

**HILLINGDON PRIMARY ACADEMY
PERSON SPECIFICATION
Senior Nursery Nurse (Scale 6)**



	Essential	Desirable*
Qualifications and Experience:		
Very good numeracy and literacy skills - equivalent of English and Maths GCSE Grade C / Level 5 or above.	x	
Accredited level 3 nursery nurse qualification.	x	
Training in relevant learning strategies e.g. literacy and/or in a particular curriculum or learning area.		x
Experience of working within an Early Years environment.	x	
First Aid qualification or training.		x
Previous experience of caring for, or working with children aged 0-5 with some exposure to senior responsibilities.	x	
Experience in line managing staff, including involvement in induction, supervision, and performance management.	x	
Professional Values and Practice:		
Understand and respect social, cultural, linguistic, religious and ethnic backgrounds.	x	
Ability to relate well to children and adults.	x	
Able to build and maintain successful relationships with pupils, treating them equitably with respect and consideration.	x	
Demonstrate a commitment and ability to raise the educational achievement of all pupils and to promote positive values, attitudes and behaviour.	x	
A hard working, flexible and enthusiastic approach to work.	x	
Understand the roles of parents and carers in pupils' learning and development and demonstrate an ability to liaise with parents and carers sensitively and effectively.	x	
Demonstrate a willingness and ability to improve own practices and methodologies through the utilisation of available information, tools, evaluation, observation and discussion with colleagues, mentors and line-managers.	x	
Ability to adhere to policies, procedures and relevant legislation relating to child protection, health and safety, security, confidentiality, data protection and equal opportunities.	x	
Work constructively as part of a team, understanding classroom roles and responsibilities in the context of the position.	x	
Demonstrate excellent communication skills, with children, colleagues, advisors and parents/carers.	x	
A positive role model for colleagues.	x	
Acts with professional integrity at all times and demonstrates a positive attitude that upholds the values of Hillingdon Primary School and The Elliot Foundation Academies Trust (TEFAT).	x	

Knowledge and Understanding		
Comprehensive knowledge of the Early Years Foundation Stage curriculum and other relevant learning programmes/strategies, including statutory frameworks relevant to the role.	x	
Can use ICT, other equipment and technology effectively to support learning.	x	
Understanding of principles of child development and learning processes.	x	
Understand the key factors that can affect pupil learning.		x
Understand the legal definition of Special Educational Needs and Disability (SEND) and are familiar with the guidance about meeting SEND given in the SEND Code of Practice.		x
Understand a range of strategies to establish a purposeful learning environment and to promote good behaviour.		x
Knowledge of guidance and requirements around safeguarding children.	x	
Planning and Expectations		
Understand the principles and importance of effective planning and preparation of lessons and recognise desired outcomes of lesson plans.		x
Understand the principles and importance of feedback to pupils' and colleagues on pupils' learning and behaviour		x
Knowledge of teaching resources to meet the diversity of pupils' needs and interests.		x
Awareness of learning in out-of-school contexts and related policies and procedures.		x
Teaching and Learning Activities		
Awareness and understanding of pupil assessment activities.		x
Able to interest, motivate and advance learning of pupils using clearly structured teaching and learning activities.	x	
Appreciate the importance of inclusion and understand methodologies employed in promoting inclusion for a diverse range of learning activities.		x
Understand the use of behaviour management strategies and procedures, which contribute to a purposeful learning environment.		x
Understand health and safety issues relating to teaching space and resources and be able to organise and manage learning activities in a safe environment.		x
Line Management		
Able to manage and develop a team of dedicated, experienced nursery nurses and learning support assistants across our Nursery and Reception classes, including carrying out performance management.	x	
Able to provide feedback to nursery nurses and learning support assistants to develop effective teaching and learning practice.	x	