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| PERSON SPECIFICATION |
| **POST TITLE: Senior Early Years Practitioner** |
| DATE: November 2018  |

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| Post Title: Senior Early Years Practitioner |
| REQUIREMENT | ESSENTIAL | DESIRABLE |
| Education and Qualifications | * Early Years Professional Status equivalent to level 3.
* Evidence of Continued Professional Development.
* Evidence of a good level of IT competence.
 | * Food Handling and Hygiene course.
* Further training regarding therapeutic interventions with children.
* 12 Hour Paediatric First Aid course.
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| Experience | * Experience of Early Years SEN procedures and liaising with outside agencies and professions (such as Health Visitors and Speech and Language therapists.
* Evidence of substantial experience of working with children in Early Years settings.
* Evidence of working effectively and successfully in a team.
* Evidence of active listening and empathy when dealing with clients.
* Evidence of an understanding of issues relating to confidentiality and data protection.
* Experience of working, planning and monitoring focused groups and activities, underpinned by knowledge of children’s safety and welfare guidance,to meet targets and developing appropriate connections with relevant agencies to deliver a service.
 | * SENCO experience.
* Experience of partnership working to bring about mutually agreed and collaborative interventions.
* Evidence of experience of effective working with within a multi disciplinary team.
* Experience of outreach and home visiting.
* Experience of using accessible recording systems which track children’s progress (e.g.: Play Diaries, ACE).
* Experience of management/ supervision/co-ordination.
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| Skills & Knowledge | * + Evidence of ability to prioritise own workload to a work plan and to work proactively on own initiative.
	+ Evidence of the ability to present information clearly, assertively and accurately and using appropriate language – both in written and verbal format.
	+ Evidence of ability to work within child protection procedures.
	+ Evidence of ability to work within the principles and practice of inclusion within an equal opportunities framework.
 | * + An understanding of the Common Assessment Framework process.
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| Abilities | * Evidence of being trustworthy and organised and always on time for meetings;
* Evidence of being able to keep others informed of progress and respond in good time.
* Evidence of an ability to constructively contribute to team meetings and being willing to share useful information with others.
* Evidence of ability to ensure safe working practices for self and others including working with sensitive information.
 | * To value the importance of consulting with and receiving feedback from service users as an important vehicle to improve service delivery.
* Willingness to develop training materials and facilitate training sessions
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| Other requirements (E.g. Ability to work irregular hours or to drive) | * The post holder must have sufficient mobility to satisfy the demands of the job.
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