

Person specification: Foundation Stage Practitioner (Maintained Nursery)

Attribute	Essential	Desirable	Method of Assessment
Management	<ul style="list-style-type: none"> ○ 	<ul style="list-style-type: none"> ○ Experience of guiding and supervising students and those on work placement ○ Contribute towards the maintenance and upkeep of resources in the setting 	<p>Application form</p> <p>Interview</p>
Experience	<ul style="list-style-type: none"> ○ Proven experience of working with children of relevant age in a early learning environment, either on placement or in paid employment ○ Experience of working with the Early Years Foundation Stage national curriculum and other relevant learning programmes/strategies eg contributing towards individual education plans ○ Knowledge or experience of working as a key worker with a group of children 	<ul style="list-style-type: none"> ○ Experience of working in Early Years in a school environment ○ Experience of working as part of a team ○ Experience of working with other agencies and professionals ○ Knowledge and understanding of the type of external support that is available to support childrens development and how to access these services. 	<p>Application form</p> <p>References</p> <p>Interview</p> <p>Practical task/ assessment</p>
Practical Skills	<ul style="list-style-type: none"> ○ Ability to plan effective learning and care programmes either under appropriate supervision and guidance or in collaboration. ○ Ability to work independently using own initiative. Ability to self-evaluate learning needs and actively seek learning opportunities ○ Ability to relate well to children and adults including other professionals/carers/parents ○ Ability to demonstrate and promote good practice in line with the ethos of the school both indoors and outdoors. ○ Ability to reflect on learning and care needs and use this knowledge to impact on childrens outcomes e.g in planning, procurement of resources, Individual Education Plans (IEPs), communication with parents ○ Ability to manage multiple tasks, whilst ensuring 	<ul style="list-style-type: none"> ○ Ability to interact with children and support their involvement in physical activities and outdoor play ○ Consistent approach with children and parents ○ Experience of having kept written records of children's achievements including observations 	<p>Application form</p> <p>References</p> <p>Interview</p> <p>Practical task/ assessment</p>

	children, colleagues, parents and carers are respected and listened to.		
Communication	<ul style="list-style-type: none"> ○ Fluent English speaker - Ability to fulfil all spoken aspects of the role with confidence and fluency in English ○ Effectively communicate with adults and children ○ Written, verbal and non verbal communication 	<ul style="list-style-type: none"> ○ Ability to promote and market the service to the wider community ○ Knowledge and/or experience of other forms of communicating with children, e.g. Makaton 	<p>References</p> <p>Interview</p> <p>Practical task/ assessment</p>
Personal Qualities	<ul style="list-style-type: none"> ○ Proactive and positive team player, able to work constructively as part of a team to understand nursery/foundation stage unit roles and responsibilities and own position within these. ○ Enthusiasm for learning and working with children ○ Reflective approach and commitment to personal development ○ Able to provide consistently high levels of quality care and education opportunities to all children, in pressured and sometimes noisy and challenging environments ○ Caring, friendly, approachable, open, inclusive, welcoming, and personable ○ Able to maintain confidentiality at all times 	<ul style="list-style-type: none"> ○ 	<p>Application form</p> <p>References</p> <p>Interview</p> <p>Practical task/ assessment</p>
Strategic Thinking	<ul style="list-style-type: none"> ○ 	<ul style="list-style-type: none"> ○ Contribute ideas at school meetings for developing the early years provision, this may include policy writing and the school development plan. 	<p>References</p> <p>Interview</p>
Technology / IT Skills	<ul style="list-style-type: none"> ○ Ability to effectively use ICT to support learning or to undertake training to do so ○ Ability to use other technology to support learning e.g. video, photocopier, etc. 	<ul style="list-style-type: none"> ○ 	<p>Application form</p> <p>References</p> <p>Interview</p> <p>Practical task/ assessment</p>
Education and Training	<ul style="list-style-type: none"> ○ NVQ2 in Children's Care, Learning and Development 	<ul style="list-style-type: none"> ○ Full working knowledge of relevant policies/codes of practice 	<p>Application form</p>

	<p>(CCLD) or equivalent qualifications or experience (need correct title – should there be a link to follow up what equivalents are?)</p> <ul style="list-style-type: none"> ○ Training in the relevant strategies e.g. parenting and/or in particular learning areas, e.g. quality improvement, observation and record keeping, Communication, Language and Literacy, ICT, maths, etc. ○ Willingness to participate in other development and training opportunities 	<p>and awareness of relevant legislation</p> <ul style="list-style-type: none"> ○ Working knowledge of Early Years Foundation Stage national curriculum and other relevant learning programmes/strategies ○ Requirement to participate in training/development as and when identified by line manager as essential for performance of the post. ○ Understanding of principles of child development and learning processes and in particular barriers to learning 	<p>References</p> <p>Interview</p> <p>Practical task/assessment</p>
Equal Opportunities	<ul style="list-style-type: none"> ○ Understanding and recognition of the principles of equality and diversity ○ knowledge of child development and learning processes with reference to particular barriers to learning 	<ul style="list-style-type: none"> ○ Ability to ensure the learning and care environment is accessible for all children and parents 	<p>Application form</p> <p>References</p> <p>Interview</p> <p>Practical task/assessment</p>