



## PERSON SPECIFICATION

### Early Years Practitioner (Scale 5)

Factor	Essential	Desirable	Method of assessment
Be passionate about learning and wanting our school to provide the best possible learning experiences for all of our pupils, this includes supporting the provision of OUTSTANDING learning across our school.			
<b>Safeguarding children</b>			
Committed to ensuring all pupils in our school are kept safe	✓		<b>Application form Interview</b>
Enhanced DBS check	✓		<b>Recruitment checks</b>
<b>Equal opportunities</b>			
Committed to ensuring that all members of our school community can achieve excellence	✓		<b>Application form Interview</b>
<b>Qualification and experience</b>			
CACHE Level 3 Diploma in Child Care and Education; or BTEC National Diploma in Children's Care, Learning and Development; or NVQ Level 3 in Children's Care, Learning and Development or equivalent	✓		<b>Application form</b>
Willing to sit a basic numeracy and literacy test	✓		<b>Interview</b>
Experience of working with children aged 0-6	✓		<b>Application form</b>
Good written communication skills	✓		<b>Application form Task</b>
Good oral communication skills	✓		<b>Interview</b>
<b>Supporting learning</b>			
Ability to lead learning activities with groups of pupils	✓		<b>Task</b>
Evidence of effective contribution towards raising educational standards	✓		<b>Interview</b>
Contribute to individual learning plans		✓	<b>Application form Interview</b>
<b>Behaviour management</b>			
Able to maintain a positive learning environment	✓		<b>Application form Task</b>
Knowledge of positive strategies to promote excellent learning behaviours		✓	<b>Interview</b>

Factor	Essential	Desirable	Method of assessment
<b>Communication</b>			
Experience of attending staff / team meetings		✓	<b>Application form</b>
Strong communication with teachers	✓		<b>Interview</b>
Able to manage own time in line with school events	✓		<b>Interview</b>
Understand the need to maintain appropriate confidentiality	✓		<b>Interview</b>
<b>Supporting pupil welfare</b>			
Experience of providing welfare support for pupils (e.g. first aid if appropriately trained)		✓	<b>Interview</b>
Knowledge of safeguarding practice in a school (see DfE: Keeping children safe in education part 1)		✓	<b>Interview</b>
<b>Developing self</b>			
Commitment to own improvement through professional development / further study	✓		<b>Application form Interview</b>