



# Personal Specification

## Level 6 Early Years Practitioner

Personal Skills Characteristics	Essential	Desirable	Application	References	Interview
<b>1. Physical Aspects</b>					
• Smart appearance	X				X
• Presence/confidence	X		X		X
• Good tone/modulation of voice	X				X
• Good health record	X			X	X
• Good sickness/attendance record	X			X	X
<b>2. Qualifications and Training</b>					
• Level 6 Qualification	X		X		
• Evidence of continuing professional development	X		X		
• Good knowledge of current legislation and practice in early education	X		X		
• Food Hygiene training		X	X		X
• Paediatric first aid training		X	X		X
• Other professional qualification		X	X		
<b>3. Professional Experience</b>					
• An outstanding classroom practitioner	X		X	X	X
• Must be able to plan lessons effectively for all the pupils in a class	X			X	
• Good understanding of the EYFS curriculum and use this to ensure that all children make good levels of progress	X			X	X
• Innovative		X	X		X
• Clear child-centered philosophy	X		X		
• Clear educational vision	X		X		
• Passionate about the Early Years	X		X		X
• Positive approach to behaviour	X		X		X
• Assessment for learning strategies in Early Years	X				X
• Must be able to keep records of pupil progress in line with school policy	X		X		
• Must be able to use assessments of pupils learning to inform future planning	X		X		
• High expectations	X				X
• Clear understanding of setting up an outstanding classroom environment	X		X		X
• Promote good relationships and effectively communicate with all stakeholders, including parents	X		X		
• Ability to plan and work collaboratively with colleagues	X		X	X	
<b>4. General Abilities</b>					
• Professionally articulate	X		X		X
• Clear oral communication	X				X
• Good written communication		X	X		X
• Positive, decisive		X		X	X
• Considered judgement		X			X

<b>5. Aptitude</b>					
• Good organisational skills	X		X	X	X
• High interpersonal skills	X			X	
• Willingness to share expertise, skills and knowledge and ability to encourage others to follow suit	X		X	X	
• To practice equal opportunities in all aspects of the role and around the work place in line with policy	X			X	
• To maintain a personal commitment to professional development	X		X	X	
• Good self discipline	X		X	X	
• High regard for children	X				X
• Highly motivated	X		X	X	X
• Friendly but firm					X
<b>6. Disposition</b>					
• Sense of humour	X				X
• Responsible/Mature	X			X	X
• Sensitive	X				X
• Determined/strength of character	X				X

This specification has been prepared in accordance with the requirements of the Council's Equal Opportunities in Employment Policy.

We undertake to make any 'reasonable adjustments' to a job or workplace to counteract any disadvantages a disabled person may have.