

## PERSON SPECIFICATION- Nursery Nurse

The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process. Applicants should address all elements of the Person Specification, indicating experience and where appropriate citing supporting examples within their application.

<b>Qualifications &amp; Training</b>	<b>Essential/Desirable</b>	<b>How Identified</b>
<input type="checkbox"/> Completion of a recognised Level 3 Childcare qualification, e.g. Level 3 Certificate for the Children & Young People’s Workforce, NVQ Level 3 in Children’s Care, Learning and Development – or be working towards completion	<b>E</b>	Application form
<input type="checkbox"/> Numeracy and Literacy equivalent to GCSE Grade C and above	<b>E</b>	
<b>Knowledge &amp; Experience</b>	<b>Essential/Desirable</b>	<b>How Identified</b>
<input type="checkbox"/> Recent relevant experience of working in an integrated care and education setting with a 0 – 5 years’ provision.	<b>E</b>	Application form/Interview/ Task
<input type="checkbox"/> Experience of working with or caring for children in a variety of early years settings	<b>D</b>	
<input type="checkbox"/> Experience of working with smaller nurture groups to boost attainment	<b>E</b>	
<input type="checkbox"/> Experience of supporting children on a 1:1 basis	<b>E</b>	
<input type="checkbox"/> Considerable knowledge of the Early Years Foundation Stage	<b>E</b>	
<input type="checkbox"/> Considerable knowledge of child development in the early years	<b>E</b>	
<input type="checkbox"/> A commitment to the provision of high-quality childcare	<b>E</b>	
<input type="checkbox"/> Knowledge of safeguarding and child protection	<b>E</b>	
<input type="checkbox"/> Knowledge of additional needs support		
<b>Skills &amp; Key Criteria</b>	<b>Essential/Desirable</b>	<b>How Identified</b>
<input type="checkbox"/> Good organisational, record keeping and planning skills	<b>E</b>	Application form/Interview/ Task
<input type="checkbox"/> Excellent communication skills, with children, colleagues, advisors and parents/carers	<b>E</b>	
<input type="checkbox"/> High level of initiative and creativity	<b>D</b>	
<input type="checkbox"/> Work well in a team as well as independently	<b>E</b>	
<input type="checkbox"/> Flexible and adaptable in the face of challenging circumstances with a respect for confidentiality.	<b>E</b>	

<b>Personal Attributes</b>	<b>Essential/Desirable</b>	<b>How Identified</b>
<input type="checkbox"/> Patient and empathetic with children, colleagues and parents/carers/carers	<b>E</b>	Application form/Interview/ Task
<input type="checkbox"/> Enthusiasm for working with young children	<b>E</b>	
<input type="checkbox"/> Professional approach to all aspects of work	<b>E</b>	
<input type="checkbox"/> Reliability and trustworthy	<b>E</b>	
<input type="checkbox"/> A positive approach to inclusive practice, with children and colleagues	<b>E</b>	
<input type="checkbox"/> Ability to work outside normal academy hours in line with academy and community needs	<b>E</b>	
<input type="checkbox"/> Ability to travel to multi-site locations across the Trust	<b>D</b>	
<b>Equal Opportunities</b>	<b>Essential/Desirable</b>	<b>How Identified</b>
<input type="checkbox"/> Candidates should indicate an acceptance of, and a commitment to, the principles of the Academy's Equal Rights policies and practices as they relate to employment issues and to the delivery of services to the community	<b>E</b>	Application form
<input type="checkbox"/> Commitment to equal opportunities policies relating to gender, race and disability in an educational context	<b>E</b>	
<b>Safeguarding</b>	<b>Essential/Desirable</b>	<b>How Identified</b>
<input type="checkbox"/> Commitment to the protection and safeguarding of children and young people	<b>E</b>	Application form/Interview
<input type="checkbox"/> Has up to date knowledge of relevant legislation and guidance in relation to working with young people	<b>D</b>	