



# Southfields Community Primary School

## Nursery Teacher/PPA Teacher

### Person Specification

| Category                              | Essential                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Desirable                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Source                                                                                                         |
|---------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------|
| Qualifications                        | <ul style="list-style-type: none"> <li>• Degree</li> <li>• Qualified teacher status</li> <li>• Early Years Qualification</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | <ul style="list-style-type: none"> <li>• Evidence of further EYFS professional CPD</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | <ul style="list-style-type: none"> <li>• Application form</li> <li>• Interview</li> <li>• Reference</li> </ul> |
| Experience                            | <ul style="list-style-type: none"> <li>• Successful experience of teaching in EYFS</li> <li>• Consistently good classroom practitioner</li> <li>• To have a minimum of 2 years UK teaching experience with children under five</li> <li>• Experience of using a variety of teaching styles and modes of learning</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | <ul style="list-style-type: none"> <li>• Outstanding classroom practitioner</li> <li>• Experience of a school in a similar context</li> <li>• Experience of a subject leadership role in the curriculum</li> <li>• Evidence of teaching experience in more than one school</li> <li>• Experience of parent/community involvement</li> </ul>                                                                                                                                                                                                                                                                  | <ul style="list-style-type: none"> <li>• Application form</li> <li>• Interview</li> <li>• Reference</li> </ul> |
| Professional Development and Training | <ul style="list-style-type: none"> <li>• Good awareness of current educational developments and trends</li> <li>• A commitment to supporting the areas of development identified in the School Development Plan and participation in INSET to facilitate these</li> <li>• A commitment to continuous professional and personal development</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | <ul style="list-style-type: none"> <li>• Experience in delivering INSET in school/ to a wider audience</li> <li>• Experience in identifying how a school can improve its provision in a particular subject or aspect of school life</li> </ul>                                                                                                                                                                                                                                                                                                                                                               | <ul style="list-style-type: none"> <li>• Application form</li> <li>• Interview</li> </ul>                      |
| Skills, knowledge and expertise       | <ul style="list-style-type: none"> <li>• A clear understanding of effective teaching and learning</li> <li>• A sound understanding of and commitment to teaching phonics</li> <li>• Competent use of a range of teaching styles to make learning effective</li> <li>• Evidence of setting and maintaining high expectations in all areas</li> <li>• Effective involvement in the monitoring and evaluation of teaching and learning</li> <li>• Thorough understanding of the curriculum demands in EYFS Nursery.</li> <li>• Commitment to raising achievement for all pupils and an ability to plan thoroughly for different needs</li> <li>• An ability to assess children's level of understanding and set meaningful and achievable targets</li> <li>• Knowledge and experience of assessment procedures, moderation and evaluation in Early Years Nursery.</li> </ul> | <ul style="list-style-type: none"> <li>• Thorough understanding of the curriculum demands across the EYFS.</li> <li>• An ability to analyse, understand, interpret and respond to school performance data</li> <li>• Experience of successfully supporting children with emotional or behavioural difficulties</li> <li>• Experience of establishing and maintaining effective professional relationships with parents, governors and other agencies</li> <li>• Experience of encouraging parents to work co-operatively with the school and involving them in their child's education</li> <li>•</li> </ul> | <ul style="list-style-type: none"> <li>• Application form</li> <li>• Interview</li> <li>• Reference</li> </ul> |

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|                     | <ul style="list-style-type: none"> <li>• Ability to promote different approaches to solving problems</li> <li>• An understanding of and commitment to inclusion for all pupils</li> <li>• Very good behaviour management skills</li> <li>• Imaginative, energetic and creative thinker</li> <li>• Self motivated and hard working</li> <li>• Very good organisational and time management skills</li> <li>• Effective written and oral communication skills</li> <li>• Ability to use ICT effectively in teaching and learning</li> <li>• Ability to work under pressure, meet deadlines and deal with difficult situations</li> <li>• Effective team member, able to collaborate with others and share expertise and resources</li> <li>• Ability to improve and extend the Nursery team and curriculum</li> <li>• Ability to establish and maintain positive, professional relationships within and outside the school</li> <li>• Ability to support the existing good links with the community</li> <li>• Awareness of the importance of the class teacher's crucial role in pupil development</li> <li>• Ability to safeguard and promote the welfare of children, forming and maintaining appropriate relationships and personal boundaries.</li> <li>• Commitment to play a full and active role in the life of the school</li> </ul> | <ul style="list-style-type: none"> <li>• Experience of participating in or providing extra-curricular activities</li> </ul>                                                                         |                                                                                                                |
| Personal attributes | <ul style="list-style-type: none"> <li>• Value children and put their needs first</li> <li>• High level of personal integrity</li> <li>• Caring attitude to children and parents</li> <li>• A positive outlook – energetic and enthusiastic, flexible and adaptable and committed to the whole life of the school</li> <li>• Sense of humour</li> <li>• Ability 'to get the job done'</li> <li>• Evidence of the promotion of high professional standards</li> <li>• Well motivated and resilient in challenging circumstances, dedicated and able to manage time effectively</li> <li>• A good attendance record</li> <li>• Ability to reflect on own performance</li> <li>• Ability to work as a team member</li> <li>• Flexible approach, responsive to need</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | <ul style="list-style-type: none"> <li>• A healthy understanding of the importance of sustaining an appropriate work/life balance</li> <li>• An ability to enthuse, inspire and motivate</li> </ul> | <ul style="list-style-type: none"> <li>• Application form</li> <li>• Interview</li> <li>• Reference</li> </ul> |