

<p style="text-align: center;">PERSON SPECIFICATION Nursery Nurse Bayards Hill Primary School</p>		
CRITERIA	Essential Requirement	Desirable Requirement
Education and Training	<ul style="list-style-type: none"> • Appropriate literacy, numeracy and ICT skills • Recognised Level 3 qualification relevant to early years e.g. NNEB, NVQ 3 in early years care and education, ---- Diploma in Pre School practice • Evidence of commitment to ongoing personal and professional development 	<ul style="list-style-type: none"> • Paediatric First Aid Certificate
Relevant Experience	<ul style="list-style-type: none"> • Recognising and responding to individual children's needs, routines, interests and development • Supporting and extending children's holistic development through a stimulating and challenging environment both inside and out • Forming appropriate relationships with children • Working within a team • Working with parents/carers • Observing and planning for individual children's development and learning • Appropriate record keeping and writing reports • Working to policies, procedures, and national standards 	<ul style="list-style-type: none"> • Minimum of 3 years direct experience of working across the age range of birth to five years. • Working with children with additional language or with additional educational needs • Working with other professionals/ services • Responding to the needs of the local community • Managing and supporting a small team within an early years setting • Supporting students/ trainees • Being a key worker/ key person for individual children and families
Knowledge Skills and Aptitudes	<ul style="list-style-type: none"> • Effective written, verbal and non-verbal communication skills with both adults and children • Ability to work as part of a team, and to promote team working amongst other staff • Ability to reflect on professional practice • Commitment to promoting the setting's vision and values throughout provision and practice • Commitment equal opportunities and provision that responds to each individual child and family • Commitment to inclusive provision and practice • Knowledge of child development across the age range • A working knowledge of the legislative (Birth to Five) framework for the provision of early years services, e.g. National Standards for Full Time Day Care, Foundation Stage for Learning, 	<ul style="list-style-type: none"> • Awareness and knowledge of recent developments and documents in the early years field, e.g. EYFS Curriculum • Ability to advocate for the needs of children, families and the local community • Ability to link theoretical knowledge and professional practice – articulating a theoretical basis for practice

	<p>and health, safety and hygiene regulations</p> <ul style="list-style-type: none"> • Awareness of relevant issues, e.g. children's rights, child protection • Ability to set boundaries for children and manage their behaviour appropriately and sensitively • Commitment to working with other professionals • Ability to solve problems and make decisions as and when the need arises • Ability to take the initiative and to be flexible 	
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Motivation and Expectation	<ul style="list-style-type: none"> • Interest in professional development and willingness • Contributing to meetings To attend training courses • To take pride in your work and have high expectations of self and others • To be in sympathy with and able to promote the ethos, values and vision of the school. 	
Method of Assessment	<ul style="list-style-type: none"> • Application form, Interview and References. 	

Date of issue: 12 September 2019