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| **Category** | **Essential** | **Desirable** | **How identified** |
| **Qualifications and experience** | * Appropriate NVQ level 3 or higher in early years or equivalent diploma
* Previous experience working in a school setting
 | * Previous experience working in partnership with parents
 | AF, I, R |
| **Personal Qualities** | * Commitment to sustaining and enhancing the values of Abel Smith School
* A happy and playful approach to supporting children to reach their full potential.
* An understanding of the importance of outdoor play and a commitment and ability to support outdoor play in all weather
* Supportive of colleagues
* Good attendance and punctuality
* Pro-active in the working environment
* Enthusiastic and positive attitude
* Ability to develop effective relationships with parents
 | * Sense of humour
* Self-confidence
* Ability to relate well to other professionals
* A flexible approach
 | AF, I, R |
| **Knowledge and skills** | * Sound understanding of the EYFS curriculum and Development Matters
* Experience in taking observations
* Excellent behaviour management skills
* Excellent inter-personal skills
* Excellent planning and organisational skills
* Effective oral and written communication skills
* An understanding of how a pupil's learning is affected by their intellectual, emotional and social development, and the stages of child development
 | * Experience working as part of a team
* First aid skills
* Experience working with children who have SEN and/or disabilities
* Experience working with children who have behavioural problems
* Experience working with children who speak English as an additional language
 | AF, I, R |
| **References** | * Positive recommendation in professional references
* Satisfactory health and attendance record
 | * Professional reference without reservation
 | AF, I, R |
| **Key: AF =** Application Form **I =** Interview **R =** References |