



Person Specification – Early Years Assistant

Job Requirements	Essential	Desirable	Evidenced Through
<u>Qualifications</u>			Application form Certificates
Level 3 or above (or working towards) in Childcare and Education or equivalent	✓		
Ability to work towards a recognised childcare qualification from the outset	✓		Interview
<u>Personal Circumstances</u>			
There are no personal circumstances that might effect a Disclosure and Barring Service (DBS) status or ability to work at The Oasis Childcare Centre	✓		Application form - check
There are no reprimands, warnings or prosecutions to notify us about with regards to offences against children of a person who resides at the same address	✓		Application form - check
<u>Experience</u>			
Minimum 2 years working with young children in a nursery setting within the last 5 years.		✓	Application form
<u>Knowledge</u>			
Experience of working within the Early Years Foundation Stage	✓		Interview
Understanding of child protection and safeguarding	✓		Interview
Understanding of the importance of equal opportunities in the workplace	✓		Interview
Ability to ensure that the care of the children meets their emotional well-being and development needs	✓		Interview
<u>Training</u>			
Current Paediatric First Aid Certificate (essential to work towards within 12 weeks of start date)		✓	Certificate
Current Health and Safety Certificate		✓	Certificate
Current Food Hygiene Certificate		✓	Certificate
Current Child Protection Awareness Training		✓	Certificate
<u>Skills</u>			
Ability to work as part of a team	✓		Interview

Ability to liaise and communicate effectively with parents/carers and develop partnerships between parents/carers and the setting	✓		Interview
Knowledge of the SENCO role		✓	Interview
Ability to work whilst maintaining health and safety standards in the setting	✓		Interview
Personal Attributes			
Neat and professional appearance	✓		Interview
Remain calm under pressure	✓		Interview
Effective communicator	✓		Interview
Competence to work to regulatory body standards and the setting's policies	✓		Interview