

**HUNCOAT PRIMARY SCHOOL**  
**PERSON SPECIFICATION / SELECTION CRITERIA**  
 APPOINTMENT OF PERMANENT EARLY YEARS PRACTITIONER  
in the EARLY YEARS



<b>A) TRAINING AND QUALIFICATIONS</b>	<b>Essential or Desirable</b>	<b>Evidence</b>
o Early Years Practitioner L6 or equivalent	E	Application
o Recent participation in a range of relevant in-service training	E	Application
o Paediatric First Aid Trained	D	Application
o GCSE in English and Maths Grade C/ 4 +	E	Application
<b>B) EXPERIENCE</b>		
o Experience of working with children aged 3-5 years in a school/ nursery setting	E	Application
o Experience of Development Matters	E	Application/ Interview
o Commitment to setting high standards and expectations both personally and with the children	E	Interview / letter
o Experience of planning/ assessing/ resourcing/ delivering the Early Years Curriculum	D	Interview / letter
<b>C) PROFESSIONAL KNOWLEDGE &amp; UNDERSTANDING</b>		
o A sound knowledge and understanding of the Early Years Curriculum/ Development Matters How to plan, resource, assess the Early Years	E	Interview / Letter
o Sound subject knowledge of Early Phonics/ Early maths	E	Interview / Letter
o Sound knowledge and understanding of children with SEN needs/ complex needs ie ACES, Pastoral needs	D	Interview / Letter
o Sound grammatical knowledge & Excellent Spoken English skills	E	Interview / Letter
<b>D) BEHAVIOUR &amp; PERSONAL WELFARE</b>		
o To work as part of a strong EYFS team unit	E	Interview
o High quality behaviour and classroom management Including setting and establishing routines with young children	E	Interview
o To hold high relationships with our families and parents including home visits/ stay and play sessions/ good communication/ empathy	E	Interview
<b>D) OTHER REQUIREMENTS</b>		
o A positive attitude with enthusiasm and drive and keen to ensure the highest of standards for yourself and the children	E	Interview / Letter
o The ability to work as part of a team achieving high standards and deploy other TAs	E	Interview / Letter
o Ability to create a tidy, stimulating and well organised classroom environment which is conducive to learning in the Early Years	E	Interview / Letter
o To work independently and have initiative	E	Interview / Letter
o To be accountable to the EYLS lead/ deputy	E	Interview
<b>Inclusion &amp; Safeguarding</b>	E	Interview / Letter
o To uphold the Safeguarding KCSiE 2024	E	
o Understand when to draw on the expertise of colleagues or outside agencies and a willingness to take advice	E	
o Be familiar with national and local safeguarding legislation	E	
o Demonstrate commitment to equality and diversity	E	
<b>E) PERSONAL ATTRIBUTES</b>		
o Good communication skills with parents, pupils and colleagues	E	Interview / Letter
o Personal impact and enthusiasm with a sense of humour	E	Letter

o Commitment and integrity	E	
o Willingness to support existing school policies and practices	E	

<b>F) CONFIDENTIAL REFERENCE AND REPORTS</b>	<b>Essential or Desirable</b>	<b>Evidence</b>
o References should provide a strong level of support for the relevant professional and personal knowledge, skills and abilities referred to above	E	
o Satisfactory enhanced DBS clearance	E	

**Letters submitted must be addressed appropriately/ grammatically sound and must ensure all areas of essential criteria are met**

**All application forms must be on the correct LET application form attached to the advert**