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| **Qualifications  and training** | Early Years Practitioners preferably with Nursery experience and at least one of the following or equivalent:   * CACHE Level 3 Diploma in Child Care and Education * BTEC National Diploma in Early Years * NVQ Level 3 in Children’s Care, Learning and Development * NNEB certificate   Willingness to gain a Pediatric first aid qualification. |
| **Experience** | Experience working in a school based early years setting or other educational setting.  Experience of planning and delivering learning activities.  Experience of working with key worker children and their families. |
| **Skills and knowledge** | Good literacy and numeracy skills.  Good organisational skills.  Ability to build effective working relationships with pupils, significant adults and colleagues.  Skills and expertise in understanding the needs of all pupils in the Early Years.  Knowledge of how to help adapt and deliver support to meet individual needs.  Knowledge of the Early Years Framework and curriculum relevant to the role, and ability to apply this effectively in supporting all pupils.  Knowledge of ‘In the Moment’ planning and provision.  Excellent verbal communication skills.  Ability to work as part of a team and to be flexible in their approach to daily routines.  Active listening skills.  The ability to remain calm in stressful situations.  Knowledge of guidance and requirements for keeping children safe and safeguarding children.  Good IT skills, particularly in using IT to support learning |
| **Personal qualities** | Sensitivity and understanding to build good relationships with pupils and their families.  A commitment to getting the best outcomes for all pupils and promoting  the ethos and values of the school.  Commitment to maintaining confidentiality at all times.  Commitment to safeguarding pupil wellbeing and equality.  Resilient, positive, forward looking and enthusiastic about making a  Difference.  Capacity to inspire, motivate and challenge children and young people. |

**Early Years Practitioner Person Specification**