

**West Cornforth Primary School  
Early Years Apprentice Person Specification**

	<b>Essential</b>	<b>Desirable</b>	<b>Method of Assessment</b>
<b>Qualification</b>	<ul style="list-style-type: none"> <li>• To have achieved at least 2 GCSE's in English and Maths at Grades A-C or equivalent</li> <li>• Willingness to work towards a recognised qualification in childcare and education</li> </ul>	<ul style="list-style-type: none"> <li>• Early years childcare and education experience</li> <li>• Current first aid certificate</li> <li>• Current DBS certificate</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Selection Process</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Experience of working with babies and young children or a genuine desire to work in a nursery setting</li> </ul>	<ul style="list-style-type: none"> <li>• Experience working with young children</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Selection Process</li> </ul>
<b>Skills / Knowledge</b>	<ul style="list-style-type: none"> <li>• Ability to communicate, verbally and in written form, with children, parents, carers and colleagues</li> <li>• Ability to provide and facilitate safe and creative play</li> <li>• Ability to work as part of a team.</li> <li>• Understand the importance of confidentiality both on and offline</li> <li>• Demonstrate a professional approach both in and out of school</li> </ul>	<ul style="list-style-type: none"> <li>• Supported groups of children in organised activities</li> </ul>	<ul style="list-style-type: none"> <li>• Application Form</li> <li>• Reference</li> <li>• Observation</li> </ul>
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>• An understanding of and ability to deliver good quality child care and education.</li> <li>• Enjoys working with young children</li> <li>• Patience and understanding</li> <li>• A hardworking attitude and ability to work with initiative</li> <li>• Ability to accept constructive criticism in order to develop professionally</li> <li>• A commitment to Equal Opportunities.</li> </ul>		<ul style="list-style-type: none"> <li>• Application Form</li> <li>• Reference</li> <li>• Interview</li> <li>• Observation</li> </ul>