



Personal Specification:

## Nursery Lead Practitioner

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The Nursery Lead Practitioner will lead high-quality Early Years provision, ensuring excellent outcomes for children through high-quality interactions, child-initiated and play-based learning, including outdoor and woodland learning experiences as well as adult directed learning.

### Essential Criteria

#### Qualifications

- Full and relevant Level 6 Early Years qualification, or
- Early Years Teacher Status (EYTS), or
- Early Years Professional Status (EYPS), or
- Qualified Teacher Status (QTS)

#### Experience

- Experience of working within the Early Years Foundation Stage (ages 2–4)
- Experience of planning, delivering and assessing high-quality early years provision
- Experience of supporting children’s learning through observation and responsive planning
- Experience of working in partnership with parents and carers
- Experience of working effectively as part of a team within an education setting

#### Knowledge and Understanding

- Secure knowledge of the EYFS Framework and early child development
- Understanding of effective child-initiated and play-based learning approaches
- Knowledge of high-quality adult-child interaction and sustained shared thinking
- Knowledge of inclusive practice and supporting children with additional needs
- Understanding of assessment, tracking and early years progress monitoring

#### Skills and Abilities

- Strong communication skills with children, parents/carers and professionals
- Ability to lead and model excellent practice for colleagues
- Ability to create a stimulating, inclusive and enabling learning environment

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**Date Created:** 9<sup>th</sup> June 2026

**Next Review date:** June 2027 or when role significantly changes

**Approved by:** Jo Sergeant



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- Strong organisational skills and ability to manage day-to-day nursery operations
- Ability to use assessment information to support and improve outcomes

#### Personal Qualities

- Passionate about Early Years education and children's learning and development
- Calm, caring and nurturing approach
- High expectations for all children's learning and behaviour
- Commitment to inclusive practice and ensuring all children can succeed
- Reflective practitioner with a commitment to continuous improvement
- Enthusiastic about outdoor learning and natural environments, including woodland provision
- Positive, professional and solution-focused attitude

#### Safeguarding

- Understanding of safeguarding and child protection procedures
- Commitment to safeguarding and promoting the welfare of children
- Understanding of confidentiality and GDPR requirements

#### Desirable Criteria

- Experience of leading nursery provision
- Experience of working in a school-based EYFS unit
- Paediatric First Aid qualification
- Experience or training in outdoor learning
- Experience of supporting transition into Reception
- Experience of leading or supporting other adults in a team

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