**Person Specification: Deputy Manager, Little Engineers Nursery**

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|  | **Essential** | **Desirable** |
| **Qualifications** | * Level Three NNEB or Equivalent * A recent, relevant record of Continuous Professional Development | * Evidence of commitment to professional development |
| **Experience** | * Successful and varied experience of teaching children in the EYFS * Evidence of exemplary classroom practice * Experience of making effective relationships with parents, communicating with them and encouraging their active participation in their child’s education * Experience of working with pupils with additional needs * A proven track record of working as part of a team | In addition, the post holder might also have experience of:   * Working in a church school * Teamwork and support in an SEND context or with vulnerable children |
| **Knowledge and understanding** | * Current knowledge of assessment procedures and an understanding of the use of assessment to inform planning * Thorough knowledge of the Ofsted requirements * Thorough knowledge and understanding of EYFS and how young children learn * The ability to establish positive and supportive relationships with colleagues, parents and children * Good oral and written communication skills * An interest in developing an understanding of the needs of specific individuals * Knowledge of child development * An organised approach to record-keeping and to tracking pupil achievement | In addition, the post holder might also have knowledge and understanding of:   * Establishing high quality nursery provision. * Statutory requirement for Nursery all year provision |
| **Skills** | * Ability to work as part of an EYFS team, as well as to lead * Ability to inspire children and other team members * Personal commitment to ensure that the provision of support is equally accessible and appropriate to meet the diverse needs of pupils. * Skilled at making & sustaining positive relationships with young children, developing their self-esteem and motivation so that they become resilient, independent learners * Capable of planning rich learning experiences, assessing the needs and achievements of all children, and maintaining appropriate records | In addition, the post holder might also be able to:   * Participate in the establishment of links with parents and governors; * Successful experience of engaging parents in the learning process. |
| **Educational Philosophy** | * A child-centred approach to education which emphasises the development of the individual * A strong commitment to the pursuit of excellence and success for all without the imposition of barriers to achievement * A demonstrated commitment to varied teaching and learning strategies to meet differing needs and learning styles * A willingness to work enthusiastically with colleagues within the Academy Trust * A strong commitment to team work. |  |
| **Personal Characteristics** | * A high level of personal organisation * Able to lead and manage a team * Able to set clear goals and aims and achieve them * Able to work co-operatively and collaboratively with colleagues at all levels * Ability to enthuse and inspire colleagues to work collaboratively towards agreed goals * Able to communicate effectively and sympathetically with parents * Good public speaking and presentational skills * Able to work under pressure and to meet deadlines * A strong sense of professional integrity * A clear understanding of and a commitment to the Christian ethos of a church academy |  |
| **Equal Opportunities** | * A strong commitment to equal opportunities in practice which encompasses gender, race, religion and disability * A commitment to working positively within Academy policies and guidelines to effect positive attitudes and raised expectations in the school |  |