

Apprenticeship Course Guide for:



Early Years Educator – Apprenticeship Standards

Introduction

Early Years Educators, and other job roles such as nursery nurse and childminders, 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 work in a range of settings including full day care, children's centres, pre-schools, reception classes and as childminders.

They may either be working on their own or supervising others to deliver the Early Years Foundation Stage (EYFS) requirements set by Government for the learning, development and care of children from birth to 5 years old.

Qualifications breakdown:

To meet the required outcomes for this new, 2019 apprenticeship standards, apprentices must successfully **complete a Level 3 Early Years Educator qualification**.

Apprentices **without Level 2 English and maths will need to achieve this** level prior to taking their end point assessment. For those with an education, health and care plan or a legacy statement, the apprenticeships English and maths minimum requirements are Entry Level 3, and the British Sign Language qualification is an alternative to English qualifications for apprentices for whom this is their primary language.

Apprentices must **successfully complete the Level 3 Award in Paediatric First Aid** (RQF) or Level 3 Award in Emergency Paediatric First Aid (RQF) to meet the EYFS requirements.

Duration Typically 18 months

An Early Years Educator:

- Plans and supervises child initiated and adult led activities which are based around the needs and interests of each individual child
- Supports children to develop numeracy and language skills through games and play
- Has key person responsibility to help ensure each child feels safe and secure
- Observes each child and shapes their learning experience to reflect their observations
- Meets the care needs of the individual child such as feeding, changing nappies and administration of medicine
- Works in partnership with other colleagues, parents and/or carers or other professionals to meet the individual needs of each child

With additional experience, an Early Years Educator can become the manager of an early years setting. Individuals will undergo all the checks as per the EYFS requirements to ensure suitability to work with children.

During study of this new apprenticeship standard, you will be developing new **knowledge and understanding, skills** and developing **behaviours**.

This breakdown shows the areas within which you will develop

Behaviours:

These are the behaviours expected of all Early Years Educators carrying out their role:

- *Care and compassion* - provide the very best childcare to every child every day combined with the ability to professionally challenge poor practice. You will develop naturally occurring behaviours that ensure each child is provided with a safe environment and proper and appropriate care and supervision; and every reasonable precaution is taken to protect the child from a hazard likely to cause injury.
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- *Being team-focused* - work effectively with colleagues and other professionals and support the learning and development of others through mentoring and sharing of professional expertise and experience. Being team focussed allows you to trust in others and to be able to share concerns about children and colleagues who may require support to assist in their development. A great team demonstrate excellent professional values which are reflected in the high standards of care demonstrated within every part of the childcare setting.
 - *Honesty, trust and integrity* - develop trust by working in a confidential, ethical and empathetic manner with a common sense and professional attitude. Integrity is one of the fundamental values that employers seek in their employees. It is the hallmark of a person who demonstrates sound, moral and ethical principles at work. Integrity is the foundation on which co-workers build relationships, trust, and effective interpersonal relationships. A person who has integrity lives his or her values in relationships with colleagues, customers, and stakeholders. Honesty and trust are central to integrity. Acting with honour and truthfulness are also basic tenets in a person with integrity.
 - *Commitment to improving the outcomes for children through inspiration and child centred care and education.* Commitment is all about being loyal and caring about your team, the children in your care and improving the outcomes for children through inspiration and child centred care and education. In essence commitment is described as “the state or quality of being dedicated to a cause, activity etc.” Commitment doesn't usually occur at one moment. It grows within people over time.
 - *Work in a non- discriminatory way,* by being aware of differences and ensuring all children have equal access to opportunities to learn, develop and reach their potential. Working in a non-discriminatory way is demonstrated by being aware of differences and ensuring all children have equal access to opportunities to learn, develop and reach their potential. Non-discriminatory practice will form a large part of the ethos of your setting. Being able to support this by understanding and actively promoting equality, inclusion and diversity allows you and your colleagues to clearly demonstrate non-discriminatory and effective practice. Discrimination means treating a person or group less favourably than another person or group due to their circumstances or personal characteristics.
 - *Working practice take into account fundamental British values* including democracy, the rule of the law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs. Teaching children and colleagues about British Values including democracy, the rule of the law, individual liberty and mutual respect and

tolerance of those with different faiths and beliefs is obligatory and looked on as good practice.

Knowledge and understanding:

Within this area of your professional development, you will begin to understand all the areas associated with childcare. These examples will inform about the following

- *patterns of children's development from birth to 5 years* and have an understanding of further development from age 5 to 7.
- *the significance of attachment and how to promote it effectively.* Children thrive from a base of loving and secure relationships. This is normally provided by a child's parents, but it can also be provided by a key person. A key person is a named member of staff with responsibilities for a small group of children who helps those children in the group feel safe and cared for.
- theories and philosophical approaches to how children learn and develop. Childcare and child development is an exacting science and has benefitted from some of the world's most eminent theorists researching all areas of development. You will begin to study the following theorists and theories, Sigmund Freud, Erik Erikson, Jean Piaget, Albert Bandura and many more
- how children's learning and development can be affected by their stage of development. Children are and can be vulnerable to changes in their lives. This topic looks in depth at understanding how transitions and significant events affect children's lives
- individual circumstances such as moving school, birth of a sibling, family breakdown and adoption and care
- the importance to children's holistic development of: - speech, language and communication. "Holistic" simply means covering all areas of development at the same rate to allow children to experience balanced development.
- the importance of promoting diversity, equality and inclusion. As a qualified childcare practitioner, a very important part of your job role and professional development is to clearly understand the meanings of diversity, equality and inclusion. Developing this knowledge will enable you to implement each area and promote good practice throughout your childcare setting.
- systematic synthetic phonics in the teaching of reading. As a qualified childcare practitioner an extremely important and significant part of your role lies within the diploma's title "Educator" it is your professional duty to ensure that each and every child within your care is provided with access to learning and this must be of the highest standards.
- safeguarding policies and procedures, including child protection, recognise when a child is in danger or at risk of abuse. Learning your childcare settings policies and procedures in relation to safeguarding children in your care.



Skills – the ability to

Here are but a few of the areas of professional development that will allow you to act on the knowledge, understanding and new skill sets study of these standards will provide you with. You will be able to:

- promote equality of opportunity and anti-discriminatory practice.
- plan and lead activities, purposeful play opportunities and educational programmes. This allows you to work closely with children to find out about them as individuals, what they like and dislike and what activities they may wish to take part in
- provide learning experiences, environments and opportunities
- encourage children's participation, ensuring a balance between adult-led and child-initiated activities.
- support children's group learning and socialisation.
- identify the needs, interests and stages of development of individual children.
- carry out and record observational assessment accurately. Progress can only be measured through observation of development in each individual child. In doing this, you will be part of a professional team working towards the delivery of the early Years Foundation Stage curriculum (EYFS)
- make use of formative and summative assessment, tracking children's progress to plan next steps and shape learning opportunities.
- plan and carry out physical care routines suitable to the age, stage and needs of the child.
- carry out risk assessment and risk management in line with policies and procedures.
- work co-operatively with colleagues and other professionals to meet the needs of babies and children and enable them to progress.



These are just a few of the many areas of your professional development. You will be paid whilst you learn. You will be fully supported by one of our very highly qualified and highly skilled teaching and Learning Coordinators and you will be provided with unique access to your individual E-portfolio and bespoke resources.

Contact us now for full details, or visit the apprenticeship vacancies on our website