



Personal Spec Nursery Nurse at Teilos Tots

	Factor	Essential	Method of Assessment	Desirable	Method of Assessment
1	Education & Qualifications / Knowledge relevant to post	NVQ Level 3 in Childcare or Equivalent	Application form Interview	Child Protection Food hygiene Paediatric first aid	Application form Interview
2	Experience	Working with Children aged 0-4 years Working alongside a team of childcare staff, students and volunteers. Experience of working to meet CIW requirements.	Application form Interview	Working with parents Experience of planning programmes and activities for children.	Application form Interview
3	Skills and Abilities	Knowledge of child development and the importance of play. Knowledge of the development of children's speech, language and communication Understanding of confidentiality. Understanding of issues relating to	Application form Interview	Computer literate	Application form Interview

		<p>the safeguarding of children.</p> <p>Ability to understand and relate to children and families from a wide range of backgrounds both individually and in group settings.</p> <p>Excellent communication skills with adults and children.</p> <p>Ability to observe children's play and learning and to use observations to plan to meet the learning styles of individual children.</p> <p>Effective communication skills</p>			
4	EQUAL OPPS	<p>Ability to demonstrate an understanding of equal opportunities policy in respect of service delivery, and an awareness of the needs of differing cultural groups and other minority groups and the practical application of equal opportunities within a play setting.</p> <p>An understanding of an integrated and inclusive play environment and a willingness to work with all the children regardless of ability.</p> <p>Commitment to working openly and in partnership with families</p>	Application form Interview		Application form/interview
5		Willingness to undertake other duties as requested in line with level of responsibility.	Application form Interview	Ability to drive and have full use of a vehicle	Application form/interview

