



Kindergarten Assistant - Person Specification

	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Experience:	<ul style="list-style-type: none">Working with young children in an educational setting	<ul style="list-style-type: none">Evidence of commitment to professional developmentPrevious experience as a Steiner kindergarten assistant	Application Form & Interview
Qualifications & Training:	<ul style="list-style-type: none">Minimum CACHE Level 2 Early Years qualification or equivalent	<ul style="list-style-type: none">Level 4 Diploma in Steiner Waldorf Early Childhood Studies <p>or</p> <ul style="list-style-type: none">Currently working towards Level 4 Diploma in Steiner Waldorf Early Childhood Studies	Application Form & Interview
Skills, Knowledge & Abilities	<ul style="list-style-type: none">Knowledge of the principles underlying Steiner Waldorf Early Years EducationTeam workerAbility to build supportive relationships with a varied class.Ability to respond and intervene with individuals to support progress.	<ul style="list-style-type: none">ICT literacyGood administrative skills	Application Form & Interview

Personal Attributes	<ul style="list-style-type: none"> • A caring & supportive approach to children, their families and to colleagues • A sense of humour • Warm, patient, empathetic, tolerant, positive and joyful • Willing to maintain the outdoor ethos of the Kindergarten <ul style="list-style-type: none"> ▪ Enjoy working with and engaging young children ▪ Enthusiasm for the job and an ability to motivate and support children pupils and staff ▪ Ability to inspire confidence, respect and trust ▪ Good interpersonal skills. ▪ Good communication skills, both oral and written, appropriate to a wide range of audiences • Efficient and effective organisational skills <ul style="list-style-type: none"> ▪ Capacity to manage pressure and workload effectively • Open-minded, adaptable, flexible • Able to cope with change • Support the forward-looking ethos of the school • Commitment, energy, creativity and imagination 	Application Form & Interview
Personal Circumstances	<ul style="list-style-type: none"> ▪ Able and willing to participate in additional community activities ▪ Willing to learn and develop personal skills 	Interview

An Enhanced DBS is required for this post.