

## NURSERY TEACHER MPS/UPS

### PERSON SPECIFICATION

The following details are the essential and desirable criteria, which will be used to select the candidate(s) for this post. It is necessary that you show evidence of meeting the shortlisting requirements in your application in order to be shortlisted.

Attributes	E= Essential D= Desirable	MPS	UPS	Shortlisting Criteria
<b>Qualifications and Experience</b>				
1. Qualified to degree level including Qualified Teacher Status/P.G.C.E	E	E	E	X
2. Early Years specialist training	E	E	E	X
3. To have teaching experience with children under five	E	E	E	x
<b>Professional Knowledge and Experience</b>				
4. Excellent Early Years Practitioner with a thorough understanding of the Early Years Foundation Stage (including the revised framework) and a commitment to the highest standards of teaching and learning	E	E	E	X
5. A clear understanding of how young children learn and the ability to plan for effective and high quality teaching and learning in the Early Years Foundation Stage	E	E	E	X
6. An understanding of the principles and practices of observations, assessment and planning and how these can be used effectively to maximise pupil progress for all groups of children	E	E	E	X
7. To have experiences of working with children with SEND including children with Autism and a knowledge of PECS and TEACCH	D	D	E	
8. Experience and understanding of the key person role	D	D	E	
9. The ability to meet all children's needs to ensure every child makes good progress including those with English as an additional language and children with additional or complex needs or	E	E	E	X

disabilities			
10. To be able to manage behaviour effectively using a range of strategies	E	E	X
11. Experience of planning and organising an enabling learning environment inside and outside	E	E	X
12. The ability to contribute to the development of an area of learning	E	E	X
13. To lead by example through consistently high quality practice in all areas	E	E	X
14. The ability to maintain professional and positive relationships with children, staff, parents, outside agencies and governors	E	E	X
15. To have an up-to-date knowledge of relevant legislation and guidance in relation to working with and the protection and safeguarding of children and young people	E	E	X

<b>Professional skills</b>			
16. To demonstrate the skills of a good teacher, including the ability to: <ul style="list-style-type: none"> <li>• Use first hand experiences to interest and encourage and engage pupils</li> <li>• Provide appropriate levels of challenge so that all pupils make good or rapid progress</li> <li>• Use assessment information effectively to plan next steps in children’s learning</li> </ul>	E	E	X
17. To have the capacity to lead colleagues including nursery nurses, teaching assistants, special support assistants and students and be involved in their appraisals	D	E	
18. To be willing to work within the Nursery school’s procedures and policies			
19. To be committed to continual personal and professional development. To be reflective and learn from past experiences and to learn from others.	D	E	
20. To be committed to equality, diversity and the inclusion of all	E	E	
21. To be able to communicate clearly both orally and in writing	E	E	

<b>Personal Characteristics</b>			
22. Well-organised, enthusiastic, energetic and flexible	E	E	
23. Resilient and demonstrates the ability to work under pressure. Manages time effectively	E	E	
24. Values and respects the views of children	E	E	
25. Self-motivated and able to take initiative and responsibility	E	E	

All experience should be recent. The appointment and interview process will be value-based to ensure the successful candidate's values and attitudes are in line with those at Kintore Way Nursery School and Children's Centre. Issues relating to safeguarding and promoting the welfare of all children will also be thoroughly explored.