

## Nursery Assistant Person Specification

Key Area	Essential	Desirable	Method of Assessment
Qualifications & Training	<p>Relevant Level 2 qualification in Early Years, Childcare or Supporting Teaching and Learning.</p> <p>GCSE English and Maths (Grade 4/C or equivalent)</p> <p>Clear Enhanced DBS check.</p>	<p>Paediatric First Aid qualification or willingness to complete.</p> <p>Additional SEND-related training.</p>	Application Form, Certificates, Interview
Experience	<p>Experience working with children in an Early Years setting.</p> <p>Experience supporting learning activities and working collaboratively with colleagues.</p>	<p>Experience within a school nursery.</p> <p>Experience supporting pupils with SEND, EHCPs, support plans or personal care programmes.</p>	Application Form, Interview, References
Knowledge	Knowledge of the EYFS Framework, child development, safeguarding, health and safety, confidentiality, inclusion and equality.	Knowledge of SEND practices, intervention programmes and relevant legislation.	Application Form, Interview
Skills & Abilities	<p>Ability to build positive relationships with children, families and staff. Effective communication skills.</p> <p>Ability to deliver targeted group work as directed by the teacher.</p> <p>Ability to use initiative, work independently and use ICT to support learning.</p>	Ability to deliver targeted interventions and specialised support programmes.	Application Form, Interview, Practical Task
Personal Qualities	<p>Resilience, empathy, patience, flexibility, reliability and commitment to inclusion.</p> <p>Solution focused and a positive caring approach.</p> <p>Commitment to professional development and confidentiality.</p> <p>Ability to work effectively as part of a team</p>	Experience working with external agencies and multi-disciplinary teams.	Interview, References
Safeguarding & Welfare	<p>Commitment to safeguarding and promoting the welfare of children.</p> <p>Ability to follow school policies and create a safe learning environment.</p>	Additional safeguarding training beyond mandatory requirements.	Application Form, Interview, References