



Clowns Nursery is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

	Essential	Desirable	Method of assessment
	These are qualities without which the Applicant could not be appointed.	These are extra qualities which can be used to choose between applicants who meet all the essential criteria.	
Qualifications	<ul style="list-style-type: none"> • A good standard of education at degree level or above. • Qualified Teacher Status in Primary Education, specialising in Early years. • Commitment to continued professional development (CPD). 		<ul style="list-style-type: none"> • Review and verification of the applicant's certificates. • Discussion at interview. • Independent verification of qualifications.
Experience	<ul style="list-style-type: none"> • Experience teaching within the EYFS. • Leading the pastoral care of children. • Leading and managing classroom staff assigned within the room. You would be expected to take an active role in supervision of their paperwork and work with them in developing their professional skills. You would be expected to support them in their understanding the Early Years Outcomes, writing effective observations and producing and tracking progress in each child's individual Learning Journals to the expected outstanding level. 	<ul style="list-style-type: none"> • An excellent understanding of children's development, their needs and the provision of positive play. 	<ul style="list-style-type: none"> • Content of the application form. • Interview. • Professional references.
Skills	<ul style="list-style-type: none"> • Be responsible for the safeguarding of children. • Be an excellent Early Years teacher. • Have a sound understanding of the EYFS. • Outstanding written and verbal communication skills. • organised and accurate in observations and assessment of children's developmental progress. • be committed to developing a love of learning, whilst also implementing programs of study to ensure that each pupil develops at an appropriate pace through differentiated planning and teaching. This should incorporate effective use of our outdoor learning spaces and ensure the high quality of learning is sustained. • be able to write reports on pupil's attainment and progress twice per year, which may include reports for those children sitting assessments for selective schools or transitioning to school or another setting. • ability to support colleagues as necessary and work cooperatively as part of a team, attending all meetings and INSET. • carry out all other duties, in and out of the classroom, including out of Nursery activities and outings, care of the environment, display and overall care. Please be aware that some tasks will need to be completed once the teaching day has ended. 		<ul style="list-style-type: none"> • Content of the application form. • Interview. • Professional references. • Lesson observation. • Assessment

Skills (cont.)	<ul style="list-style-type: none"> • attend parents' evenings to discuss pupils' progress with parents. • liaise with the Early Years Lead and other class teachers in parallel classes to ensure consistency across the curriculum. • Be an excellent team player who is used to working in a busy environment with a large staffing team, including full times extra-curricular staff (P.E., Drama and Music). • Excellent written communication skills. • Proven ability to work as part of a team. • Proven organisational and time-keeping skills. • Resilience, patience and determination to provide a high standard of teaching and classroom management • Develop good personal relationships and work well within the team. • Establish and develop good relationships with parents. • Computer literate. 		
Knowledge	<ul style="list-style-type: none"> • National Curriculum for EYFS Foundation Stage. • EYFS Statutory Framework. • An excellent understanding of children's development, their needs and the provision of positive play. • An awareness of health and safety issues relating to the provision of children in their care. 	<ul style="list-style-type: none"> • Possess or be willing to undertake training in First Aid and Child Protection 	<ul style="list-style-type: none"> • Content of the application form. • Interview. • Professional references. • Lesson observation.
Personal competencies and qualities	<ul style="list-style-type: none"> • Motivation to work with children under the age of five. • An ability to provide an excellent role model of good practice to more junior members of staff. • A commitment and passion to work as part of and contribute positively to the staff team. • Display a high level of enthusiasm, loyalty and motivation. • Must adhere to the policies and procedures at Clowns. • Be resilient with a high level of perseverance in all aspects of their role. • Ability to form and maintain appropriate relationships and boundaries with children and young people. • Emotional resilience in working with different situations. • Able to motivate self and others. • Be energetic, enthusiastic and bring a sense of humour and fun to the role. • Organised. • Flexible. • Excellent communication and interpersonal skills. • Demonstrate initiative. • Reflective on own practice. • have high expectations and a creative approach to teaching within the classroom. • Uses initiative 	<ul style="list-style-type: none"> • Liaise effectively with and report to the Early Years Lead. • Be career driven and have a high aspiration for their own personal development. 	<ul style="list-style-type: none"> • Content of the application form. • Interview. • Professional references. • Lesson observation. • Assessment

Candidates should ensure that they address all the above criteria in their application form, referring, where appropriate to actual experience. In addition, the interview will explore issues relating to safeguarding and promoting the welfare of children.