

Post / Banding ()	Qualifications E – Essential D- Desirable
Head of Nursing (8D)	<ul style="list-style-type: none"> • Registered Nurse with current registration with NMC (E) • Evidence of professional and managerial development, which meets NMC requirements (E) • Masters Level Degree or evidence of working toward it (E) • • Management or leadership qualification (D)
Deputy Head of Nursing (8B)	<ul style="list-style-type: none"> • NMC Registration (RN) E • Have significant clinical and operational experience and evidence of commitment to continuing managerial development E • Educated to master’s degree in a related subject (e.g., clinical or management) or hold an equivalent level professional qualification or be working towards.
Matron (8A)	<ul style="list-style-type: none"> • RGN.1st Level or relevant children’s qualification - E • Current NMC Registration - E • Qualifications and Professional Training Experience / Extended Knowledge in Paediatric Nursing Degree - E • Master’s Degree or equivalent, or willingness to work towards - E • Leadership/Management Course - D • IOSH (or similar) Course - D • Route Cause Analysis & Clinical Governance - E
Clinical Nurse Specialist (7)	<ul style="list-style-type: none"> • RGN.1st Level or relevant children’s qualification - E • Current NMC Registration - E • 1st Degree in nursing or health related subject - E • Relevant accredited post registration at level 3 - E • Qualification in Teaching and Assessing - E • Evidence of master’s level academic study or willingness to work towards Masters (in relevant health related subject) - E • Management qualification – D • Non-medical prescribing - D
Supervisory Sister (7)	<ul style="list-style-type: none"> • RGN. 1st Level or relevant children’s qualification - E • Current NMC Registration - E • 1st Degree in nursing or health related topic – E • Evidence of master’s level academic study or willingness to work towards Masters (in relevant health related subject) - E • Relevant post registration qualification at level 3 - D • Qualification in Teaching, Assessing and Mentoring - E • Management qualification - D
Clinical Nurse Specialist (6)	<ul style="list-style-type: none"> • RGN.1st Level or relevant children’s qualification - E • Current NMC Registration - E • 1st Degree In nursing or health related subject, willing to undertake/ working towards - E • Relevant accredited post registration qualification at level 3 - E • Qualification in Teaching and Assessing - E • Willingness to work towards master’s level academic study - D
Senior Staff Nurse (6)	<ul style="list-style-type: none"> • RGN.1st Level or relevant children’s qualification - E • Current NMC Registration - E • Degree in nursing or health related subject or working towards - E

	<ul style="list-style-type: none"> • Relevant accredited post registration qualification at level 3 - E • Qualification in Teaching, assessing, and Mentoring - E • Willingness to work towards master's level academic study - E
Registered Nurse (5)	<ul style="list-style-type: none"> • RGN.1st Level or relevant children's qualification - E • Current NMC Registration - E • Training Qualification or equivalent experience - D • Relevant post registration course
Assistant Practitioner (4)	<ul style="list-style-type: none"> • Maths and English at GCSE grade C or above (or equivalent) literacy & Numeracy Level2 - E • Foundation Science Degree or equivalent qualification, e.g. Higher National Diploma - E
Registered Nursing Associate (4)	<ul style="list-style-type: none"> • Registered Nursing Associate on the NMC register • Nursing Associate foundation degree qualification • GCSE Grade A-C in Maths & English or skills level 2 Maths & English or equivalent
Trainee Nursing Associate (3)	<ul style="list-style-type: none"> • GCSE grade C or above / New GCSE Grade 4-9 or Functional Skills Level 2 in Maths (numeracy qualifications or equivalent that meet the apprenticeship standards) E • GCSE grade C or above / New GCSE Grade 4-9 or Functional Skills Level 2 in English Language (literacy qualifications or equivalent that meet the apprenticeship standards) E • NVQ Level 3 / BTEC / A 'levels in any subject but preferably related to health and social care E • Demonstrable competences at band 2 in a HCA/CSW role
Senior Nursing Assistant (3)	<ul style="list-style-type: none"> • NVQ level 3/ QCF Level 3 in Health or Social Care or equivalent or working towards (E) • GCSE A*- C in both English Language and Mathematics or equivalent in these two subjects e.g. Certificates in Adult Literacy and Numeracy at Level 2 (E)
Experienced Nursing Assistant (2)	<ul style="list-style-type: none"> • Level 2 QCF Diploma in Clinical Healthcare support/ Level 2 NVQ in Healthcare/Health & Social Care (E) • GCSE A*- D in English Language or equivalent (e.g. Certificate in Adult Literacy at Level 1) and GCSE A* - D or equivalent in Mathematics (e.g. Certificate in Adult Numeracy at Level 1) (E)
Trainee Nursing Assistant (2)	<ul style="list-style-type: none"> • GCSE A*- D in English Language or equivalent (e.g. Certificate in Adult Literacy at Level 1) and GCSE A* - D or equivalent in Mathematics (e.g. Certificate in Adult Numeracy at Level 1) - E