

Person Specification

Early Years Worker (Apprentice)



Job Requirements	Criteria	
	Essential	Desirable
Ability to communicate effectively and appropriately with adults and children.	*	
Ability to link theoretical knowledge and professional practice.		*
Ability to reflect and talk about your work.	*	
Ability to set boundaries for children and manage their behavior appropriately and sensitively.	*	
Ability to take responsibility for individual children and to manage the needs of differing children at one time.		*
Ability to take the initiative and be flexible.		*
Ability to work as part of a team.	*	
Additional training e.g. inter-agency training, behavior management.		*
Appropriate literacy, numeracy, and ICT skills.	*	
Awareness of relevant issues and regulations e.g. children's rights, child protection, health and safety.	*	
Awareness of relevant national standards	*	
Commitment to equal opportunities and provision that responds to each individual child and family.	*	
Commitment to inclusive provision and practice.	*	
Commitment to ongoing professional development	*	
Commitment to promoting the setting's vision and values throughout your work.	*	
Commitment to working with other professionals.	*	
Commitment to working with parents.	*	
Direct experience of children from birth to 5.		*
Experience of working as a key person.		*
Experience of working with children with additional language or with additional educational needs.		*
Experience of working with home carers/parents.		*
Experience of working with other professionals.		*
Experience of working within a team.		*
Forming appropriate relationships with children.	*	
Knowledge of child development.	*	
Knowledge of Early Years Foundation Stage.		*
Observing and planning for individual children's development and learning.		*
Pediatric First Aid qualification		*
Recognising and responding to individual children's needs, routines, interests and development.	*	
Supporting and extending children's holistic development through a stimulating and challenging environment both inside and out.	*	
Willingness and commitment to continuing own professional development.	*	

Interview Selection

In order to be selected for an interview it is necessary to demonstrate within your application form that you fulfil all the essential criteria of this Person Specification.