

PERSON SPECIFICATION

POST: EARLY YEARS PRACTITIONER – GRADE 6

SKILLS/ ABILITY/ EXPERIENCE	TO DO WHAT?	HOW WELL? NOW OR WITH TRAINING?	HOW IMPORTANT AT THE TIME OF APPOINTMENT?
<u>KNOWLEDGE</u>			
Previous experience of working with/ guiding the learning of young children in an Early Years setting	To take a lead role in play and learning activities as set and supported by the Nursery Teacher	Now	5
GCSE Grade C (or equivalent) in English and Maths	To demonstrate a satisfactory level of numeracy and literacy to assist children’s learning	Now	5
Qualification to Level 2/3 NVQ (or equivalent) in a relevant discipline	To provide the theoretical framework and context for responsibilities and duties of a Nursery Assistant	Now	5
Administrative skills and experience	To help ensure accurate record keeping, monitoring and data collection in respect of children’s attendance and attainment	Desirable	3
First Aid qualification	To administer basic First Aid to children as required	With training	3
<u>MENTAL SKILLS</u>			
Ability to observe, monitor and analyse learning and learning outcomes in a practical context	To support the review of children’s performance and attainment through observation, monitoring and feedback to the Nursery teacher.	With training on systems	3
Creative ability	To create learning materials, displays and pupil resources that support play and learning	Desirable	2

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<p><u>INTERPERSONAL & COMMUNICATION SKILLS</u></p> <p>Ability to communicate information and ideas effectively to a range of audiences, including children with specific learning and/or behavioural needs, through good written and oral communication skills</p> <p>Ability to maintain children’s interest and motivation for learning through play and to encourage good behaviour</p> <p>Ability to work well as a member of a team</p>	<p>To support play and learning activities for children</p> <p>To develop and maintain effective working relationships with colleagues, children and parents</p> <p>To work with individuals and groups of children, maintain acceptable levels of behaviour and instil enthusiasm and a positive attitude</p> <p>To support colleagues and maintain effective working relationships</p>	<p>Now</p> <p>Now</p> <p>Now</p>	<p>5</p> <p>5</p> <p>5</p>
<p><u>PHYSICAL SKILLS</u></p> <p>Ability to make and use a variety of resources</p>	<p>To assist children with creative work, to aid learning through play</p>	<p>Desirable; not essential</p>	<p>2</p>
<p><u>INITIATIVE & INDEPENDENCE</u></p> <p>Working within established procedures, to use own judgement and initiative</p>	<p>To work alone with individuals or groups of children and to deal with unexpected/unusual situations or problems</p>	<p>With support</p>	<p>4</p>

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<p><u>PHYSICAL DEMANDS</u></p> <p>Reasonable level of physical fitness and ability to lift moderate weight</p>	<p>To play and interact with the children and to be able to lift and carry young babies and children as necessary</p>	<p>Now</p>	<p>4</p>
<p><u>MENTAL DEMANDS</u></p> <p>Awareness of needs/demands of young children and how they act/react</p> <p>Ability to deal with interruptions and unexpected peaks in workload</p>	<p>To react to children’s needs and demands and to ensure their safety and welfare</p> <p>To cope with situations where several children require attention at the same time</p>	<p>Awareness now</p> <p>Ability now</p>	<p>4</p> <p>4</p>
<p><u>EMOTIONAL DEMANDS</u></p> <p>Ability to work with, support, understand and empathise with young children</p>	<p>To work with individuals or groups of children of all abilities (including the very able and those with specific learning difficulties)</p> <p>To work with children who require special/additional support due to physical and / or emotional needs</p>	<p>Ability/aptitude essential now. Training given in specific procedures</p>	<p>5</p>
<p><u>RESPONSIBILITY FOR PEOPLE</u></p> <p>Understanding of key safeguarding issues and procedures</p>	<p>To ensure correct reporting and monitoring of any safeguarding issues arising across the nursery;</p>	<p>Good understanding now – training</p>	<p>4</p>

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	To maintain appropriate levels of confidentiality and data security in respect of personal / pupil / colleague information	given in specific nursery procedures	
<u>SUPERVISION</u> N/A			
<u>FINANCIAL RESPONSIBILITY</u> N/A			
<u>PHYSICAL RESOURCES</u>	Some responsibility for safe and secure storage of materials and resources		