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Kingsdown Rd, Birchwood, Lincoln LN6 0FB

PERSON SPECIFICATION

Post: Nursery Teacher – 0.6 FTE (Monday–Wednesday)

Contract: Permanent

Salary: MPS1–MPS6

Start Date: January 2027 (or sooner if available)

We are looking for an enthusiastic, nurturing and reflective teacher who understands the importance of high-quality early education and shares our belief that young children learn best through meaningful relationships, purposeful play, exploration and rich experiences.

The successful candidate will be expected to contribute positively to the life of Kingsdown Nursery School and to the wider Lincolnshire Maintained Nursery School Federation.

Criteria	Essential	Desirable
Qualifications and Professional Requirements		
Qualified Teacher Status (QTS)	✓	
Appropriate degree or recognised teaching qualification	✓	
Evidence of continued professional development and a commitment to ongoing learning	✓	
Additional Early Years qualifications or relevant professional development		✓
Experience and Knowledge		
Experience of teaching or working effectively with young children	✓	
A secure understanding of the Early Years Foundation Stage (EYFS) and how young children learn and develop	✓	
Understanding of the importance of play, exploration and first-hand experiences in children's learning	✓	
Understanding of child development and the importance of responsive, developmentally appropriate practice	✓	
Ability to plan and provide an engaging, inclusive and stimulating learning environment	✓	
Understanding of how observation and assessment can be used meaningfully to identify children's strengths, interests and next steps	✓	



Criteria	Essential	Desirable
Knowledge and understanding of safeguarding and the responsibilities of a teacher in keeping children safe	✓	
Understanding of SEND and the importance of adapting provision to meet individual children's needs	✓	
Experience of teaching within a nursery school, nursery class or Early Years setting		✓
Experience of working with children with SEND and/or additional needs		✓
Teaching and Learning		
Ability to build warm, secure and positive relationships with children	✓	
Ability to create exciting opportunities for learning through play and children's interests	✓	
Ability to model high-quality interactions which develop children's communication, language and thinking	✓	
Ability to bring stories, rhymes, songs and books to life and promote a genuine love of reading	✓	
High expectations of all children and a strong belief in children's capabilities	✓	
Ability to recognise and respond to children's individual starting points, interests and needs	✓	
Commitment to inclusive practice and ensuring every child is able to participate, belong and succeed	✓	
Relationships and Teamwork		
Ability to work collaboratively as part of a team and recognise the contribution of all practitioners	✓	
Ability to develop positive, respectful and professional relationships with parents and carers	✓	
Willingness to contribute to the wider life and development of Kingsdown Nursery School	✓	
Commitment to working collaboratively across the Lincolnshire Maintained Nursery School Federation	✓	
Willingness to share good practice, learn from colleagues and contribute to the professional development of others	✓	
Personal Qualities		
Warm, nurturing and genuinely enthusiastic about working with young children	✓	



Criteria	Essential	Desirable
Playful, creative and able to bring a sense of fun and joy to children's learning	✓	
Flexible and adaptable, with the ability to respond positively to the changing needs of children and the school	✓	
Reflective and open to feedback, challenge and professional learning	✓	
Reliable, organised and able to work effectively both independently and as part of a team	✓	
Positive, approachable and able to communicate effectively with children, families and colleagues	✓	
A strong advocate for children, childhood and the importance of high-quality nursery education	✓	
Commitment to equality, diversity and inclusion	✓	
Safeguarding		
A clear understanding of safeguarding and child protection responsibilities	✓	
Commitment to safeguarding and promoting the welfare of children	✓	
Ability to maintain appropriate professional boundaries and demonstrate consistently high standards of professional conduct	✓	
Willingness to undertake all required safeguarding training and comply with LMNSF policies and procedures	✓	

Our ideal candidate

Above all, we are looking for someone who **gets Early Years**.

You will understand that excellent nursery teaching isn't about pushing children towards the next stage too quickly. It is about knowing children well, noticing what matters, creating irresistible opportunities to play and learn, and being the adult who knows when to join in, when to extend thinking and when to stand back.

You will value stories, conversation, curiosity, muddy knees, big ideas, children's questions and the everyday moments that make nursery education so special.

You don't need to have spent your whole career in Early Years. You might be an experienced nursery teacher, an Early Career Teacher beginning your career, or a teacher from another phase who knows that Early Years is where you belong.



What matters most is that you share our values, have high expectations for children and want to be part of a team that is passionate about giving every child the very best possible start.

