

THORPE HALL SCHOOL

Early Years Assistant – Person Specification

Pay Scale/Grade:	N4 – N10 £12,700 - £17,000 (Pro-Rata £10,795 - £14,450)
Reports to:	Headteacher, Head of Nursery & Reception Class Teacher
Responsible for:	Supporting teaching and learning in the Early Years setting

The selection decisions will be based on the criteria outlined below. At each stage of the process, an assessment will be made by the appointment panel to determine the extent to which the criteria have been met.

When completing your covering letter, application form and person specification form, you should ensure that you address each of the selection criteria and provide supporting evidence of how you meet the criteria through reference to work or other relevant experience.

Qualifications:	<ul style="list-style-type: none"> Completion of a recognised Level 2 Childcare qualification, e.g. Level 2 Certificate for the Children & Young People's Workforce, NVQ Level 2 in Children's Care, Learning and Development OR Level 3 Childcare qualification, e.g. NVQ Level 3 in Children's Care, Learning and Development, CACHE Level 3 Diploma in Child Care and Education (Or equivalent) A positive approach to gaining further qualifications Some understanding of the importance of Health & Safety and Food Hygiene in the workplace Good numeracy and literacy skills
Skills, aptitude, knowledge and experience:	<ul style="list-style-type: none"> Previous experience of caring for, or working with children aged 0-5 in a voluntary or paid capacity An understanding of the EYFS Framework and Early Learning Goals Knowledge of the National Standards for the regulation of Childcare provision Knowledge of the Read, Write, Inc. phonics programme A commitment to the provision of high quality childcare A positive approach to learning and gaining new skills through teamwork and training opportunities
Thorpe Hall School Ethos	<ul style="list-style-type: none"> Capacity to work well with pupils across all age groups Fully supportive of the aims & ethos of the School and Nursery including the Inclusion & Equal Opportunities Policy Ability to ensure that the atmosphere is welcoming Ability to support the vision for a high quality learning environment which promotes spiritual, moral, social and cultural development Commitment to valuing the individuality of all of our children by giving them every opportunity to achieve the highest of standards.
Personal Attributes	<ul style="list-style-type: none"> Energy and enthusiasm Reliability and integrity Sense of humour A commitment to the ethos of the School and Nursery Commitment to your continuing professional development Vision and creativity Adaptability to changing circumstances & ideas.
Safeguarding	<ul style="list-style-type: none"> Commitment to the safeguarding and protection of children and to the personal development of our pupils Understanding of the issues surrounding the safeguarding of children and commitment to child welfare and safety