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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 | | | |