I</b>  <b>A/I/T</b>  <b>A/I</b>		

	<ul style="list-style-type: none"> <li>• Health and Safety</li> <li>• Inclusion and SEND</li> </ul> <p>Strong knowledge of safeguarding</p> <p>Understanding of school improvement development planning</p> <p>Evidence of relevant and recent professional development</p>	<p><b>A/I</b></p> <p><b>A/I/T</b></p> <p><b>A</b></p>		
<b>Experience</b>	<p>Successful teaching experience in the Early Years including early years pedagogy</p> <p>Considerable management and curricular leadership experience</p> <p>Developing leadership within school improvement, including the management of change</p> <p>Experience of delegation</p> <p>Experience of monitoring practice and giving feedback</p> <p>Considerable experience of teaching children with varying and complex additional needs and planning their learning</p> <p>Experience of safeguarding leadership, including health and safety</p> <p>Experience of supporting staff development / delivering CPD</p> <p>Experience of managing the support of learners within an educational environment</p>	<p><b>A</b></p> <p><b>A/I</b></p> <p><b>A/I</b></p> <p><b>A/I</b></p> <p><b>A/I</b></p> <p><b>A/I</b></p> <p><b>A</b></p> <p><b>A/I</b></p> <p><b>A</b></p>	<p>Involvement in school self-evaluation and development planning</p> <p>Have a proven track record of making a difference in educational provision and outcomes</p> <p>DSL</p> <p>School finances and financial management</p> <p>Governance experience</p>	<p><b>A</b></p> <p><b>A/I</b></p> <p><b>A</b></p> <p><b>A/I</b></p> <p><b>A</b></p>
<b>Skills and Abilities</b>	<p>Ability to use assessments of pupils' learning to inform future targets and planning</p> <p>Ability to plan and work collaboratively with colleagues</p> <p>High standards of written communication skills</p> <p>Effective interpersonal skills</p> <p>Ability to build positive and supportive working relationships</p> <p>Excellent collaborative and teamwork skills</p>	<p><b>A/I/T</b></p> <p><b>A</b></p> <p><b>A/I/T</b></p> <p><b>A/I</b></p> <p><b>A</b></p> <p><b>A/I</b></p> <p><b>A</b></p>		

	Ability to plan, monitor, evaluate, review and lead by example	<b>A/I</b>		
	Ability to minimise conflict situations and hold staff to account	<b>A</b>		
	Ability to make sound decisions backed by knowledge, facts, reasoning and rationale, and follow through with processes	<b>A/I</b>		
	Provide evidence of having influenced the quality of teaching and learning in present school	<b>A/I</b>		
	Promotion of positive behaviour strategies and constructive handling of problems			
<b>Other</b>	Willing and sensitive in engaging with parents	<b>A</b>		
	Practice equal opportunities in all aspects of the role and around the work place in line with policy	<b>A</b>		
	Commitment to maintaining confidentiality at all times	<b>A</b>		
	Maintain a personal commitment to professional development linked to the competencies necessary to deliver the requirements of this post	<b>A/I</b>		
	Commitment to involve parents, governors and the community in the work of the school	<b>A/I</b>		
	A passion for early years education			

- \*Those elements marked **A** - will be assessed in your **Application**.
- \*Those elements marked **A/I/T** - will be assessed in your **Application** and during the selection process e.g. Interview, Task.
- \*Those elements marked **I/T** - will be evaluated during the selection process e.g. Interview, Task

**NB:** If shortlisted, any relevant issues arising from references will also be taken up at interview. References will be used to support the selection panel's assessment.

### Conditions of Service

Commitment to the safeguarding and welfare of all children.

This post is subject to an enhanced Disclosure and Barring Services (DBS) check

Headteacher's name:

Signature:

Date:

Postholder's name:

Signature:

Date: