

Person Specification – Nursery Practitioner

Qualifications (Essential)

- Level 2 or Level 3 qualification in Early Years/Childcare (or equivalent)
- Paediatric First Aid (or willingness to obtain)
- Understanding of safeguarding and child protection requirements

Qualifications (Desirable)

- Level 3 or above in Early Years
- Safeguarding and Prevent Duty training
- Food Hygiene Certificate

Experience

- Experience working with children aged 0–5 years in a nursery or childcare setting
- Experience supporting children’s learning and development
- Familiarity with the Early Years Foundation Stage (EYFS) framework

Knowledge & Understanding (Essential)

- Good understanding of child development and early years education
- Knowledge of safeguarding procedures and child protection
- Awareness of health and safety requirements within a nursery setting
- Understanding of the importance of partnership with parents/carers

Knowledge & Understanding (Desirable)

- Knowledge of inclusive practice and supporting diverse needs
- Understanding of Ofsted expectations and inspection frameworks

Skills (Essential)

- Strong communication and interpersonal skills
- Ability to build positive relationships with children, parents, and colleagues
- Good organisational skills and ability to manage time effectively
- Ability to work as part of a team

Skills (Desirable)

- Confidence in planning and delivering engaging activities
- Ability to support and mentor junior staff or apprentices

Personal Qualities (Essential)

- Warm, caring, and patient approach
- Passion for working with children and supporting their development
- Positive, proactive, and reliable
- Professional attitude with a commitment to high standards
- Flexible and adaptable to the needs of the nursery

Personal Qualities (Desirable)

- Enthusiastic and motivated to progress within the early years sector
- Creative approach to play and learning
- Resilient and able to work in a fast-paced environment

Other Requirements

- Commitment to safeguarding and promoting the welfare of children
- Satisfactory enhanced DBS check and references
- Willingness to undertake ongoing training and professional development
- Flexibility to work shifts in line with nursery opening hours