



PERSON SPECIFICATION
Early Years & Childcare Practitioner

Criteria	Qualities	Evidence
Qualifications and Training	Essential: <ul style="list-style-type: none"> Level 3 qualification in Childcare/Early Years or equivalent (essential) Paediatric First Aid Certificate (or willingness to achieve) Evidence of continuous professional development 	Application form
Experience	Essential: <ul style="list-style-type: none"> Experience working in an early years or preschool setting - including 2 year olds Experience working in an out of school setting Experience of planning and delivering EYFS curriculum activities Experience as a key person or similar responsibility (desirable) 	Letter of Application Interview
	Desirable: <ul style="list-style-type: none"> Experience working or volunteering in a school 	
Skills & knowledge	Essential: <ul style="list-style-type: none"> Good knowledge of EYFS statutory framework and safeguarding procedures Understanding of best practice in intimate care and maintaining children's dignity Knowledge of infection control and hygiene procedures in early years settings Ability to observe, assess, and record children's progress Strong organisational and time-management skills Effective communication and interpersonal skills with children, families, and colleagues Ability to manage behaviour in a positive and supportive way 	Letter of Application Interview

This Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Successful candidates will be subject to an enhanced DBS check and medical questionnaire.

Soke Education Trust is committed to creating a diverse workforce. We'll consider all qualified applicants for employment without regard to sex, race, religion, belief, sexual orientation, gender reassignment, pregnancy, maternity, age, disability, marriage or civil partnership.

	<p>Desirable</p> <ul style="list-style-type: none"> ● Knowledge of supporting children with SEND ● Understanding of different learning styles and approaches ● Use of school specific software 	
Personal Qualities	<p>Essential:</p> <ul style="list-style-type: none"> ● Passionate about supporting children’s learning and wellbeing ● Friendly, approachable, and professional manner ● Commitment to inclusion, equality, and promoting diversity ● Ability to work collaboratively as part of a team ● Flexibility to adapt to the needs of the setting 	References Interview

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Soke Education Trust is committed to safeguarding and promoting the welfare of children. All appointments will be subject to a satisfactory completion of safeguarding checks.