



Warley Road Primary School

Person Specification Early Years Support Assistant		
Selection Criteria (able to demonstrate specific, relevant and recent examples)	Essential/ Desirable	Assessment
Knowledge/Experience		
• Knowledge & experience of working successfully with children in EYFS and with SEN	E	
• Knowledge & experience of working with pre-school children (2 year olds and 3 year olds)	D	
• A detailed knowledge of the EYFS curriculum & Development Matters	E	
• Knowledge & experience of setting up effective continuous provision which impacts on pupil progress	E	
• A detailed knowledge of assessing children's learning	E	
• Ability to demonstrate effective interaction with external agencies and/or parents	E	
• Evidence of successful team work	E	
• Experience & knowledge of a wide range of SEN issues & how best to support	D	
Qualifications		
• Good general level of education to GCSE with A-C or equivalent in Maths & English	E	
• Level 3 early years qualification (or willingness to undertake)	E	
• Can demonstrate further professional development through qualifications or training	D	
• Willingness to undertake further studies relevant to early years		
• Paediatric First Aid certificate (or willingness to undertake)	D	
Skills & Abilities		
• Ability & experience preparing and adapting resources to effectively support children's learning	D	
• Proven ability to motivate children and inspire pupils to learn	E	
• Proven track record of working effectively on own initiative and as part of a team	E	
• Proven evidence of impact on pupils progress either through intervention or as a classroom support	E	
• Excellent communication skills, particularly spoken English	E	
• Awareness, understanding and compliance with the school's policies and procedures, including the importance of confidentiality	E	
Personal Qualities		
• Is a role model for pupils, calm & effective, reliable & punctual, resilient & resourceful	E	
• A reflective practitioner who is passionate about Early Years provision	E	
• Proven ability to meet deadlines & produce work of an appropriate standard	E	
• Is able to demonstrate a commitment to the school	E	
• Willingness to participate in further training and development opportunities offered by the school	E	
• Proven ability to build effective & professional relationships with pupils & all staff	E	
• Acts with integrity, fairness and in an ethical manner	E	
• Proven ability to maintain confidentiality at all times as appropriate	E	
Additional		
• Clear DBS check	E	
• No safeguarding concerns	E	
• Enjoys seeing young people learn in a positive environment and is committed to ensuring all students are supported in making progress	E	