



EMPLOYEE SPECIFICATION

POST TITLE: Early Years Inclusion Support Worker

POST NUMBER N/A

SCP 17

Competency	Specific Requirements	
Understands Customers	Essential	<ul style="list-style-type: none"> • Good knowledge and understanding of child development • Good understanding of parents as their child's first educators • Good understanding of a play based approach to children's learning and development • Sound understanding of the Early Years Foundation Stage framework and underlying principles • Knowledge and understanding of a range conditions that effect children with SEN including Autism, Cerebral palsy and Downs Syndrome • Knowledge of the Equality Act 2010
	Desirable	
Communication	Essential	<ul style="list-style-type: none"> • A good communicator, with a good level of interpersonal skills • Experience of being able to communicate effectively with a range of people, including internal and external colleagues, parents and other professionals providing support • The ability to provide clear and concise written information
	Desirable	
Delivers Outcomes	Essential	<ul style="list-style-type: none"> • Understanding of observation, assessment, planning and record keeping • Experience of supporting children under five with a range of special educational needs, including autism and children with social and emotional needs • Experience of contributing to the documentation and evaluation of children's progress and learning
	Desirable	<ul style="list-style-type: none"> • Experience of implementing positive behaviour plans • Ability to adopt a total communication approach to maximise opportunities for children with speech, language and communication needs
Values Collaboration	Essential	<ul style="list-style-type: none"> • A good ability to work as part of a team • Understanding and awareness of safeguarding children • Experience of multi-agency style support/development/review meetings
	Desirable	

Maximises Performance	Essential	<ul style="list-style-type: none"> • An ability to work individually and use initiative • High level of energy and the ability to enthuse others
	Desirable	<ul style="list-style-type: none"> • Knowledge and understanding of East Riding Early Support processes • Knowledge of local authority procedures and processes for supporting children with SEN
Transformational Change and Innovation	Essential	<ul style="list-style-type: none"> • Knowledge of the 2014 SEN Code of Practice and an understanding and commitment to the principles underpinning the SEND reforms • Knowledge and understanding of a range conditions that effect children with SEN including Autism, Cerebral palsy and Downs Syndrome
	Desirable	
Maximises use of technology	Essential	<ul style="list-style-type: none"> • A good understanding of use information technology
	Desirable	
Skills Development	Essential	<ul style="list-style-type: none"> • Professional qualification at NVQ level 3 or equivalent in early years and child care or a related field
	Desirable	<ul style="list-style-type: none"> • Experience of implementing positive behaviour plans • Experience of using sign supported speech and visual supports to facilitate children's language and communication skills