

Nursery Nurse

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 working with children in an early years learning environment.
2	Experience of successfully implementing EYFS curriculum and other relevant learning programmes or strategies.
3	Experience of advancing pupils' progress, including working with individuals, small groups and whole classes.
4	Specialist skills or training in curriculum or learning area, e.g. child development, outdoor learning.
5	Experience of producing environment and small group time plans, and recording assessments.
6	Training in relevant learning strategies.
7	Level 3 Full and relevant qualification specific to working with pupils 5 years and under.

Desirable

8	Experience of integrated working
9	Supervision of classroom support staff

Part B: Assessment Stage

Items 1, 2, 3, 4 and 5 of the application stage criteria and the criteria below will be further explored at the assessment stage:

Essential

1	Good understanding of child development and learning process.
2	Good working knowledge of relevant policies, codes of practice and legislation within a classroom setting and a good understanding of the statutory framework relating to children's learning and well being.
3	Able to take a lead role in co-ordinating reviews of pupil's progress including liaising with other agencies as appropriate
4	Able to participate in planning, monitoring and assessment arrangements in partnership with the class teacher.
5	Excellent written and oral communication skills.
6	Excellent ICT skills and the proven ability to use them effectively to support learning.
7	Able to organise, lead and motivate a team and to work constructively as part of a team.
8	Able to relate well to children and their families and in particular able to

	establish positive relationships with them.
9	Able to respond positively and effectively to unexpected problems and situations.
10	Able to take a responsive approach to children's needs to help address barriers to learning and well-being.
11	Able to work with minimal supervision.
12	Committed to achieving further professional development.
13	Appropriate behaviour and attitude towards safeguarding and promoting the welfare of children and young people including: <ul style="list-style-type: none"> ▪ 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
14	No disclosure about criminal convictions or safeguarding concern that makes applicant unsuitable for this post.

The following methods of assessment will be used:

Method		Method	
Interview	Yes	Presentation	No
Lesson Observation	Yes	Structured discussion with pupils	No
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 within the 5 years prior to appointment
3	Barred list check
4	Medical clearance
5	Two references from current and previous employers (or education establishment if applicant not in employment)
6	Please bring your full and relevant qualification certificates with you to interview.