

# Pickwick Academy Trust



## PERSON SPECIFICATION Pre School Leader

### Qualifications and Training

Criteria	E/D
Level 3 Early Years qualification recognised as full and relevant under EYFS requirements	E
GCSE English and Mathematics (Grade C/4 or above) or equivalent	E
Paediatric First Aid qualification or willingness to obtain	E
Safeguarding training appropriate to the role or willingness to undertake training	E
Additional qualifications relating to SEND, child development, speech and language, behaviour support or Early Years leadership	D

### Experience

Criteria	E/D
Recent experience of working within an Early Years setting	E
Experience of supporting children aged 2–5 years	E
Experience of implementing the EYFS framework	E
Experience of planning and delivering learning activities	E
Experience of building positive relationships with parents and carers	E
Experience of supporting children with additional needs and/or SEND	E
Experience of leading, supporting or mentoring other staff	D

### Knowledge and Understanding

Criteria	E/D
Good understanding of the EYFS framework and statutory requirements	E
Understanding of child development and how children learn	E
Knowledge of safeguarding and child protection procedures	E
Understanding of inclusive practice and SEND support	E
Awareness of health and safety and welfare requirements	E

### Skills and Abilities

Criteria	E/D
Ability to lead learning activities and small group sessions effectively	E
Ability to motivate, engage and support children	E
Ability to support and guide colleagues	E
Strong verbal and written communication skills	E
Ability to observe, assess and record progress accurately	E
Ability to organise resources and daily activities effectively	E
Ability to manage behaviour positively	E

### Personal Qualities

Criteria	E/D
Commitment to safeguarding and promoting welfare of children	E
Passion for Early Years education	E
Warm, nurturing and child-centred approach	E
Professional, reliable and trustworthy	E
Positive role model for children and colleagues	E
Commitment to equality, diversity and inclusion	E
Commitment to continuous professional development	E

If you are shortlisted for this position the interviewing panel will be asking you questions based on the job description and person specification in order to ascertain your suitability for the post. The interview panel will also explore issues relating to safeguarding and promoting the welfare of children including:

- Your motivation to work with children.
- Your ability to form and maintain appropriate relationships and personal boundaries with children.
- Emotional resistance in working with children with a range of difficulties.

We will also be seeking references before your interview; any relevant issues that are raised by your referee will be taken up during the interview.

At Pickwick Academy Trust we are committed to safeguarding children and promoting the welfare of children and young people and we require anyone joining our school to actively contribute to this commitment. All successful candidates will be subject to Disclosure and Barring Service (DBS) checks along with other relevant employment checks.