**PERSON SPECIFICATION – EARLY YEARS PRACTITIONER LEVEL 2**

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| **Category** | **Essential** | **Desirable** | **Attained by** |
| 1. **Qualifications/**   **Professional Development** | * CACHE Level 3 Diploma in Child Care and Education * BTEC National Diploma in Early Years * NVQ Level 3 in Children's Care, Learning and Development * NNEB certificate | Nursery setting experience | * Application form * Documentary evidence |
| 1. **Experience** | * Evidence of anti - discriminatory practice * Some evidence of working with children with special needs * Evidence of working with children from 0-4 | In addition EYP might have experience of:   * Supporting across the whole Primary age range * Working in partnership with parents | * Application Form * Interview |
| **3.Teaching and**  **Learning** | * Early Years Foundation Stage * Child Development * Learning through play * Child Protection guidelines * Maintaining a safe environment * The statutory requirements of legislation concerning Equal Opportunities, Health and Safety, SEN and Child Protection * The positive links necessary within school and with all its stakeholders |  | * References * Interview |
| 1. **Skills and aptitudes** | * Good standard of written work * Good interpersonal and communication skills * Ability to use computers * Ability to work part of a team * Flexibility and enthusiasm for the job * Develop good personal relationships within a team * Establish and develop close relationships with parents, governors and the community * Create a happy, challenging and effective learning environment * Willingness to undertake in service training | In addition, the EYP might also be able to :   * Develop strategies for community links * Contribute to specific curriculum area or areas | * Application Form * Reference * Interview * Specific Qualifications or experience |
| 1. **Disposition** | * To be committed to raising levels of achievement of children of all abilities * Able to work as part of a team |  | * Application Form * Reference * Interview |
| 1. **Personal Qualities** | * Passionate about Teaching and Learning * Displays warmth, care and sensitivity in dealing with children * Open minded, self-evaluative and adaptable to changing circumstances and new ideas * Able to enthuse and reflect upon experience * Willingness to be involved in the wider life of the school * Ability to prioritise * Good interpersonal/communication skills |  | * Interview |
| 1. **Special Requirements** | * An enhanced DBS check is required for all successful applicants * Satisfactory health and attendance record * Positive recommendation in professional references * Comply with the Trust’s policies including:   Safeguarding  Health & Safety  No smoking or alcohol at work  ICT User and Mobile Device  Staff Code of conduct |  | * DBS check * Medical Check * Professional References * Documentary Evidence |

**Note to Applicants:**

* The Recruitment Team are advised to focus on determining whether the candidates meet the requirements in relation to the broad categories, rather than in relation to the individual criteria that are used to illustrate them.
* The criteria may be evidenced across a broad continuum, ranging from evidence that is minimal through to evidence that is substantial and secure.
* It is expected that evidence of meeting these criteria will be gathered from scrutinising the candidate’s application and observing all the various aspects of the interview process.
* The Recruitment Team may wish to determine at the outset in which aspects of the selection process they will seek to find evidence to meet the above criteria.
* Please be mindful that this role can be subject to review by you at any appropriate time in consultation with you and will be reviewed by the Lion Academy Trust in 2019 to meet the criteria from September 2019 for the Early Years Practitioner (Level 2): qualifications criteria as per the DFE requirements.