# Stow Heath Primary School & Rainbow Day Nursery
# Early Years Practitioner

| FACTORS | ESSENTIAL | DESIRABLE | HOW IDENTIFIED |
|---|---|---|---|
| Qualifications | Level 3 in relevant qualification<br>C or above in Math's GCSE (or the equivalent) | Relevant qualification/training | Application Form |
| Training | | Evidence of further professional learning & development. | Application Form |
| Experience | Ability to develop a curriculum based on children's individual needs | Experience of working with children across an age and ability range including SEN. | Application Form<br>Selection Procedure<br>References |
| Knowledge | | Knowledge of the 7 areas of development | Application Form<br>Selection Procedure<br>References |
| Skills | Ability to communicate effectively with children, parents/carers and professionals.<br>Knowledge of current guidelines.<br>Knowledge of safeguarding and<br>Ability to work as part of a team<br>Effective communication skills.<br>Sensitive to the needs of all children<br>Good organisational skills | | Application Form<br>Selection Procedure<br>References |
| Behaviour | Positive role model<br>Good listener and negotiator<br>Sense of humour.<br>Professional and reliable<br>Flexible approach to working<br>Highly motivated and enthusiastic<br>Ability to organize and use own initiative to enhance provision. | | Application Form<br>Selection Procedure<br>References |
| Relevant Interests/ Motivation | | Interests other than education. | Application Form<br>Selection Procedure<br>References |
| Commitment | Commitment to the Nursery and its community.<br>Commitment to the achievement of the 5 outcomes for children:<br>Staying Safe<br>Being Healthy<br>Enjoying & Achieving<br>Making a positive contribution<br>Economic Wellbeing<br>Commitment to equality of access based on a respect for all children.<br>Commitment to inclusion. | Commitment to maintaining further professional learning & development. | Selection Procedure |

All post-holders are expected to:
- Know, understand and act on all the principles of 'Keeping Children Safe'
- Be knowledgeable about child protection and safeguarding procedures.
- Embrace all the policies of the nursery.
- Embrace the Council's policies with regard to equality