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| C:\Users\Cbland\Pictures\logo.png.jpg | Highfield and Duke Street Nursery SchoolEYFS Teacher - Person Specification / Selection Criteria |

**Highfield Nursery School is committed to safeguarding and promoting the welfare of children & young people. The applicant will be required to share this commitment. This post is exempt from the Rehabilitation of Offenders Act 1974 and therefore will be subject to a DBS check from the Disclosure and Barring Service.** **Terms and Conditions: In accordance with the School Teacher’s Pay and Conditions Document.**

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| **Person Specification Form** |
| **Job Title: 0.8 Early Years Teacher QTS** | **Required from 1st January 2022, or as soon after as possible.**  |
| **Directorate:** Children and Young People | **Terms and Conditions: In accordance with the School Teacher’s Pay and Conditions Document** |
| **Requirements****(based on the job description)** | **Essential (E)****or****Desirable (D)** | **To be identified by:** **Application Form and Supporting Statement (A),****Interview (I),****Reference (R)** |
| **Qualifications** |
| Degree / Qualified Teacher Status | E | A |
| Recent & relevant participation in professional development | E | A |
| Paediatric First Aid Certificate | D | A |
| **Experience** |
| Successful experience or teaching practice within the Early Years Foundation Stage  | E | A |
| Experience of working in a nursery setting | D | A I |
| High quality teaching skills | E | A I R |
| Understanding of the EYFS curriculum and ability to deliver broad, balanced and exciting learning opportunities | E | A |
| Understanding of assessment, recording, reporting and monitoring practices | E | A |
| Experience of effectively leading and managing a class team | D | A I R |
| **Knowledge, skills and abilities** |
| An excellent teacher with thorough knowledge and ability to deliver a broad and exciting curriculum | E | A I R  |
| Understanding of effective assessment strategies to meet the learning needs of all pupils | E | A I R |
| Understanding of effective learning – recognising, planning and providing for different learning styles/SEN. | E | A I R |

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| Ability to plan to meet the needs of all groups of pupils – demonstrating high expectations and standards | E | A I R |
| Ability to form and maintain excellent relationships with all members of our school community | E | A I R |
| Ability to use ICT effectively within teaching and learning to enhance pupil progress | E | A I R |
| Ability to provide a stimulating, well organised and high quality learning environment | E | A I R |
| Ability to use a range of positive behaviour strategies to effectively promote outstanding behaviour for learning | E | A I R |
| Ability to use data, assessment and target setting to impact positively on pupil progress | E | A I R |
| Willingness to participate in school activities, including extra-curricular activities and school-related community events | E |  I |
| Understanding of the impact of attachment and trauma and implement teaching strategies to support development.  | D | A I |
| Excellent written and verbal communication skills | E | A I |
| **Personal Qualities** |
| Be a positive and professional role model at all times, a highly respected representative of Highfield Nursery School.  | E | I R |
| Ability to prioritise time using effective organisational skills and a high level of personal motivation | E | I |
| Ability and willingness to work effectively as part of a team, learning with and from colleagues | E | I R |
| Adaptability to changing circumstances and new ideas | E | I |
| To be creative and enthusiastic to make every day for our pupils engaging and exciting | E | I |
| Demonstrate a capacity for sustained hard work with dedication, energy and vigour | E | I R |
| **Other (including special requirements)** |
| Commitment to safeguarding and protecting the welfare of children and young people | E | I |
| Commitment to equality and diversity | E | I  |
| Commitment to Health and Safety | E | I  |
| Commitment to attendance at work | E | I R |
| **Confidential References** |  |  |
| Positive recommendation from all referees, including current employer. We will always consider your references before confirming a job offer in writing | E | R |
| **Application Form and Supporting Statement** |
| The form must be fully completed and legible. The supporting statement should be clear, concise and related to the specific post. It should also be no more than 2 sides of A4 in no smaller than font size 11 | E | A |

**Candidates failing to meet any of the essential criteria will automatically be excluded. The appointment will be made on the basis of each applicant’s qualities. The post will be subject to strong supportive professional references. The Governors are committed to ensuring that an appointment will follow safer recruiting procedures and a DBS check will be required before appointment.**