

Arlesdene Nursery School and Pre-school

Person Specification – Pre-school Leader

Person Specification	Essential	Desirable
Qualifications and Training		
Level 3 in childcare or other relevant qualification	Yes	
Evidence of recent further professional development	Yes	
Current 12 hour Paediatric First Aid certificate		Yes
Early Years Foundations Degree		Yes
Valid Food Hygiene certificate		Yes
Personal Skills and Qualities		
A natural affinity with young children	Yes	
Genuine care and respect for young children and their families	Yes	
An eagerness to support the whole school ethos	Yes	
To demonstrate high motivation and commitment to working with children and their families	Yes	
Ability to effectively lead and develop a staff team	Yes	
Well developed inter-personal skills and the ability to develop and maintain good relationships with staff, parents/carers, children and students	Yes	
Ability to work on own initiative and as a member of a team	Yes	
Ability to communicate effectively, both verbally and written, with members of the team, parents/carers and outside agencies	Yes	
Personal and professional integrity	Yes	
Good organisational skills	Yes	
Experience		
Experience of providing high quality education and care to young children	Yes	
A commitment to quality early years practice	Yes	
Previous experience of working with 2/3 year olds	Yes	
Professional Knowledge and Skills		
A good knowledge and understanding of the Early Years Foundation Stage Framework and Statutory guidance	Yes	
An understanding of child development and how to best to assess and support their learning and development	Yes	
A secure knowledge of planning and assessment in the Early Years	Yes	
A knowledge of child development and the ability to respect, recognise and respond to the individuality of children	Yes	
High expectations for children and themselves	Yes	
An understanding of how to monitor and evaluate the quality of the practice	Yes	
A commitment to inclusion of all children and families	Yes	
A commitment to involving parents in their children's learning	Yes	
Knowledge of health, safety and hygiene practices and requirements	Yes	
Suitability to Work With Children		
Up to date knowledge of relevant legislation and guidance in relation to working with, and the protection of, children and young people	Yes	
Display commitment to the protection and safeguarding of children and young people	Yes	