

**THE NORTHERN COLLEGE**

**PERSON SPECIFICATION – EARLY YEARS PRACTITIONER**

<b>Category</b>	<b>Essential/ Desirable</b>	<b>Description</b>	<b>Means of Assessment</b>
<b>Knowledge and Experience</b>	Essential	Experience of working with children under 12 years old from wide ranging ethnic and social backgrounds	Application Form Interview
		Knowledge of age appropriate play	Application Form Interview
		Awareness of equality and diversity issues	Interview
		An understanding of the importance of ‘safeguarding’ and a commitment to creating a safe learning environment within the college	Interview
		Awareness of and commitment to customer care	Interview
		Awareness of health and safety and practical hygiene	Application Form Interview
	Desirable	Experience of working in an Early Years setting	Application Form Interview
		Ability to undertake observation and assessment	Application Form/ Interview
		Knowledge of parenting skills	Application Form Interview
		Knowledge of foundation stage education	Application Form Interview/Exercise
<b>Skills &amp; Abilities</b>	Essential	Ability to meet children’s individual needs	Application Form Interview/Exercise
		Ability to communicate effectively both verbally and in writing	Application Form Interview
	Desirable	Ability to be creative	Application Form
<b>Training and Education</b>	Essential	Level 2/3 Certificate for the Children and Young People’s Workforce or equivalent	Application Form
	Desirable	First Aid qualification	Application Form
		Basic Food Hygiene Certificate	Application Form
<b>Other Requirements</b>	Essential	Availability and ability to work in a variety of situations	Application Form Interview
		The ability to undertake a post deemed to be regulated activity in accordance with the Safeguarding Vulnerable Groups (SVG) Act 2006 and the Childcare Disqualification Regulations 2009	Completion of Enhanced DBS Disclosure & Disqualification Declaration Form
		An understanding of the importance of safeguarding and a commitment to maintaining a safe learning environment within the College and the Prevent Agenda	Interview
		Awareness of and commitment to equality and diversity issues	Interview
	Desirable	Knowledge of child protection issues	Application Form Interview