

WOODFIELD SCHOOL PERSON SPECIFICATION



JOB TITLE: Nursery Nurse H6

1. EXPERIENCE AND QUALIFICATIONS	Essential	Desirable	Method of Assessment	
NNEB or equivalent, eg CACHE Level 3 Diploma in Child Care and Education or BTEC National Diploma in Children’s Care, Learning and Development or NVQ Level 3 in Children’s Care, Learning and Development	✓		Application Form Interview References Certificates	
Demonstrable commitment to own continued professional development	✓			
Experience of supporting children with significant SEN (severe and profound learning difficulties) in either mainstream or special school settings		✓		
2. PROFESSIONAL KNOWLEDGE AND UNDERSTANDING, SKILLS AND ATTRIBUTES				
Excellent classroom practitioner	✓		Application Form	
Personal enthusiasm for and commitment to the learning process	✓			
Demonstrate the principles and practice of effective learning including Assessment for Learning	✓			
Knowledge of current legislation and developments in SEN education		✓	Interview	
Proven ability in the implementation, modification and development of a curriculum for pupils who have SLD/PMLD		✓		
Ability to motivate pupils of differing abilities	✓		References	
Evidence of an ability to create an exciting and well organised learning environment	✓			
High Expectations of pupil achievement and attainment	✓			
Knowledge of using recognised SEN assessment approaches		✓		
An awareness of the importance of carrying out effective observation, assessment and record keeping, and ensuring that adequate records are kept of the individual children’s progress, and that information is used as the basis for planning the learning.	✓			
An understanding of and capacity to use, effective, differentiated strategies for managing pupil’s behaviour	✓			
The ability to work as part of a team	✓			
The ability to prioritise own time, work under pressure and to set and meet deadlines with a sense of balance and perspective	✓			
An understanding of safeguarding	✓			
Ability to use ICT confidently	✓			
The ability to deploy additional adults effectively	✓			
Experience of working with multidisciplinary teams		✓		
A commitment to and experience of developing effective partnerships with parents/carers, Governors and other professionals	✓			
A commitment to home school links and the value of warm, welcoming ethos for children and adults alike.	✓			
3. PERSONAL SKILLS AND ATTRIBUTES				
Excellent communication skills (written and verbal) and interpersonal skills	✓			Application Form
Personal resilience and the ability to support others	✓			
Reflective practitioner	✓			
Ability to initiate and develop new ideas	✓		Interview	
Open minded and creative	✓			
Self-confidence and presence	✓			
			References	

3. PERSONAL SKILLS AND ATTRIBUTES	Essential	Desirable	Method of Assessment	
Energy, determination and perseverance	✓		Application Form	
Reliability and integrity	✓			
Well organised and committed to high standards	✓			
Empathy for pupils & colleagues	✓			
A passion for working with pupils with SEN and their families	✓			Interview
Ability to plan and prioritise workload in order to meet deadlines	✓			
Co-operative, flexible & responsible	✓			References
Ability to work flexibly to meet the needs of the school	✓			
Committed to continuous school improvement	✓			
Ability to contribute to the wider life and ethos of the school	✓			