

Person Specification

This table lists the essential and desirable requirements needed in order to perform the job effectively.

Candidates will be shortlisted based on the extent to which they meet these requirements.

Essential: Requirements without which the job could not be done.

Desirable: Requirements that would enable the candidate to perform the job well.

Evidence: **A** = Application Form, **I** = Interview, **R** = Reference.

	Essential	Desirable	Evidence
Qualifications and Professional Development			
CACHE Level 3 Diploma in Child Care and Education, BTEC National Diploma in Early Years, NVQ Level 3 in Children's Care, Learning and Development or NNEB certificate	X		A
GCSE or equivalent in English and Maths	X		A
Experience			
Early Years experience	X		A,R,I
Some evidence of working with children with special needs		X	A,R,I
Child Development	X		A,R,I
Learning through play	X	X	A,R,I
The positive links necessary within school and with all its stakeholders	X		I
Working as part of a team to achieve objectives	X		R
Professional Knowledge and Understanding			
Ability to deal in a calm and confident manner with behavioural issues	X		A,R
Ability to work with children from a wide range of social and cultural backgrounds.	X		A,R
Early Years Foundation Stage	X		A,R,I
The statutory requirements of legislation concerning Equal Opportunities, Health and Safety, SEN and Child Protection	X		A,R,I

Personal Skills and Attributes

Good standard of written work	X		A, R
Good interpersonal and communication skills	X		R
Ability to use computers	X		A,R
Ability to work part of a team	X		R
Flexibility and enthusiasm for the job	X		R
Develop good personal relationships within a team	X	X	R
Establish and develop close relationships with parents, governors and the community	X		R
Create a happy, challenging and effective learning environment	X		R
Develop strategies for community links		X	A,R

Other

Displays warmth, care and sensitivity in dealing with children		X	R,I
Passionate about Teaching and Learning	X		A,R,I
Willingness to be involved in the wider life of the school		X	R,I
Willingness to undertake in service training	X		R,I
Good interpersonal/communication skills	X		R,I