



BIRCHWOOD NURSERY SCHOOL

Birchway, Hatfield, Hertfordshire AL10 0PD

Tel: 01707 262648

Headteacher: Margaret Stocks

A Bright Start to a Bright Future

Deputy Preschool Lead – Person Specification

Criteria	Essential	Desirable	Evidence A, PS, Ob, I,R
Education, Qualifications and Training			
Level 3 Early years Childcare Qualification	√		
Commitment to obtaining a Level 4 Qualification		√	
Recent evidence of ongoing professional development	√		
Current 12 hour Paediatric First Aid certificate		√	
Valid Food Hygiene certificate		√	
Current Level 1 / Level 2 Safeguarding certificate		√	
Leading Learning and Teaching			
At least 3 years of recent and relevant experience of working in the Foundation Stage	√		
Previous experience of working with 2/3 year olds	√		
An understanding of how best to assess and plan for children's learning and development	√		
Proven experience of working with children with diverse learning needs	√		
A knowledge of child development and the ability to respect, recognise and respond to the individuality of children	√		
High expectations for children and themselves	√		
A commitment to inclusion for all children and their families	√		
A commitment to involving parents and carers in their children's learning	√		
Knowledge of health, safety and hygiene practices and requirements	√		
Leading & Managing Staff, working collaboratively			
Experience of leading and managing staff	√		
Experience of organising and delivering staff development training/meetings		√	
Demonstrate success in working collaborate with parents, colleagues, governors and the local community	√		
Proven experience in effective liaison with a range of outside agencies and extended services	√		
Strategic Direction and Development of the Preschool			
Ability to inspire and motivate other practitioners	√		
Be able to create a rich, vibrant and challenging learning environment inside and outside	√		
Up to date knowledge of relevant legislation and guidance in relation to working with, and the protection of, children and young people	√		
Display commitment to the protection and safeguarding of children and young people	√		
Knowledge, Skills and Abilities			
A sound knowledge and understanding of the Early Years Foundation Stage Framework and Statutory Guidance	√		
Commitment to equal opportunities	√		
Knowledge and experience of using assessments to support SEND identification	√		

Ability to communicate effectively both orally and in writing, including the use of ICT	√		
Good organisational skills with the ability to prioritise	√		
Open-minded and receptive to new ideas, approaches and challenges	√		
Flexible to cope with changes to routines and priorities	√		
Ability to maintain a calm and professional manner when faced with challenging situation	√		
Ability to work independently, yet also as part of a team	√		
Ability to reflect on own professional development and practice and seek advice e when needed	√		
Ability to maintain high levels of confidentiality	√		
Approachable, accessible and flexible	√		

Evidenced

A – Application Form PS – Person Specification R – References I – Interview Ob– Lesson Observation