



## Nursery Lead – Person Specification

CRITERIA	ESSENTIAL	DESIRABLE
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>➤ Level 3 NVQ Early Years Childcare or above.</li> <li>➤ GCSE or equivalent level, including at least a grade 4 (previously Grade C) in English and Maths.</li> <li>➤ First Aid Training, or willingness to complete it.</li> </ul>	
<b>Experience</b>	<ul style="list-style-type: none"> <li>➤ Previous experience of working and leading in an Early Years Setting.</li> <li>➤ Up-to-date experience, knowledge and understanding of good practice in EYFS.</li> <li>➤ Experience of working with children with SEND.</li> <li>➤ Working collaboratively with other colleagues and parents.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Leadership of a subject or people within a school setting.</li> <li>➤ Leading an aspect of school improvement with evidence of improving standards.</li> </ul>
<b>Knowledge and Understanding</b>	<ul style="list-style-type: none"> <li>➤ A clear philosophy of Early Years education in line with that of the Trust / school.</li> <li>➤ Knowledge of a range of effective strategies for inspiring all children, including those with SEND, to achieve their full potential.</li> <li>➤ An understanding of cross curricular learning and teaching.</li> <li>➤ An understanding of the principles of assessment for learning.</li> <li>➤ A detailed understanding of safeguarding duties.</li> <li>➤ Good knowledge of the EYFS statutory framework.</li> <li>➤ Strong literacy and numeracy skills.</li> <li>➤ Able to promote the social, moral, spiritual, and cultural development of all children.</li> <li>➤ Good understanding of a range of behaviour management strategies.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Analysis and interpretation of school performance data to inform school self-evaluation.</li> <li>➤ Demonstrate quality first, inclusive teaching that has an impact on all pupil outcomes.</li> </ul>

<p><b>Skills</b></p>	<ul style="list-style-type: none"> <li>➤ Able to work in a way that promotes the safety and wellbeing of children.</li> <li>➤ A confident practitioner, who demonstrates outstanding practice and high expectations of achievement and behaviour.</li> <li>➤ Able to support children with a range of abilities.</li> <li>➤ Able to communicate effectively with children, staff, and parents.</li> <li>➤ Able to deploy support staff effectively.</li> </ul>	
<p><b>Personal Qualities</b></p>	<ul style="list-style-type: none"> <li>➤ Passion for Early Years.</li> <li>➤ High standards of personal organisation.</li> <li>➤ Committed to raising standards through excellent teaching and learning.</li> <li>➤ Resilient, passionate, and hard-working.</li> <li>➤ Relish accountability and take personal responsibility for own actions.</li> <li>➤ Able to build trust and mutual respect between children, families, and staff.</li> <li>➤ A cheerful disposition and good sense of humour.</li> <li>➤ Enthusiastic, innovative, creative, and caring.</li> </ul>	