

Apprenticeship Standard for Early Years Educator

Occupation: Early Years Educator

Role Profile (What the successful candidate should be able to do at the end of the apprenticeship)

Early Years Educators are highly trained professionals who play a key role in ensuring that young children learn and develop well and are kept healthy and safe. They prepare children for the transition to school and offer a broad range of knowledge and skills that provide a solid foundation for good progress throughout a child's school and life. Early Years Educators need to have the right values and behaviours, developing competencies and skills to provide high quality childcare in a child's first few years which makes a difference to the lives of children. As an Early Years Educator you play a key role in supporting the early education and care of young children in a range of settings including full day care, children's centres, pre-schools and child minding. Working with children in the early years is a rewarding job with excellent career opportunities

These are the personal attributes and behaviours expected of all Early Years Educators carrying out their role;

- **Effective communication**- confidentially use various forms of communication to liaise with and pass information to all stakeholders including parents, carers and other relevant professionals
- **Care and compassion**- driven to provide the very best childcare to every child every day combined with the ability to professionally challenge poor practice
- **Competence**- apply knowledge and skills to provide outstanding care for children.
- **Working as part of a team**- be able to work effectively with colleagues and other professionals and support the learning and development of others through mentoring and sharing of professional expertise and experience.
- **Honest, trust and integrity**- develops trust by working in a confidential, ethical and empathetic manner with a common sense and professional attitude.
- **Commitment** to improving the outcomes for children through inspiration and child centred care and education

Duration: Typically 18-24 months for those new to the sector. For those with the relevant qualifications and experience in the Early Years sector, 12-18 months.

Level: 3

An Early Years Educator must know, understand and be able to:

1. Support and Promote Children's early education and development

- Understand the expected patterns of children's development from birth to 5 years, and have an understanding of further development from age 5 to 7.
- Understand the significance of attachment and how to promote it effectively.
- Understand a range of underpinning theories and philosophical approaches to how children learn and develop, and their influence on practice.
- Analyse and explain how children's learning and development can be affected by their stage of development and individual circumstances.
- Understand the importance of promoting diversity, equality and inclusion, fully reflecting cultural differences and family circumstances.
- Understand the importance to children's holistic development of:
 - speech, language and communication
 - personal, social and emotional development
 - physical development
- Understand systematic synthetic phonics in the teaching of reading, and a range of strategies for developing early literacy and mathematics.
- Understand the potential effects of, and how to prepare and support children through, transitions and significant events in their lives.
- Understand the current early education curriculum requirements.
- Promote equality of opportunity and anti-discriminatory practice.

2. Plan and provide effective care, teaching and learning that enables children to progress and prepares them for school

- Plan and lead activities, purposeful play opportunities and educational programmes which include the learning and development areas of current early education curriculum requirements.
- Ensure plans fully reflect the stage of development, individual needs and circumstances of children.
- Provide learning experiences, environments and opportunities appropriate to the age, stage and needs of individual and groups of children.
- Encourage children's participation, ensuring a balance between adult-led and child-initiated activities.
- Engage in effective strategies to develop and extend children's learning and thinking, including sustained shared thinking.
- Support and promote children's speech, language and communication development.
- Support children's group learning and socialisation.
- Model and promote positive behaviours expected of children.
- Support children to manage their own behaviour in relation to others.
- Understand when a child is in need of additional support.
- Plan and provide activities to meet additional needs, working in partnership with parents and/or carers and other professionals, where appropriate.

3. Make accurate and productive use of assessment

- Understand how to assess within the current early education curriculum framework using a range of assessment techniques.
- Carry out and record observational assessment accurately.
- Identify the needs, interests and stages of development of individual children.
- Make use of formative and summative assessment, tracking children's progress to plan next steps and shape learning opportunities.
- Discuss children's progress and plan next stages in their learning with the key person, colleagues, parents and/or carers.

4. Develop effective and informed practice

- Demonstrate a good command of the English language in spoken and written form.
- Explain the importance of continued professional development to improve own skills and early years practice.
- Engage in continuing professional development and reflective practice to improve own skills, practice, and subject knowledge (for example, in English, mathematics, music, history, or modern foreign languages).

5. Safeguard and promote the health, safety and welfare of children

- Know the legal requirements and guidance on health and safety, security, confidentiality of information, safeguarding and promoting the welfare of children. Identify and act upon own responsibilities in relation to health and safety, security, confidentiality of information, safeguarding and promoting the welfare of children.
- Plan and carry out physical care routines suitable to the age, stage and needs of the child.
- Understand why health and well-being is important for babies and children and promote healthy lifestyles.
- Understand how to respond to accidents and emergency situations.
- Demonstrate skills and knowledge for the prevention and control of infection.
- Carry out risk assessment and risk management in line with policies and procedures.
- Understand safeguarding policies and procedures, including child protection, recognise when a child is in danger or at risk of abuse, and know how to act to protect them.
- Maintain accurate and coherent records and reports and share information, only when appropriate, to ensure the needs of all children are met.

6. Work in partnership with the key person, colleagues, parents and/or carers or other professionals

- Work co-operatively with colleagues and other professionals to meet the needs of babies and children and enable them to progress.
- Work in partnership with parents and/or carers to help them recognise and value the significant contributions they make to the child's health, well-being, learning and development.
- Encourage parents and/or carers to take an active role in the child's play, learning and development.

In addition to the requirements of the Early Years Educator qualifications criteria as defined by the Department for Education Early Years Educators should be able to:

- Handle food safely;
- Respond appropriately to accidents and injuries; and
- Be able to facilitate good practice in the use of ICT in early years practice

Qualifications:

- Apprentices must successfully complete a Level 3 Early Years Educator qualification.
- Apprentices without a recognised Maths, English or ICT qualification at level 2, including functional skills, will be required to achieve this prior to taking their end point assessment.
- Level 2 Food hygiene certificate.
- Full 12 hour Paediatric First Aid certificate.
- Award in ICT in the Early Years.

Progression: On completion of the Early Years Educator apprenticeship there are opportunities to undertake higher level qualifications, including degree courses.