



Person Specification

JOB TITLE:	Early Language Lead (ELL)
DATE:	October 2026
STATUS:	Final

Criteria	Essential/ Desirable	Application	Tasks	Interview	Vetting Checks
Knowledge and qualifications					
1. Level 6 qualification.	E	✓			✓
2. Level 3 qualification in speech, language and communication	D	✓			✓
3. Understands the importance of evidence-informed practice and is able to identify evidence -informed approaches, training and resources.	E	✓		✓	
4. Extensive knowledge of the key areas of early language learning and able to communicate these clearly and confidently to educators and settings, while modelling a positive attitude to early language.	E	✓		✓	
5. Enthusiastic to learn more about early language practice and reducing inequalities in early outcomes.	E	✓		✓	
6. Demonstrates a commitment to inclusive practice and reducing inequalities in early outcomes.	E	✓		✓	
7. Understands the safeguarding requirements within the Early Years Foundation Stage (EYFS) statutory framework.	E	✓		✓	
8. Completed some professional development in early childhood language such as:	E	✓		✓	✓

the Early Years Professional Development Programme (EYPDP) early language module.					
the Early Years Child Development Training (EYCDT) early language module.					
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9. Experience of working with children aged between 0 to 4 years old in an early childhood education context.	E	✓		✓	
10. Experience working in, or with, a range of different childcare provider types (i.e. PVI's, childminders, school-based settings).	E	✓		✓	
11. Experience of leading professional development in early language.	E	✓		✓	
12. Experience of mentoring others or using a coaching model of support, demonstrating the ability to build and nurture professional relationships.	E	✓	✓	✓	
13. Experience of developing and implementing a delivery plan which addresses the specific needs of early years settings and staff with input from key stakeholders including local authorities across multiple areas.	E	✓	✓	✓	
14. Experience of working collaboratively with multi-agency teams and/or local authority services.	E	✓	✓	✓	
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15. Ability to safeguard and promote the welfare of children.	E	✓		✓	
16. Able to work well with a team of other staff, communicating accurately both verbally and written.	E	✓		✓	
17. Excellent communication and interpersonal skills, with the ability to build trust and credibility beyond their setting.	E	✓	✓	✓	
18. Able to deliver the key programme content with rigour whilst being responsive and sensitive to educators' needs and prior experiences	E	✓		✓	
19. Aspirational to support the improvement/facilitate the development of the quality of early language practice	E	✓		✓	
20. Open to reflecting on their practice as an Early Years Learning Lead.					

21. Ability to provide bespoke support to early years settings, tailoring approach to meet the unique needs of each context	E	✓		✓	
22. A self-starter, able to work independently, make strategic decisions, proactively generate work, and collaborate effectively as part of a team	E	✓		✓	
					
23. No disclosure about criminal convictions, barring or misconduct that is considered to make the candidate unsuitable for this particular role.	E	✓			✓
24. No concerns about medical fitness or attendance that is considered to make the candidate unsuitable for this particular role.	E				✓
25. Embraces and displays the NEAT values: aspirational, collaborative, inclusive, innovative, has integrity, responsible.	E	✓	✓	✓	