



PERSON SPECIFICATION – NURSERY ASSISTANT

	ESSENTIAL	DESIRABLE
QUALIFICATIONS	<ul style="list-style-type: none"> ● Recognised level 2 Early Years and Childcare Qualification ● Good standard of general education with relevant qualifications 	<ul style="list-style-type: none"> ● Recognised level 3 Early Years and Childcare Qualification ● Paediatric First Aid certificate
EXPERIENCE	<ul style="list-style-type: none"> ● An understanding of EYFS welfare, learning goals and development requirements ● Understanding the needs of young children and their families ● Ability to recognise and respond to safeguarding concerns, following school procedures ● Ability to support the planning and delivery of purposeful learning opportunities in line with the EYFS curriculum 	<ul style="list-style-type: none"> ● Experience of working with parents/carers and professional bodies ● Knowledge of children with special educational needs and how to support their learning
SKILLS	<ul style="list-style-type: none"> ● Ability to observe, assess and record children’s learning and development accurately ● Excellent communication skills, both oral and written, with children, colleagues, advisors and parents or carers ● The ability to build effective relationships with children, colleagues and families ● A positive and inclusive approach to working with all children ● Ability to support positive behaviours and establish clear, consistent routines 	<ul style="list-style-type: none"> ● Ability to maintain records of children’s progress and development
DISPOSITION	<ul style="list-style-type: none"> ● Ability to work as part of a team ● Patience and kindness with children ● Flexible and adaptable in approach 	

The Four Cs MAT is committed to safeguarding and protecting the welfare of children and young people and expects all staff and volunteers to share this commitment. All appointments involve regulated activity and are subject to an Enhanced DBS disclosure and two successful references. Online searches are carried out on all shortlisted candidates.