

### Keep Guard Day Nursery Personnel Specification – Early Years Practitioner

Areas of Assessment	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>NNEB, BTEC, CACHE LEVEL 3, DNN, NVQ 3</li> </ul>	<ul style="list-style-type: none"> <li>Experience of working within a nursery setting /Baby Unit</li> <li>NVQ 4/5</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>Working with children in 0-5 years range</li> </ul>	
<b>Philosophy</b>	<ul style="list-style-type: none"> <li>A commitment to safeguarding and promoting the welfare of children</li> <li>A commitment to The Prevent Duty under section 26 of the Counter-Terrorism and Security Act 2015, to protect children from the risk of 'radicalisation' which is the process by which a person comes to support terrorism and forms of extremism leading to terrorism.</li> <li>Proactive in considering the individual needs, interests and stages of development of each child in your care and are proactively using this information to plan a challenging and enjoyable educational experience for each child that is conducive to focusing on all the areas of learning and development.</li> <li>A positive attitude towards enabling children to become happy, confident and inquiring learning.</li> <li>Encourage them to be interested in life and enthusiastic about the challenges they will encounter.</li> <li>Provide a stimulating, safe and warm environment.</li> <li>To actively promote the Nursery's Healthy Eating Philosophy</li> </ul>	
<b>Professional Qualities</b>	<ul style="list-style-type: none"> <li>Knowledge of the importance of safeguarding and promoting the welfare of children.</li> <li>Knowledge of the importance of The Prevent Duty and its purpose in protecting children from the risk of 'radicalisation'; building children's 'resilience' to radicalisation by promoting fundamental British values and therefore challenge extremist views</li> <li>Knowledge of child development 0-5yrs and a commitment to implementing the 'Early Years Foundation Stage' Framework, focusing on the aspects of; every child is a unique child who is constantly learning and can be resilient ,capable, confident and self assured ;children learn to be strong and independent through positive relationships; children learn and develop well in enabling environments, in which their experiences respond to their individual needs and there is a strong partnership between practitioners and parents and/or carers; children develop and learn in different ways and at different rates.</li> <li>Knowledge of the Learning and Development requirements, the Assessment requirements and the Safeguarding and Welfare requirements of The Statutory Framework for the Early Years Foundation Stage</li> <li>Commitment to creating a stimulating environment conducive to the three prime areas of Learning and Development: Communication and language, physical development and personal, social and emotional development and the four specific areas of Learning and Development: Literacy , Mathematics , Understanding of The World, and Expressive Arts and Design</li> <li>Pro active in developing Parent/Carer partnerships</li> <li>Committed to working as a Key Person for a designated group of children</li> <li>Be responsible for undertaking formative assessments of children using a tablet based system</li> <li>Committed to the value of working as a team member</li> <li>Ability to work under the direction of senior staff</li> <li>Ability to respect confidentiality</li> </ul>	<ul style="list-style-type: none"> <li>To implement planning to provide a framework that includes depth, breadth, differentiation and challenge with reference to the EYFS and assessments of children's needs and development.</li> <li>Ability to show sensitivity towards the needs of others.</li> <li>Friendly and approachable.</li> <li>A commitment to contribute fully to the overall development of the nursery.</li> <li>Good nutritional values</li> <li>Good hygiene practices</li> <li>Computer literate</li> </ul>

Keep Guard Day Nursery is committed to safeguarding and promoting the welfare of children.

	<ul style="list-style-type: none"> <li>• Ability to follow nursery policies and procedures.</li> <li>• Good oral and written communication skills.</li> </ul>	
<b>Professional Development</b>	Open to personal and professional development	
<b>Application</b>	<b>Well presented - well ordered application form to include a statement about why you feel you are suitable for this position.</b>	
<b>References</b>	Two fully supportive, relevant references.	