



# LONGACRE SCHOOL

## Early Years Practitioner Person Specification

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

|                               | <p><b>Essential</b></p> <p>These are qualities without which the applicant could not be appointed</p>                                                                                                                                                                                                                                                                                                      | <p><b>Desirable</b></p> <p>These are extra qualities which can be used to choose between applicants who meet all the essential criteria</p>                                                                                                                                                                                                                                                                              | <p><b>Method of Assessment</b></p>                                                                                |
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| <p><b>Qualifications:</b></p> | <p><i>The professional, technical or academic qualifications that the applicant <b>must have</b> to undertake the role or the training that they <b>must have</b> received.</i></p> <ul style="list-style-type: none"> <li>• Minimum NVQ Level 3 qualified or equivalent</li> </ul>                                                                                                                        | <p><i>The professional, technical or academic qualifications that the applicant <b>would ideally have</b> to undertake the role or the training that they <b>should ideally have</b> received.</i></p> <ul style="list-style-type: none"> <li>• In-service training relevant to the post</li> <li>• Paediatric first aid training</li> <li>• Any additional qualification e.g. Forest school, Elklan, Makaton</li> </ul> | <p>Production of the applicant's certificates</p>                                                                 |
| <p><b>Experience:</b></p>     | <p><i>The categories of work or organisations, types of achievements and activities that would be likely <b>to predict</b> the success in the role.</i></p> <ul style="list-style-type: none"> <li>• Experience of working children within the EYFS curriculum.</li> <li>• Providing and planning adult and child initiated learning opportunities/ activities for the children in the setting.</li> </ul> | <p><i>The categories of work or organisations, types of achievements and activities that would be likely <b>to contribute to</b> the success in the role.</i></p> <ul style="list-style-type: none"> <li>• Experience of working with children from birth to 5.</li> </ul>                                                                                                                                               | <p>Contents of the application form</p> <p>Interview</p> <p>Professional references</p>                           |
| <p><b>Knowledge:</b></p>      | <p><i>The knowledge <b>required</b> by the applicant to perform effectively in the role.</i></p> <ul style="list-style-type: none"> <li>• Knowledge of the EYFS Statutory framework</li> <li>• Knowledge of the EYFS curriculum</li> <li>• Knowledge of early childhood key developmental milestones.</li> </ul>                                                                                           | <p><i>The knowledge that would <b>enable</b> the applicant to perform effectively in the role.</i></p> <ul style="list-style-type: none"> <li>• Knowledge and experience of various pedagogies (Montessori, Reggio etc ICT Literate</li> <li>• Familiarity with needs of young children and their parents</li> </ul>                                                                                                     | <p>Contents of the application form</p> <p>Interview</p> <p>Professional references</p> <p>Lesson Observation</p> |

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| <p><b>Skill, Personal competencies and qualities:</b></p> | <p><i>The personal qualities <b>required</b> by the applicant to perform effectively in the role and to ensure that the applicant safeguards and promotes the welfare of children and young people.</i></p> <ul style="list-style-type: none"> <li>• Enthusiasm and passion for early years.</li> <li>• Motivation to work with children and young people.</li> <li>• Ability to form and maintain appropriate relationships and personal boundaries with children and young people.</li> <li>• Positive attitude in use of authority and maintaining discipline.</li> <li>• Adaptable and versatile</li> <li>• Good rapport with appropriate age range.</li> <li>• Become involved with the all aspects of wider school life.</li> <li>• Good communicator</li> <li>• Adaptable</li> <li>• Excellent organisational skills</li> <li>• Team player</li> <li>• Well presented</li> </ul> | <p><i>The personal qualities that would assist the applicant to perform effectively in the role.</i></p> <ul style="list-style-type: none"> <li>• Being comfortable and willing to be a performer of nursery rhymes, stories and create a fun stimulating environment.</li> <li>• ICT Skills</li> <li>• Flair and creativity</li> <li>• Good sense of humour</li> <li>•</li> </ul> | <p>Contents of the application form</p> <p>Interview</p> <p>Professional references</p> |
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