



Person Specification

EYFS Practitioner

Criteria	Essential	Desirable
Qualifications	Level 3 qualification in Early Years/Childcare	
	GCSE (or equivalent) in English and Maths	Outdoor First Aid qualification
Knowledge & Understanding	Understanding of EYFS framework (especially for 3-year-olds)	
	Understanding of child development (early years and primary age)	Knowledge of SEND and SEMH needs
	Awareness of safeguarding procedures	Understanding of therapeutic or nurture approaches
	Understanding of trauma-informed practice and its impact on behaviour	Further training in trauma-informed or attachment-based approaches
Experience	Understanding of EDI	PFA or FAW through accredited First Aid training provider
	Experience working with young children (age 3+)	Experience supporting pupils with SEND
	Experience working positively as part of a team in an educational setting	Experience supporting children with SEMH or behavioural needs
	Experience of planning and assessing	Experience working with multi-disciplinary teams
Skills	Strong communication skills with children and adults	Ability to lead small group activities outdoors
	Ability to build positive relationships with children	Skills in conflict resolution and restorative practices
	Ability to work effectively as part of a team	Ability to mentor or support less experienced staff
	Behaviour management skills using a calm, consistent approach	Knowledge of de-escalation strategies

	Ability to adapt activities to meet individual needs	Creative outdoor activity planning skills
Personal Qualities	Patient, nurturing, and empathetic approach	Passion for outdoor education and sustainability
	Resilient and calm under pressure	Enthusiastic about professional development
	Commitment to trauma-informed and inclusive practice	Initiative in developing outdoor provision
	Willingness to work outdoors in all weather	
	Reliable, organised, and flexible	