

#### The Lea Nursery School

Wexham Road, Slough, Berks SL2 5JW

Tel: 01753 536492

e-mail: [post@lea-nursery.slough.sch.uk](mailto:post@lea-nursery.slough.sch.uk)

Head Teacher: Miss Nikki Elsmore-Cary

Chair of Governors: David MacIsaac

**Deputy Headteacher Person Specification.**

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| **Competency** |  | **Description** | **Ess/Des** |
| **Qualifications and Experience** | 1.1  1.2  1.3  1.4  1.5 | Qualified Teacher.  Experience as a co-ordinator, leading a team.  Experience of working in a multi-cultural setting.  Successfully undertaken extended professional study.  Recent attendance at a variety of INSET courses. | Essential  Essential  Desirable  Desirable  Essential |
| **Knowledge and Skills** | 2.1  2.2 | Knowledge and understanding of the current developments including:   * In-depth knowledge of the Early Years Foundation Stage; * Inclusive education and raising the attainment of all groups of children; * The whole curriculum and monitoring, evaluation and assessment in the Foundation Stage; * Staff and management development; * Safeguarding legislation.   A good range of communication and interpersonal skills:   * Good presence and personality; * Ability to use tact and diplomacy to inspire confidence and enthusiasm; * Ability to motivate, persuade and influence others; * Ability to liaise with parents and other agencies. | Essential  Essential |
| **Personal Effectiveness** | 3.1  3.2  3.3 | An understanding of the demands of the role and the job.  Excellent verbal and written skills.  High influencing, communication, negotiating and advocacy skills. | Essential  Essential  Essential |
| **Managing People** | 4.1  4.2  4.3 | Demonstrates ability to work with staff and managers at all levels.  Demonstrates leadership and effective management with a proven capacity to work effectively with a team.  Ability to work with a range of professionals, agencies and community groups. | Essential  Essential  Essential |
| **Curriculum Planning** | 5.1  5.2 | Demonstrates ability to lead a team in planning an appropriately differentiated, play based curriculum.  The ability to plan for different groups of children including boys, girls, SEND, Pupil Premium and EAL children. | Essential  Essential |
| **Teaching and Learning** | 6.1  6.2 | Passion for play based learning, including learning in an outdoor environment.  Experience of setting clear learning objectives for children with appropriate differentiation and evaluation to inform further teaching. | Essential  Essential |
| **Equal Opportunities** | 7.1 | Understands and commits to the School’s Equal Opportunities Policy. | Essential |