

Person Specification

Early Years Support Assistant

Essential Qualifications

- GCSE Grade C/4 or above in English and Mathematics (or equivalent).
- Relevant Level 2 qualification in Childcare, Early Years Education, Teaching Assistant, or willingness to work towards one.
- Paediatric First Aid certificate or willingness to undertake training.

Experience

- Experience of working with children aged 0 to 5 years.
- Experience supporting children's learning, development, and wellbeing.
- Understanding of safeguarding and child protection responsibilities.
- Desirable: Experience in a nursery, preschool, or school Early Years setting; supporting children with SEND; and working with parents/carers.

Knowledge and Understanding

- Understanding of the Early Years Foundation Stage (EYFS).
- Knowledge of child development and learning through play.
- Understanding of safeguarding procedures and confidentiality.
- Awareness of health and safety requirements.
- Understanding of inclusion, equality, and diversity.

Skills and Abilities

- Ability to build positive relationships with children, families, and colleagues.
- Strong communication and interpersonal skills.
- Ability to support learning through play-based activities.
- Ability to observe, record, and report progress accurately.
- Good organisational skills and attention to detail.
- Ability to remain calm and patient in challenging situations.

Personal Qualities

- Caring, nurturing, and enthusiastic.
- Reliable, trustworthy, and professional.
- Flexible and adaptable.
- Positive attitude and willingness to learn.
- Commitment to safeguarding and equality of opportunity.

Other Requirements

- Enhanced DBS clearance.
- Commitment to professional development and training.
- Ability to work within school or nursery policies and procedures.

Safeguarding Statement

The successful candidate will be committed to safeguarding and promoting the welfare of children and young people and will be expected to share this commitment. An enhanced DBS check and satisfactory references will be required before appointment.