

**Thorney Close Childcare Centre**  
**PERSON SPECIFICATION**  
**Early Years Assistant Practitioner**

Factor		Essential	Desirable	Evidence
1.	<b>Skills, Knowledge and Aptitudes</b>	i. Basic knowledge of child development and the Welfare standards, SEND and Safeguarding procedures	i. Experience of working with a range of SEND needs.	Application Interview References Observation
		ii. Demonstrate effective communication and inter-personal skills (Written and spoken). To be able to keep clear and concise records		Application Interview References Observation
		iii. Can show understanding of positive behaviour management / nurturing strategies		Application Interview Observation
		iv. Experience of contributing to systems of recording and evaluating intended learning outcomes		Application Interview References
		v. Can show understanding of the importance of Health & Safety, hygiene and basic food handling routines		Application References Interview
2.	<b>Qualifications and Training</b>	i. A full and relevant Level 2 qualification (as identified on <a href="https://www.gov.uk/guidance/early-years-qualifications-finder">https://www.gov.uk/guidance/early-years-qualifications-finder</a> )	i. A full and relevant Level 3 qualification (as identified on <a href="https://www.gov.uk/guidance/early-years-qualifications-finder">https://www.gov.uk/guidance/early-years-qualifications-finder</a> )	Application
		ii. A willingness to undertake further training as required	ii. Attendance on courses relating to early years education and care.	Application Interview
		iii. A current Paediatric First Aid certificate which meets criteria “Annex A: Criteria for effective PFA training” EYFS Statutory Framework		
3.	<b>Experience</b>	i. Have experience of observing, monitoring, assessing, reporting and maintaining records of children and their performance		Application Interview
		ii. Have experience of capturing children’s learning in ways that can be shared with children and their families	ii. Experience of displaying and promoting children’s learning and celebrating achievements in nursery environment	Application Interview
		iii. Experience of working with under 5s	iii. Experience of working with two year olds	Application Interview References
		iv. Experience of delivering planning for individuals and groups of children to meet their needs and promote progress	v. Experience of enhancing learning environment in response to needs / interests of children	Application Interview References
4.	<b>Disposition</b>	i. Ability to demonstrate high personal and professional standards		Application Interview References
		ii. Flexible approach to the role and working arrangements		Application Interview References