**Person Specification – Child Care Assistant**

Enhancing the lives of young children and their families

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| **Attributes** | **E –Essential**  **D - Desirable** | **Evidence**   1. **Application**   **R - Reference**  **0- Observation**  **I - Interview** |
| Skills and Abilities | |  |
| Experience of working with children from two to four years, in a group care setting; providing care and learning opportunities that support and promote children’s development. | E | A |
| Ability to work under supervision within a multi - agency team ensuring high quality practice to support children and their families. | E | A |
| Awareness of the importance of building and maintaining positive relationships with families in order to meet individual needs of children. | E | I |
| Ability to communicate effectively. | E | A / I |
| Awareness of policies and procedures and an understanding of their importance. | E | A / I |
| Knowledge and Understanding of | |  |
| Understanding of the skills required in providing high quality childcare for children from two to four years. | E | A / I |
| Awareness of aspects of child development. | E | A / I |
| Understanding of the importance of safeguarding and child protection when working with babies and young children. | E | A / I |
| Experience of working within effective key carer systems. | D | A |
| Understanding of equal opportunities and an awareness of the importance of inclusion and anti – discriminatory practice within a school environment. | E | A / I |
| Qualifications and Training | |  |
| To hold or be working towards an early years qualification. | E | A |
| Willingness to participate in relevant training and continued professional development. | E | A / I |
| Safeguarding, Child Protection, Health & Safety | |  |
| Committed to adhering to all school policies and procedures | E | A / I |
| Personal Qualities | |  |
| Strong personal ethos that puts the needs of the child and his/her family at the heart of the education process. | E | A / R / I |
| Enthusiastic and positive | E | R / O / I |
| Team player | E | R / O / I |
| Willingness to participate in school events | E | A / I |
| Dedicated and determined | E | A / R / I |
| Resilient and reliable | E | A / R |