

| No. | Area | Essential | Desirable |
|----------|--|-----------|-----------|
| 1 | Qualifications and Training | | |
| 1.1 | Maths and English GCSE at grade C or above (5-9points) | √ | |
| 1.2 | Relevant Level 6 Qualification in Early Years Education | √ | |
| 2 | Experience | | |
| 2.1 | Experience of working with children in a primary school setting | √ | |
| 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 | A demonstrable commitment to inclusion and ability to remove barriers for SEND pupils | √ | |
| 3.6 | 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) | √ | |