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|  | Essential | Desirable |
| **Qualifications** | * Good basic education to GCSE level in English and Mathematics, or the equivalent. CACHE, NNEB or NVQ Level 3 or above in Early Years. * Paediatric First Aid | * Completion of basic Safeguarding Awareness course * Food Hygiene Certificate |
| **Experience** | * An experience of working with young children in a nursery/pre-school Early Years setting, working with children between the ages of 2 and 5 years old. | * Experience of working with under 2’s |
| **Knowledge and**  **Understanding** | * A good understanding of the learning and development needs of young children * An understanding of the importance of Safeguarding procedures and other related policies that are in place. * A positive approach to CPD, learning new skills through teamwork and training opportunities, that will have an impact on the provision of a high quality learning environment for the children in our care * An understanding that working as part of our Early Years is all encompassing, supporting both children and colleagues. | * Knowledge and understanding of the seven areas of learning and the guidance contained within the Development Matters publication and Outcomes for Children’s Early Learning. * Awareness of Regulatory Framework for Early Years Foundation Stage(2014) |
| **Skills** | * To be able to work as part of a team to support and encourage children as they play and learn; * explain tasks simply and clearly, whilst developing the children’s own thinking and problem solving skills * positive and supportive supervision and control of children * accept and respond to authority and supervision from line managers * work with guidance, but under limited supervision, demonstrating good organisational skills | * Able to demonstrate the importance of being a reflective practitioner with the ability and flexibility to learn and adapt from past experience. |
| **Personal Qualities** | * Calmness * Punctuality * Good communication skills, with children, colleagues, advisors and parents/carers * Reliability and trustworthiness * Confidentiality * Empathy * Enthusiasm * Flexibility in responding to varying needs of the children and the daily routines | * Flexibility – occasionally work hours might be changed e.g. Whole School Insets, Parents Evenings or Early Years Meetings outside of normal working hours |