

Person Specification: Early Years Practitioner

Qualifications and Experience	
Essential: <ul style="list-style-type: none"> ● Cache Level 3 (minimum) in childcare and education ● GCSE qualification in English and Maths (A-C) ● Previous experience of supporting in a class within the Early Years / Primary age range 	Desirable: <ul style="list-style-type: none"> ● Qualified to a degree level or equivalent ● First Aid training ● TEAACH, PECS or any other SEN strategy
Knowledge	
Essential: Knowledge of Health and Safety. Knowledge of child motivation techniques. Competent in the use of IT applications, including Word and emails. An understanding of issues for children with social, mental health and emotional difficulties.	Desirable: Knowledge and understanding of the new National Curriculum expectations Experience of working with children with SEND, including Autism.
Skills and Behaviours	
Essential: Are passionate and enthusiastic about working with children Ability to lead by example as a role model and motivate pupils Have excellent verbal and written literacy and numeracy skills. Have excellent interpersonal skills Ability to be proactive in recognising needs and problem solve Have the ability to work well in a team as well as act on your own initiative. A commitment to learn and willingness to undertake further professional development.	Desirable: De-escalation strategies e.g Team Teach Have a sense of humour
Equalities	
Essential: <ul style="list-style-type: none"> ● Commitment to implementing the school policies on race, gender, disability and equality, diversity and inclusion both in the curriculum and the school organisation ● Commitment to implementing safeguarding policies for children's safety and wellbeing ● Commitment to health and safety policies and procedures ● Commitment to subscribing to the values of a Rights Respecting School 	

