



Person Specification Early Years Practitioner

The Schools are committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

PLEASE NOTE IF MARKED "E" YOU MUST PROVIDE GOOD EVIDENCE IN YOUR SUPPORTING APPLICATION FORM TO BE CONSIDERED FOR INTERVIEW

Qualification	Essential/ Desirable	Methods of Assessment
Education to GCSE level in English and Mathematics, or equivalent	E	Application Form
NVQ / CACHE Level 2 or 3 in Childcare or equivalent (or currently undertaking)	E	
First Aid at Work or Paediatric First Aid	D	
Experience		
Experience of working with young children	E	Application Form & Interview
Experience of working with children with SEND	D	
Experience of planning an appropriate level of work to ensure progression and to assist staff in assessment of key children	D	
Knowledge & Understanding of		
The needs of young children	E	Application Form & Interview
Child development and the ways in which children learn	E	
The roles and responsibilities of adults working with children	E	
A general understanding of the Early Years Foundation Stage curriculum, along with other relevant learning programmes and strategies	E	
Inclusion and equal opportunities	E	
Relevant policies and code of practice together with an awareness of relevant legislation	E	
An appropriate knowledge of first aid or willing to undergo training	D	

Skills/Abilities to		
Assist children on an individual basis or in small groups	E	Application Form & Interview
Implement planned activities and organise tasks to support progression	E	
Work with guidance, but under limited supervision	E	
Liaise and communicate effectively with others in a professional manner	E	
Demonstrate good organisation skills	E	
Be a competent user of technology	E	
Prepare and maintain resources	E	
Display children's work creatively and effectively	E	
Establish good working relationships with children acting as a role model.	E	
Assist with the development of individual education programmes	D	
Personal Attributes		
Ability to relate well to children and adults	E	Application Form & Interview
Work constructively as part of a team, understanding classroom roles and responsibilities	E	
Able to deal sensitively with people and achieve positive outcomes	E	
Ability to self-evaluate learning needs and actively seek learning opportunities	E	
Enquiring and independent thinker	E	
Be approachable, honest, reliable and resilient	E	
Ability to recognise discrimination in its many forms and put equal opportunities policy into practice.	E	
The ability to sensitively support children in a positive and non-judgemental manner.	E	

All appointments are subject to an enhanced DBS check and proof of qualifications in accordance with the requirements of the school's safer recruitment policy.