

No.	Area	Essential	Desirable
1	Qualifications and Training		
1.1	Maths and English GCSE at grade C or above (5-9points)	√	
1.2	QTS / EYTS / EYPS		√
1.3	Relevant Level 6 Qualification in Early Years Education	√	
1.4	Paediatric First Aid qualification	√	
1.5	Food Hygiene certificate	√	
2	Experience		
2.1	At least 2 years' experience of working with children 3-5 years	√	
2.2	Experience of building positive links with parents and the wider community	√	
2.3	Experience of successful transition from nursery to primary schools	√	
3	Teaching and Learning	√	
3.1	A clear vision for teaching and learning in a nursery setting and how this enables all children to achieve well regardless of their starting points	√	
3.2	An understanding of the requirements (depth and breadth) of the EYFS Curriculum related to nursery children – please state any particular phases or strengths	√	
3.3	Up to date knowledge and understanding of Ofsted, health & safety and other legislation that needs to be adhered to in an Early Years setting	√	
3.4	Sound pedagogical understanding of how children learn, including effective teaching and behaviour management strategies	√	
3.5	Experience of high-quality wrap around provision		√
3.6	A demonstrable commitment to inclusion and ability to remove barriers for SEND pupils	√	
3.7	Experience of using ongoing assessments in an Early Years setting to ensure planning appropriately addresses next steps	√	
4	Developing self and working with others		
4.1	Ability to lead and manage nursery team on a day to day basis towards a shared vision	√	
4.2	An ability to develop positive relationships with colleagues, parents/carers, children and outside agencies	√	
4.3	Ability to communicate effectively with the whole school community in both writing and verbally	√	
4.4	Ability to work on own initiative and prioritise work	√	

4.5	Able to reflect, evaluate, challenge, influence and motivate others in the interests of improving teaching and learning and provision based on research and proven pedagogical approaches.	√	
5	Personal Qualities		
5.1	Highly resilient with a positive outlook and commitment to building a successful team	√	
5.2	Empathy for the aspiration of the Church of England's vision for education (this is central to the Trust's operation)	√	