

Person Specification



Solihull
METROPOLITAN
BOROUGH COUNCIL

This authority has a responsibility for, and is committed to, safeguarding and promoting the welfare of children, young people and vulnerable adults, and requires all staff and volunteers to share this commitment.

Post Title	Early Years Practitioner	Post No	
Division	Schools		
Salary Band/Range	Band C		
Responsible to:	Nursery Teacher and Assistant Head Teacher (Early Years)		
	Essential Criteria	Desirable Criteria	Measured By
Education & Qualifications	<ul style="list-style-type: none"> • NVQ Level 3 or equivalent in a relevant qualification • Paediatric First Aid qualification or willingness to achieve as soon as possible. • Recent Safeguarding training. 	Level 4+ or above equivalent childcare qualification Equal opportunities training. Food handling	Application form, interview and reference.
Skills & Abilities	<p>Skilled in verbal and written communication with a wide range of people e.g. children, parents, staff and external agencies</p> <p>Able to build effective relationships with children and their parents/carers</p> <p>Able to understand and meet generic and specific needs of children including those with SEND</p> <p>Ability to provide and facilitate safe and creative play.</p> <p>Understanding the need to ensure the health, safety and welfare of children and staff</p> <p>Able to adapt activities to suit needs of children of different ages and abilities.</p> <p>Good organisation skills and the ability to work independently and manage own time effectively.</p> <p>Ability to create and maintain systems for child care records.</p> <p>IT literate and the ability to use ICT as a tool for teaching and learning.</p>		Application form, interview and reference.

Experience & Knowledge	<p>Experience of working in an Early Years setting</p> <p>Understanding of child development through play and learning and having experience of working with young children.</p> <p>Experienced in working with children with SEND needs.</p> <p>Knowledge and experience of Early Years curriculum. Knowledge and understanding of the EYFS Framework and the importance of play and good quality childcare.</p> <p>Knowledge and understanding of child development.</p> <p>Awareness of safeguarding and child protection issues.</p>	<p>Experience of working with children in KS1 and/ or KS2.</p> <p>Relevant Health and Safety experience.</p> <p>Experience of engaging in effective systems for planning, recording, monitoring and evaluating.</p>	Application form, interview and reference.
Core Qualities	<p>Personal Effectiveness: makes things happen; operates with resilience, initiative, flexibility and integrity.</p> <p>Communication: shares and listens to information, opinions and ideas, using a range of effective approaches.</p> <p>Self-Awareness: learns continuously and effectively adapts behaviour in response to feedback. A commitment to own continuous professional development.</p>		Application form, interview and reference.
Other Requirements	<ul style="list-style-type: none"> • Commitment to: <ul style="list-style-type: none"> ◦ Equal opportunities ◦ Safeguarding of children ◦ High quality childcare provision ◦ Being reliable and professional. 		Application form, interview and reference.