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|  | **Essential** | **Desirable** | **Method of assessment** |
| WORK RELATED EXPERIENCE |  |  |  |
| Proven experience in an Early Years setting of  not less than 2 years | **\*** |  | Application Form/interview |
| Experience of working with and  other professionals i.e. speech therapist, health  visitor; children’s services | **\*** |  | Application Form/interview |
| Experience of working in partnership with  parents/carers to support children’s education | **\*** |  | Application Form/interview |
| Experience of planning stimulating learning  activities based on educational frameworks | **\*** |  | Application Form/interview |
| Experience of monitoring and assessing  children’s learning | **\*** |  | Application Form/interview |
| Experience of working with children with a  range of needs specifically EAL, SEND and  additional needs | **\*** |  | Application Form/interview & Presentation |
| Experience of dealing with all aspects of  safeguarding | **\*** |  | Application Form/interview |
| SKILLS AND ABILITIES |  |  |  |
| Ability to work lead/manage a team and on own initiative | **\*** |  | Application Form/interview |
| Good keyboard skills – Microsoft office, nursery management systems and other applications | **\*** |  | Application Form/interview |
| Excellent communication skills both verbal and written | **\*** |  | Application Form/interview |
| Ability to set clear standards and targets and to monitor and moderate them effectively ensuring quality assurance is maintained | **\*** |  | Application Form/interview & Presentation |
| Ability to write clear reports with an organised approach to administration | **\*** |  | Application Form/interview |
| Ability to manage and prioritise workload | **\*** |  | Application Form/interview & Presentation |
| Empathetic, supportive approach to working with children, families and volunteers | **\*** |  | Application Form/interview |
| Ability to develop role as a SENDCO | **\*** |  | Application Form/interview |
| KNOWLEDGE |  |  |  |
| Early Years Teacher status | **\*** |  | Application Form/interview |
| Knowledge of the Ofsted Education framework and EYFS | **\*** |  | Application Form/interview |
| Knowledge of Early Years pedagogy and how to embed this in practice | **\*** |  | Application Form/interview  & Presentation |
| Knowledge of current relevant legislation related to children, young people and families including safeguarding | **\*** |  | Application Form/interview |
| A good understanding of equality and diversity and anti-discriminatory practice | **\*** |  | Application Form/interview |
| Knowledge of the wider impact of society on children’s learning i.e. poverty | **\*** |  | Application Form/interview |
| **CIRCUMSTANCES/PERSONAL QUALITIES** |  |  |  |
| Ability to work occasional flexible hours including evening and weekends | **\*** |  | Application Form/interview |
| Patience and ability to remain calm under pressure | **\*** |  | Application Form/interview |
| Flexible and open to change |  | **\*** | Application Form/interview |