



Person Specification – Nursery Nurse Archbishop Runcie CE First School

Part A: Application Stage

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

Essential

1	Experience of supporting pupils in a learning environment
2	Knowledge of Early Years Foundation Stage curriculum
3	Experience of EYFS classroom organisation
4	Nursery Nurse qualification or equivalent qualification, to work in an EYFS setting
5	GCSE in English and Maths or equivalent
6	Able to support and uphold the Christian ethos of the school
7	Willingness to attend to the intimate care needs of children.
8	Assisting in the supervision of pupils, during indoor and outdoor play.

Desirable

9	Experience of advancing progress of pupils of relevant age within a learning environment
10	Ability to administer medication to pupils by agreement with the jobholder in accordance with the school's policy on this issue
11	First Aid Training
12	Knowledge of Read, Write, Inc phonics scheme
13	Experience of supporting children with a wide range of needs including SEND

Part B: Assessment Stage

Items 1 and 2 of the application stage criteria and the criteria below will be further explored at the assessment stage:

Essential

1	Able to empathise with the needs of children and in particular able to establish positive relationships with pupils.
2	Able to consistently and effectively implement agreed behaviour management strategies.
3	Able to use language and other communication skills that children can understand and relate to.
4	Able to provide levels of individual attention, reassurance and help with learning tasks as appropriate to pupils' needs
5	Able to work within and apply all relevant school policies and schemes of work
6	Able to supervise groups of pupils.
7	Able to carry out and report on systematic observations of pupils' knowledge, understanding and skills, maintaining accurate and up to date records and reports.
8	Able to undertake observations and assessments of pupils including those with special educational needs.
9	Able to work effectively as part of a team and contribute effectively to the planning of the teaching programme

10	Committed to achieving further professional development
11	Appropriate behaviour and attitude towards safeguarding and promoting the welfare of children and young people including: ▪ motivation to work with children and young people ▪ ability to form and maintain appropriate relationships and personal boundaries with children and young people ▪ emotional resilience in working with challenging behaviours ▪ attitude to use of authority and maintaining discipline. ▪ able to work in partnership with other agencies
12	No disclosure about criminal convictions or safeguarding concern that makes applicant unsuitable for this post.
13	Able to take an active role in co-ordinating reviews of pupil's progress including liaising with other agencies as appropriate

Desirable

14	Knowledge of SEN Code of Practice
15	Experience of using IT in the classroom including online Learning Journals

The following methods of assessment will be used:

Method		Method	
Interview	Yes	Presentation	No
Group activity	No	Task(s) with pupils	Yes
Other (specify)	No	Other (specify)	No

Part C: Additional Requirements

The following criteria must be judged as satisfactory when pre-employment checks are completed:

1	Enhanced Certificate of Disclosure from the Disclosure and Barring Service
2	Additional criminal record checks if applicant has lived outside the UK
3	Barred List check
4	Medical clearance
5	Two references from current and previous employers (or education establishment if applicant not in employment)