

## Nursery Practitioner - Personnel Specification

ATTRIBUTES	ESSENTIAL	RANK	HOW IDENTIFIED
<b>Relevant Experience</b>	<ul style="list-style-type: none"> <li>Proven experience working with children aged 0–5 years in an early years setting.</li> </ul>	A	Application Form/Interview
	<ul style="list-style-type: none"> <li>Familiarity with the Early Years Foundation Stage (EYFS) framework.</li> </ul>	A	Application Form/Interview
	<ul style="list-style-type: none"> <li>Experience in planning, delivering, and evaluating age-appropriate activities to support children's development.</li> </ul>	A	Application Form/Interview
	<ul style="list-style-type: none"> <li>Demonstrated ability to work collaboratively with parents, carers, and colleagues.</li> </ul>	A	Application Form/Interview
<b>Education &amp; Training</b>	<ul style="list-style-type: none"> <li>Level 2/3 qualification in Early Years Education or equivalent.</li> </ul>	A	Application Form
	<ul style="list-style-type: none"> <li>Up-to-date Paediatric First Aid Certificate.</li> </ul>	A	Application Form/Interview
	<ul style="list-style-type: none"> <li>Safeguarding and child protection training.</li> </ul>	A	Application Form/Interview
	<ul style="list-style-type: none"> <li>Evidence of continuous professional development (CPD).</li> </ul>	A	Application Form
<b>Special Knowledge &amp; Skills</b>	<ul style="list-style-type: none"> <li>Strong understanding of child development and the needs of children from birth to five years.</li> </ul>	A	Application Form/Interview
	<ul style="list-style-type: none"> <li>Knowledge of safeguarding policies and procedures, with the ability to implement them effectively.</li> </ul>	A	Application Form/Interview
	<ul style="list-style-type: none"> <li>Excellent communication and interpersonal skills, both written and verbal.</li> </ul>	A	Application form/Interview
	<ul style="list-style-type: none"> <li>Ability to maintain accurate records and ensure compliance with statutory requirements.</li> </ul>	A	Application Form/Interview
	<ul style="list-style-type: none"> <li>Competence in observing and assessing children's progress.</li> </ul>	A	Application Form/Interview
	<ul style="list-style-type: none"> <li>Knowledge of inclusive practices to support the diverse needs of children.</li> </ul>	A	Application Form/Interview
<b>Additional Factors</b>	<ul style="list-style-type: none"> <li>Passionate about working with children and supporting their growth and development.</li> </ul>	A	Application Form/Interview
	<ul style="list-style-type: none"> <li>Warm, caring, and nurturing approach to childcare.</li> </ul>	A	Application form/Interview

## Nursery Practitioner - Personnel Specification

	<ul style="list-style-type: none"> <li>• Ability to work independently and as part of a team.</li> </ul>	A	Application Form/Interview
	<ul style="list-style-type: none"> <li>• Flexible and adaptable to meet the needs of the nursery.</li> </ul>	A	Application Form/Interview
	<ul style="list-style-type: none"> <li>• Strong organisational skills and the ability to prioritise tasks effectively.</li> </ul>	A	Application Form/Interview
	<ul style="list-style-type: none"> <li>• A commitment to equal opportunities and promoting diversity in the nursery setting.</li> </ul>	A	Application Form/Interview
	<ul style="list-style-type: none"> <li>• Additional qualifications or training in areas such as SEND, or language development.</li> </ul>	A	Application Form/Interview
	<ul style="list-style-type: none"> <li>• Familiarity with nursery management software or technology used for reporting and communication.</li> </ul>	A	Application Form/Interview
	<ul style="list-style-type: none"> <li>• Previous experience in a key worker role, supporting individual children and families.</li> </ul>	A	Application Form/Interview