



**Carnforth School**  
Carnforth Road, Worcester, WR4 9HG  
Telephone: 01905 758425  
office@carnforthschool.org  
Head of School: Mrs Sara Wood

**Person Specification:**

<b>Qualifications and experience</b>	<b>Essential / Desirable</b>
<b>Level 3 Early Years Qualification</b>	Essential
Good standard of education – GCSE or equivalent English and Maths Grade C or above or Functional skills Level 2 in English and Maths	Essential
Confident and competent in oral English, written English and maths skills	Essential
Understanding of the Early Years curriculum and characteristics of learning	Essential
Knowledge and experience of teaching phonics	Desirable
Knowledge and awareness of issues and factors related to underachievement and barriers to learning and participation, including children with English as an additional language	Desirable
Knowledge and understanding of Child Protection and Health & Safety practices and procedures	Desirable
Hold a relevant Teaching Assistant or teaching qualification	Essential
Paediatric First Aid	Desirable
<b>Skills and abilities</b>	
Confidence and ability to work with children across the Early Years age range 3 – 5 years.	Essential
Able to work independently and from own initiative	Essential

Ability to communicate with a range of audiences including other employees within the school, governors, pupils and parents	Essential
Ability to engage and enthuse children in their learning	Essential
Understanding of and ability to maintain confidentiality	Essential
Creative, able to produce displays of children's work or to support learning	Desirable
<b>Personal Qualities</b>	
Good people skills, demonstrating sensitivity, patience, tact and tolerance	Essential
Friendly, flexible, open and positive attitude and works well in a team	Essential
A keen interest in children and their teaching and learning	Essential
Commitment to a child-centred approach, with high expectations of self and others	Essential
Willingness to participate in further training and developmental opportunities offered by the school and county, to further knowledge	Essential
Hard-working, conscientious, well organised and enthusiastic	Essential
Able to demonstrate a commitment to equal opportunities	Essential
<b>Safeguarding</b>	
In addition to candidates' ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children including:	
· Motivation to work with children and young people	
· Ability to form and maintain appropriate relationships and personal boundaries with children and young people	Essential

