



Job Title:	Early Years Practitioner
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Thorpe Underwood Estate is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

	Essential These are qualities without which the applicant could not be appointed	Desirable These are extra qualities which can be used to choose between applicants who meet all of the essential criteria	Method of Assessment
Qualifications	<p><i>The professional, technical or academic qualifications that the applicant <b>must have</b> to undertake the role or the training that they <b>must have</b> received</i></p> <ul style="list-style-type: none"> <li>Level 3 qualification in childcare</li> </ul>	<p><i>The professional, technical or academic qualifications that the applicant <b>would ideally have</b> to undertake the role or the training that they <b>should ideally have</b> received</i></p>	<p>Contents of Application Form Production of Certificates at Interview</p>
Experience	<p><i>The categories of work or organisations, types of achievements and activities that would be likely to <b>predict</b> success in the role.</i></p> <ul style="list-style-type: none"> <li>Experience of working within an early years setting</li> </ul>	<p><i>The categories of work or organisations, types of achievements and activities that would be likely to <b>contribute to</b> success in the role.</i></p>	<p>Contents of Application Form Interview References Lesson Observation Certificates</p>
Skills	<p><i>The skills <b>required</b> to perform effectively in the role.</i></p> <ul style="list-style-type: none"> <li>Demonstrate excellent planning and organisational skills</li> <li>Able to communicate effectively with staff, pupils, parents and carers</li> </ul>	<p><i>The skills that would <b>enable</b> the applicant to perform effectively in the role.</i></p>	<p>Contents of Application Form Interview References Lesson Observation Performance Management Data</p>



	<ul style="list-style-type: none"> <li>• Able to observe, support and extend children's learning</li> </ul>		
Knowledge	<p><i>The knowledge <b>required</b> by the applicant to perform effectively in the role.</i></p> <ul style="list-style-type: none"> <li>• Knowledge of the Early Years Foundation Stage Statutory Guidance and curriculum</li> </ul>	<p><i>The knowledge that would <b>enable</b> the applicant to perform effectively in the role.</i></p> <ul style="list-style-type: none"> <li>• Knowledge of Child Protection/ Safeguarding</li> </ul>	Contents of Application Form Interview References Lesson Observation
Personal competencies and qualities	<p><i>The personal qualities that the applicant <b>requires</b> to perform effectively in the role and to ensure that the applicant safeguards and promotes the welfare of children and young people</i></p> <ul style="list-style-type: none"> <li>• <b>Motivation to work with children and young people.</b></li> <li>• <b>Ability to form and maintain appropriate relationships and personal boundaries with children and young people</b></li> <li>• To be proactive with your own professional development and in supporting others in meeting individual needs</li> <li>• Be a positive role model to students and staff, demonstrating effective strategy</li> </ul>	<p><i>The personal qualities that would <b>assist</b> the applicant to perform effectively in the role.</i></p> <ul style="list-style-type: none"> <li>• A sense of humour</li> </ul>	Contents of Application Form Interview References