

Nursery Teacher TMS Person Specification

Job Title:	Teacher (0.8)
Grade:	TMS
Department:	Education
Location:	Hillfields Nursery School

	Requirements	E= Essential	Evidence A= Application I = Interview T= Tasks V= Visit
Qualifications and Experience	1.1 Qualified to degree level including Qualified Teacher Status 1.2 To have Early Years specialist training.		A, V, I
Professional Knowledge and Experience	2.1 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	A, V, I, T
	2.2 A clear understanding of how young children learn & the ability to plan for effective & high quality teaching & learning across the EYFS birth to five.	E	A, V, I, T
	2.3 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	A, V, I, T I
	2.4 To have experience of working with, or knowledge of, children with SEND including children with Autism and Communication difficulties.	E	A, I
	2.5 Experience and understanding of the key person role.	E	A, I A, I
	2.6 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 disabilities.	E	A, V, I, T
	2.7 Ability to manage behaviour effectively and positively using a range of strategies.	E	A, V, I
	2.8 A positive approach to the outdoors and the ability to use the outdoor environment to support children's learning across all areas of learning and support others to do so.	E	A, I, T
	2.9 To lead by example through consistently high quality practice in all areas including setting up and maintaining a high-quality learning environment, indoors and outside; which meets a broad range of developmental needs and ensures breadth, continuity and progression.	E	A, I, T

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	2.10 The ability to model and maintain professional and positive relationships with children, staff, parents, visitors, outside agencies and governors.	E	A, I
Professional skills	3.1 To demonstrate the skills of a good teacher, including the ability to: - Use first hand experiences to interest and encourage and engage pupils - Provide appropriate levels of challenge so that all pupils make good progress - Use assessment information effectively to plan next steps for children.	E	A, V, I, T
	3.2 To work collaboratively and supportively with colleagues within the Nursery school and outside agencies, ensuring effective team work.	E	A, I
	3.3 To be work within the Nursery School's procedures and policies and lead by example.	E	A, I
	3.4 The ability to respond to challenges with optimism, flexibility and a solution focused approach, with clear evidence of sound emotional resilience.	E	A, I
	3.5 To be committed to continual personal and professional development.	E	A, I
	3.6 To be committed to equality, diversity and the inclusion of all and evidence delivery of policy in ways that are meaningful to young children.	E	A, I
	3.7 To be competent in the use of ICT to support learning and to communicate with a wide range of audiences.	E	A, I, T
	3.8 To have effective time management skills with the ability to meet both personal deadlines and deploy staff effectively to ensure the smooth day to day running of the Nursery sessions ensuring staffing ratios are met.	E	A, I,
	3.10 Able to evidence that the teacher standards are met in full.	E	A, I

Special Requirements:	For posts subject to Protection of Children Regulations, the following statement must be annotated - This post is exempt from the provisions of the Rehabilitation of Offenders Act 1974. A Criminal Record Disclosure will be required prior to appointment.	
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