



Person Specification
Pre-school Practitioner & Assistants

Category	Essential	Desirable
Qualifications/ Professional Development	<ul style="list-style-type: none"> • Minimum of a relevant and recognised Level 2 qualification (or currently working towards a L2 qualification) • Evidence of ongoing personal development training 	<ul style="list-style-type: none"> • Level 3 qualification • Desire to continue with professional development • Recent Paediatric First Aid certificate • Basic Food Hygiene
Experience	<ul style="list-style-type: none"> • Experience in working with children for a minimum of 12 months • Experience of working in an early years setting • Experience of implementation of EYFS • Experience of working in partnership with parents and/or other professionals 	<ul style="list-style-type: none"> • Two years successful experience working in a pre-school/nursery setting • Experience of leading a new initiative in a setting • Evidence of positive feedback from parents
General and Special Knowledge	<ul style="list-style-type: none"> • Knowledge of legislation relevant to Early Years such as EYFS, SEND, Safeguarding, Childcare Act 2006 • Knowledge of Child Development and children's needs • Ability to work with parents/carers/families to encourage partnership working 	<ul style="list-style-type: none"> • A specific area of strength/interest in a curriculum area with evidence of impact
Skills, Qualities & Abilities	<ul style="list-style-type: none"> • Passionate, committed and highly motivated • High expectations of children's growth and development • Ability to build and maintain good relationships and communicate well with both children and adults • Empathy with children • Stamina, flexibility and resilience • Ability to write legibly • Excellent record of attendance and punctuality • Smart appearance • Open-minded, self-evaluative and adaptable to changing circumstances and new ideas 	<ul style="list-style-type: none"> • Ability to organise work, prioritise tasks, make decisions and manage time effectively • To contribute eagerly to all aspects of school life • Possess a level of general computer literacy with a range of IT skills • Good organisational skills • Ability to demonstrate creative abilities

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Any Additional Factors	<ul style="list-style-type: none"> • Understanding of Equal Opportunities • Awareness of Health & Safety and practical hygiene issues • Ability, flexibility and willingness to take on other responsibilities or duties as deemed necessary 	<ul style="list-style-type: none"> • Ability to understand and record risk within the setting
References	<ul style="list-style-type: none"> • Positive recommendation in professional references • Satisfactory health and attendance record 	<ul style="list-style-type: none"> • Professional references without reservations.
Safeguarding	<p>We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. The successful candidate will be required to obtain an enhanced disclosure via the Disclosure and Barring Service (DBS), where appropriate.</p>	