Lancashire County Council

NEWTOWN NURSERY SCHOOL

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| Person specification form  |
| Post title: TEACHER  | Grade: MPS/UPS  |
| Directorate: Children and Young People  | Post number:  |
| Establishment or team: NEWTOWN NURSERY SCHOOL  |
| Requirements (based on the job description)  | Essential (E) or desirable (D)  | To be identified by: application form (AF), interview (I), test (T)  |
| Qualifications Qualified Teacher Status  |  E  |  AF/I  |
| Degree  | E  | AF/I  |
| Early Years Specialism  | D D | AF/I  |
| Other Qualifications/ Appropriate Professional Development for the role in Education and / or Leadership and Management  A commitment to own further professional development including willingness to learn with and from colleagues   |  E  | AF/I  AF/I  |
| Experience  |   |   |
| Substantial experience of teaching within EYFS  | E  | AF/I  |
| Successful experience of teaching in a Nursery School/ Nursery Class   | D  | AF/I/T  |
|  Experience of deploying/ leading a Team (Teachers/ Teaching Assistants)   | E  | AF/I  |
| Able to plan, monitor, evaluate and develop the curriculum effectively including Continuous Provision  | E  | AF/I/T  |
| Experience of working with children with SEND  | E  | AF/I  |
| Experience of the role of SENCO   | D  | AF/I  |
| Experience of leading and supporting a Key Person system  | D  | AF/I  |
| Experience of implementing Strategies for improving the quality of teaching and learning, including promoting excellence and challenging performance.  | E  | AF/I/T  |
| Experience of monitoring and evaluating the effectiveness of teaching and learning, including outcomes, standards and achievements  Experience of supporting young children’s personal development and wellbeing including effective strategies for positive behaviour management  A strong interest in and experience of developing outdoor learning including Forest Schools approach  Experience of supporting and developing the performance of staff through supervision, appraisal and coaching  Experience of effectively involving parents in children’s learning and developing Home-School links  Experience of leading staff meetings/INSET  | E   E  E  D   E  D  | AF/I/T   AF/I  AF/I  AF/I   AF/I  AF/I  |

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| Experience of planning and preparing personalised learning, promoting learning using children’s interests and enhancing and adapting environments accordingly  Experience of provision for 0-3 year olds  Experience of providing and sign posting to extended and community services  Experience of subject leadership  Experience of co-ordinating Early Help and/ or the Designated Safeguarding Lead Role (DSL)  | E  D  E  E D  |  AF/I  AF/I  AF/I  AF/I AF/I  |
| Professional Knowledge, Skills and Abilities  |    |    |
| A wide understanding of current local and national policies, priorities and statutory frameworks  | E  | AF/I  |
| Dedicated, committed, high quality Teacher who will lead others to in relation to policy, procedures and professional standards  | E  | AF/I  |
| Ability to support the Governing Body and Head Teacher to achieve the School ethos, vision and aims  | E  | AF/I/T  |
| To demonstrate high expectations at all times through leading by example and high quality teaching  | E  | AF/I  |
| Ability to establish good relationships with children, parents and colleagues working effectively as part of the team  | E  | AF/I  |
| Ability to use ICT to enhance learning  | E  | AF/I  |
|  To have an in depth knowledge and understanding of child development, how young children learn and current theory and good practice  | E  | AF/I  |
| To be able to effectively use data and assessment information to set targets and raise standards for individuals, group and whole school  | E  | AF/I/T  |
| Ability to effectively plan and differentiate work for groups of learners and different abilities  | E  | AF/I  |
| Ability to communicate clearly and sensitively, orally and in writing  To be dynamic with an ability to develop innovative and creative approaches to learning and teaching  Ability to prioritise effectively and meet deadlines  Make and take decisions and guide other staff  Ability to be a point of contact, responsible person in the absence of the Head Teacher/ Senior Teacher | E  E  E  E  E  | AF/I  AF/I  AF/I  AF/I  AF/I  |
| Personal Skills and Attributes  * Positive and enthusiastic
* Self-motivated and well organised
* Flexible, approachable and resilient
* Highly effective inter-personal skills
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| Other (including special requirements)  1. Commitment to and full understanding of safeguarding and protecting the welfare of children and young people
2. Commitment to equality and diversity
3. Commitment to and understanding of health and safety requirements
4. Commitment to high standards and continuous improvement in teaching and learning
5. Commitment to extra-curricular activities and a willingness to take a full and active part in the wider life of the school
6. Satisfactory health and attendance record
 |  EEEEEE    |   AF/I  AF/I AF/I  AF/I AF/I AF/I  |
| Prepared by: Tara Entwistle Date: November 2021 |
| All skills and experience should be relevant and recent and will be identified via the application form, the interview process and references. Any offer of employment will be subject to strong and supportive professional references. |
| Newtown Nursery School is committed to safeguarding and promoting the welfare of children and young people. The applicant will be required to share this commitment. The post is exempt from the Rehabilitation of Offenders Act 1974 and therefore will be subject to an Enhanced DBS Check from the Disclosures and Barring Service.  |