

ELSTON HALL LEARNING TRUST

Person Specification – Early Years Childcare Practitioner

	Essential	Desirable	Tested by
Experience	<ul style="list-style-type: none"> • Practical experience of working with children • A standard of written and spoken English that supports pupils' learning • Experience of using own initiative 	<ul style="list-style-type: none"> • Experience of working with Early Years • Experience of working with children one to one 	<ul style="list-style-type: none"> • Application Form • Interview
Education and Qualifications	<ul style="list-style-type: none"> • GCSE English and Maths A – C or equivalent • Good standard of general education • Early Years qualification equivalent to NVQ Level 2 (<i>this requirement may be waived in special circumstances for temporary posts</i>) 	<ul style="list-style-type: none"> • Higher Level Qualification • Basic Food Hygiene • Paediatric First Aid 	<ul style="list-style-type: none"> • Application Form • Interview
Skills and Abilities	<ul style="list-style-type: none"> • Ability to ensure the safety and welfare of young children • Ability to be flexible to the needs of children • Able to participate in the planning of appropriate experiences and provide a caring and stimulating environment for young children • Effective communication, interpersonal and organisational skills • Willingness to take part in activities, trips and visits • Ability to use ICT/internet/email to store and retrieve data • Awareness of confidentiality • Ability to manage time effectively 	<ul style="list-style-type: none"> • Experience in delivering first aid, medication, personal/intimate care, physical intervention/behaviour management strategies 	<ul style="list-style-type: none"> • Application form • Interview • References
Motivation and Personality	<ul style="list-style-type: none"> • Have a happy outlook • Ability to remain calm when in potentially stressful situations • People skills which enable you to get on with both children and adults • Willingness to take part in appropriate training and personal/professional development • Self-motivated and organised 		<ul style="list-style-type: none"> • Application form • Interview
Other Factors	<ul style="list-style-type: none"> • Eligibility to live and work in the United Kingdom • Suitability to work with children 		<ul style="list-style-type: none"> • Interview • Required documentation for Eligibility

	<ul style="list-style-type: none">• A commitment to promoting equal opportunities and meeting individual needs• Commitment to safeguarding and equality and an understanding of child protection issues• Willing to react flexibly to new or unexpected situations		<ul style="list-style-type: none">• DBS and Barred List checks
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