

Hylton Red House Nursery School

Nursery Teacher – Person Specification

Key Areas / Attributes	ESSENTIAL (E)	DESIRABLE (D)	Evidence
(i) Qualifications			
• Enhanced Disclosure and Barring Service (DBS) and other relevant checks in line with safer recruitment	E		R
• DFE Qualified Teacher Status	E		AF / R
• Degree/Graduate status	E		AF / R
• Evidence of participation in further professional development or study		D	AF / I
• EYFS qualification and Paediatric First Aid		D	AF / R
(ii) Experience			
• Successful recent experience in relevant key stage (Early Years Foundation Stage)	E		AF/I/R
• Experience of working in other Key Stages / taught in more than one key stage / year group		D	AF/I/R
• Recent Ofsted experience (within new inspection framework)		D	AF/I/R
• Experience of teaching a range of abilities including more able pupils, leading to positive outcomes	E		AF/I/R / LO
• A commitment to inclusion and experience of teaching a range of abilities including children with SEND leading to positive outcomes	E		AF/I/R
• Experience of monitoring pupil progress and administering assessments in EYFS	E		AF/I/R
• Experience of working with multi-agency teams		D	AF/I/R
• Safeguarding- recent training and up to date knowledge of policies and procedures	E		AF/I
• Experience as a Designated Safeguarding Lead (or deputy)		D	AF/I/R
(iii) Skills and competencies			
• Evidence of outstanding classroom practice	E		AF/R/LO
• Evidence of effective planning to meet needs of all groups of pupils	E		AF/I/R/LO
• Evidence of positively impacting upon the effectiveness of colleagues		D	AF/I/R
• Ability to create a happy, stimulating and effective learning environment	E		AF/I/LO
• Teaching reflects creative and innovative attitudes, and a desire to motivate others		D	AF/I/LO
• Outstanding classroom and positive behaviour management	E		I/R/LO
(iv) Knowledge and Understanding			

• Knowledge of the Early Years Foundation Stage, Development Matters and Birth to 5 Matters documents, and the Statutory EYFS requirements	E		AF/I/R
• Commitment to improving own knowledge through engagement in further professional development to ensure you keep abreast of educational theory, research and pedagogy	E		AF/I/R
• Sound knowledge of child development and how children learn, showing an ability to plan and respond when children's needs differ from typical developmental milestones	E		AF/I/R/LO
(v) Disposition			
• Demonstrates high expectations of self and others' in all aspects of school life	E		AF/I/R
• Works well within and contributes to team development, role modelling a strong work ethic	E		AF/I/R
(vi) Equal Opportunities			
• Ability to demonstrate awareness and understanding of equal opportunities and of other people's behaviour, physical, social and welfare needs.	E		AF/I
• Ability to create and maintain a working environment which values the individual, challenges discrimination and respects confidentiality	E		AF/I

AF – APPLICATION FORM

I – INTERVIEW

R – REFERENCES / CHECKS

LO – LESSON OBSERVATION

The school is fully committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share in this commitment. As part of our due diligence and to comply with our obligations in line with Keeping Children Safe in Education, an online search of publicly available information will be undertaken for all shortlisted candidates. The successful applicant will be subject to provide an enhanced DBS disclosure.