



Person Specification

EYFS Practitioner

&

Outdoor Learning Practitioner (SEMH)

Criteria	Essential	Desirable
Qualifications	Level 3 qualification in Early Years/Childcare	Forest School Level 2 or 3
	GCSE (or equivalent) in English and Maths	Outdoor First Aid qualification
	Food Hygiene and allergy awareness	PFA or FAW through accredited First Aid training provider
Knowledge & Understanding	Understanding of EYFS framework (especially for 3-year-olds)	Knowledge of forest school or outdoor learning pedagogy
	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
	Understanding of EDI	
Experience	Experience working with young children (age 3+)	Experience in outdoor education or forest school
	Experience working with children aged 4–11	Experience in alternative provision settings
	Experience supporting children with SEMH or behavioural needs	Experience supporting pupils with SEND
	Experience working positively as part of a team in an educational setting	Experience working with multi-disciplinary teams
	Experience of planning and assessing	

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	