**Sample Person Specification – Early Years Practitioner**

**E=Essential D=Desirable**

|  |  |  |
| --- | --- | --- |
| **Education and training** | * Full and relevant early years Level 3 qualification/willingness to work towards
 | E |
| * Qualified to degree level or working towards this qualification
 | D |
| * First Aid (12 hour Paediatric) training
 | D |
| * Health and Safety training
 | D |
| * Safeguarding training
 | E |
| * Equal opportunities training
 | D |
| **Relevant experience and knowledge** | * Experience, knowledge and understanding of the Early Years Foundation Stage Framework
 | E |
| * Complete knowledge and understanding of child protection and safeguarding procedures
 | E |
| **Competencies** | * Ability to communicate effectively, verbally and in writing
 | E |
| * Ability to work effectively with parents and partners
 | E |
| * Ability to work in a busy, demanding environment
 | E |
| * Ability to model and promote safe working practice
 | E |
| **Personal qualities and social skills** | * Enthusiasm in providing the highest quality care and education
 | E |
| * Demonstrate high standards of safe working practice
 | E |
| * Ability to develop and maintain effective working relationships with colleagues, parents and outside agencies
 | E |
| * Ability to maintain emotional resilience in working with challenging behaviour
 | E |
| * Demonstrate respect for appropriate boundaries and authority
 | E |
| **General** | * To keep abreast of all childcare legislation
 | E |
| * Demonstrate an understanding and commitment to equal opportunities
 | E |
| * Ability to maintain confidentiality at all times
 | E |
| * Maintain a clear enhanced DBS check
 | E |