

Person Specification

Nursery Class Teacher (Fixed Term) January 2027

Grimoldby Primary School is committed to safeguarding and promoting the welfare of children and young people. We expect all staff and volunteers to share this commitment. All appointments are subject to enhanced DBS and satisfactory references.

	Essential	Desirable	Assessed by
1. Qualifications and Training	Qualified Teacher Status (QTS).	Relevant EYFS or Nursery professional development and a commitment to further training.	Application Form Certificates at interview
2. Experience	Experience of teaching or substantial teaching practice within the Early Years Foundation Stage. Experience of planning, delivering and assessing developmentally appropriate learning for young children. Experience of working collaboratively with teaching assistants or early years practitioners.	Experience teaching in a Nursery setting, including provision for three- and four-year-olds. Experience of working in partnership with parents, carers and external agencies. Experience of supporting children's transition into Nursery and Reception.	Application Form Interview References
3. Knowledge and Understanding	Secure knowledge of the statutory EYFS framework, including the seven areas of learning and development, and understanding of Development Matters. Understanding of child development, high-quality interactions, purposeful play and a balance of adult-led and child-initiated learning. Knowledge of early communication, language, literacy, phonological awareness and early mathematics. Ability to identify and adapt provision for children with SEND, disadvantaged children and those with emerging needs. Understanding of observation, assessment and responsive planning within the EYFS. Clear understanding of safeguarding, welfare requirements, child protection, equality and health and safety, including intimate care.	Knowledge of effective indoor and outdoor continuous provision and enabling environments. Knowledge of early phonics approaches and supporting school readiness without inappropriate formalisation. Awareness of current early years research and guidance.	Application Form Interview References

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4. Skills and Abilities	Ability to create a safe, stimulating, inclusive and nurturing Nursery environment indoors and outdoors. Ability to plan high-quality play-based experiences and use observation and interaction to extend children's learning. Ability to promote communication, language, independence, self-regulation and positive relationships through consistent routines. Ability to support children's personal, social and emotional development, including settling-in and transitions. Ability to communicate sensitively and effectively with young children, parents, colleagues and other professionals. Ability to direct and work collaboratively with Nursery support staff.	Ability to contribute to EYFS curriculum development and improvement of the Nursery learning environment.	Application Form
5. Personal Qualities	The successful candidate will demonstrate: • A strong commitment to safeguarding and the welfare of young children. • Warmth, patience, empathy and a nurturing approach. • High expectations for every child's development, wellbeing and inclusion. • Enthusiasm, creativity, flexibility and resilience. • Professional integrity, reliability and a collaborative approach. • Commitment to positive relationships with families. • Commitment to the school's ethos, values and vision: "Being the best that we can be..."		Application form Interview day

Please consider all sections of the person specification within your application, as these criteria will be used to shortlist candidates.

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