

LANTERNS NURSERY SCHOOL

**PERSON SPECIFICATION**

**Assistant SENDCo/Senior Early Years Practitioner**

**Lanterns Nursery School, Winchester, Hampshire**

**Essential Criteria**

**Qualifications and Experience**

* Minimum Level 3 qualification in Early Years Education and Childcare (e.g. NVQ Level 3, CACHE, or equivalent)
* At least 3 years’ experience working within the Early Years Foundation Stage (EYFS)
* Substantial experience supporting children with Special Educational Needs and Disabilities (SEND) and working in partnership with their families
* Evidence of further professional development relevant to early years and SEND.

**Knowledge and Understanding**

* In-depth knowledge of the EYFS curriculum and statutory guidance
* Thorough understanding of child development and inclusive early years pedagogy
* Familiarity with the SEND Code of Practice and neuro-affirming approaches
* Awareness of safeguarding procedures and commitment to promoting children’s welfare.

**Skills and Abilities**

* Proven ability to lead and motivate a team, maintaining positive and reflective relationships
* Strong verbal and written communication skills, including the ability to communicate sensitively and effectively with practitioners, parents, carers, and professionals
* Confident in managing a varied workload, with effective time management and organisational skills
* Competent in using IT systems and software (e.g. Microsoft Windows, email, Word)
* Ability to work independently, use initiative, problem-solve, and seek solutions
* Able to take the lead in ensuring the safety and wellbeing of children
* Demonstrates personal integrity, professionalism, and the ability to manage confidential information appropriately
* Willingness and flexibility to work the required hours and be adaptable when needed
* Enthusiastic and driven to deliver a rich, varied, and developmentally appropriate curriculum indoors and outdoors
* A good sense of humour and a positive, resilient attitude.

**Desirable Criteria**

* Additional qualifications in childcare, SEND, or related fields above Level 3
* Early Years SENDCo qualification or willingness to work towards it or similar
* Paediatric First Aid qualification
* Previous experience of leading a team in an early years setting or school
* Experience of mentoring or coaching colleagues
* Competence in using Excel and other data management tools.