



Early Years Practitioner

Anston Hillcrest Primary School

Person Specification

James Montgomery Academy Trust is dedicated to appointing the best possible candidates.

The successful candidate for this position will make the education and welfare of children their first concern and will be accountable for achieving the highest possible standards in work and conduct.

EDUCATION AND QUALIFICATIONS			
	Essential	Desirable	Source A- application I - interview R - references
Minimum of English and Maths GCSE or equivalent (Grade A-C or 9-5)	✓		A
Level 3 or higher qualification that meet the DfE's criteria for eligibility in the EYFS (Early Years Foundation Stage) framework, please see this guidance .	✓		A
Evidence of continuous professional development relevant to early years and child development.	✓		A, I
Paediatric First Aid certificate		✓	A
Food hygiene certificate		✓	A

SKILLS AND EXPERIENCE			
	Essential	Desirable	Source A- application I - interview R - references
Demonstrable levels of numeracy and literacy.	✓		A
Experience of working in an EYFS setting.	✓		A, I
Experience of planning and leading activities, purposeful play opportunities and educational programmes which include the learning and development areas of current early education curriculum requirements.			
Effective verbal and written communication skills.	✓		A, I, R
Good organisational and time management skills.	✓		A, I, R

Ability to handle changing circumstances and varied responsibilities.	✓		A, I
Demonstrate patience and understanding, and a willingness to help and nurture all children.	✓		A, I, R
Experience of providing effective care, teaching and learning that enables children to progress and prepares them for the next phase of their development.	✓		A, I
Experience of working in partnership with colleagues, parents and carers or other professionals.	✓		A, I
Experience of working with children with SEND.		✓	A, I
Good levels of competency in using ICT.		✓	A

KNOWLEDGE and UNDERSTANDING			
	Essential	Desirable	Source A- application I - interview R - references
Knowledge of relevant school policies including safeguarding, equal opportunities, health and safety and data protection and the importance of adhering to them.	✓		A, I
Understand the expected patterns of children's development from birth to 5 years and have an understanding of further development from age 5 to 7 (including some knowledge of the National Curriculum).		✓	A, I
Understand the significance of attachment and how to promote it effectively.	✓		A, I
Understand the importance to children's holistic development of: <ul style="list-style-type: none"> speech, language and communication personal, social and emotional development physical development 	✓		A, I
Knowledge of the EYFS Framework and Development Matters	✓		A, I

PERSONAL ATTRIBUTES			
	Essential	Desirable	Source A- application I - interview R - references
Able to build successful working relationships.	✓		A, I, R
Able to work independently and as part of a team.	✓		A, I
Empathetic with those facing barriers to their learning.	✓		A, I
A commitment to safeguarding and promoting the welfare of children and young people.	✓		A, I, R
Demonstrably professional, honest and loyal.	✓		A, R
Commitment to children and their learning, wellbeing and safety.	✓		A, I
Understand the importance of promoting diversity, equality and inclusion, fully reflecting cultural differences and family circumstances.	✓		A, I
Dedicated to promoting their own professional development.	✓		A, I
Reliable and dependable.	✓		A, I, R

Willingness to meet the expectations of the post and know strengths and areas to develop	✓		A, I
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Additional Essential Criteria

- Proven ability to demonstrate commitment to the promotion of safe working practices and the provision of a safe learning environment.
- Fully supportive references.
- Full enhanced DBS (Disclosure and Barring Service) clearance.