

Person Specification: Nursery Teacher

**Highters Heath 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 applicant.**

	ESSENTIAL	DESIRABLE	HOW ASSESSED
INITIAL QUALIFICATIONS	Qualified Teacher Status	Additional training relating to Early Years	Application form Safer recruitment checks
FURTHER QUALIFICATIONS/ PROFESSIONAL DEVELOPMENT	- Evidence of professional development courses and training. - Willing to undertake relevant training and participate in continuing professional development opportunities.	Paediatric First Aid and other medical training.	Application form Safer recruitment checks
EXPERIENCE AND KNOWLEDGE	- Evidence of good to outstanding teaching experience. - A working knowledge of the EYFS curriculum. - Good knowledge of statutory requirements for the EYFS - Experience of teaching children with additional needs. - Ability to collaborate and communicate effectively with children, staff, parents, Governors and the wider school community.	Recent successful experience of working with children in the EYFS. Experience of outdoor learning such as Forest School and eco-school. Knowledge of the SEND Code of Practice.	Application form Interview process References
SKILLS AND ABILITIES	- Set high expectations and a commitment to raising standards of attainment for all children. - Able to plan and implement high quality learning experiences for all children. - Can design a learning environment that stimulates creativity, curiosity, investigation, reasoning and problem-solving. - Able to inspire and challenge all children to develop their confidence and excitement in learning and make exceptional progress. - Excellent interpersonal skills with the commitment to working in partnership with parents/carers, colleagues, Governors and the wider school community.	Ability to analyse, interpret and act on data to identify next steps and evidence positive impact.	Application form Interview process References

	• Able to work on own initiative and to inspire and motivate the team. • Able to work independently and work to deadlines. • Excellent positive behaviour management skills		
Other characteristics	• Commitment to safeguarding and child protection • Knowledge of current Safeguarding and Health & Safety procedures. • Commitment to equal opportunities for children and colleagues. • Ability to use ICT in teaching and learning and for professional use. • Ability to reflect on practice and contribute new ideas. • Ability to manage the implementation of change effectively. • Commitment to outdoor learning and forest school/eco-school ethos • Commitment to our Rights Respecting School status		Application form Interview process References
Disqualifying factors	• Offences against children or inappropriate conduct towards children. • No Right to Work in the UK		Safer recruitment checks