



## Summercroft Primary – An Academy School

### Person Specification – Early Years Practitioner

Below is the list of essential and desirable attributes that our successful candidate will have demonstrated. All attributes coded with A should be referenced as part of the application process and will be exemplified further at interview (I) and through tasks at interview (T). References (R) will be called ahead of the interview days and referees will be asked to comment on these areas.

Person Specification	Requirement	Source of Evidence
<b>Qualifications and Training</b>		
Level 3 in childcare or other equivalent qualification	Essential	A
Minimum GCSE in English and Maths at grade C or equivalent	Essential	A
Evidence of recent further professional development	Desirable	A
Current 12 hour Paediatric First Aid certificate	Desirable	A
Experience in an Early Years setting: 2 years	Desirable	A, R
<b>Personal Skills and Qualities</b>		
A passion for learning and enhancing children's life chances	Essential	A, I, R
Genuine care and respect for young children and their families	Essential	A, I, R
Well-developed inter-personal skills and the ability to develop and maintain good relationships with staff, parents/carers, children and students	Essential	I, R
Ability to work effectively within a team	Essential	A, I
Able to deal with sensitive issues in a professional manner	Essential	A, I, R, T
Be adaptable to changing circumstances in a positive and creative manner	Essential	A, I, R
Ability to communicate effectively, both verbally and written, with members of the team, parents/carers and outside agencies	Essential	A
Personal and professional integrity	Essential	A, I, R
Good organisational skills	Essential	A
Energy and enthusiasm	Essential	I, R
<b>Experience</b>		
Experience of providing high quality education and care to young children	Essential	A, I, R
A commitment to quality Early Years practice	Essential	A, I, R
Previous experience of working with 3 - 5 year olds	Essential	A, I, R
Experience in covering a class for PPA (Nursery & Reception)	Desirable	A, I, R
<b>Professional Knowledge and Skills</b>		
A good knowledge and understanding of the Early Years Foundation Stage Framework and Statutory guidance	Essential	A, I
Ability to plan for children's learning and development	Essential	A, I
A clear knowledge and understanding of child development and how children learn through play	Essential	A, I
A knowledge of assessment in the Early Years	Essential	A, I
A knowledge of child development and the ability to respect, recognise and respond to the individuality of children	Essential	A, I
High expectations for children and themselves	Essential	A, I
A commitment to inclusion of all children and families	Essential	A, I
A commitment to involving parents and carers in their children's learning	Essential	A, I
Knowledge of health, safety and hygiene practices and requirements	Desirable	A, I
<b>Suitability to Work With Children</b>		
Up to date knowledge of relevant legislation and guidance in relation to working with, and the protection of, children and young people	Essential	A, I
Display commitment to the protection and safeguarding of children and young people	Essential	A, I