**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
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| **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
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| **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
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| **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.
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| **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.
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| **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
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| **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
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