

PERSON SPECIFICATION

JOB TITLE: Pre-School Practitioner
GRADE:
PREPARED BY:

DEPARTMENT: Education
POST NO:
DATE: 2024

E = ESSENTIAL D = DESIRABLE		SOURCE OF EVIDENCE - APPLICATION = A TEST = T INTERVIEW = I	
	1. EXPERIENCE, direct work experience, other relevant experience.	W =	
E	Experience of working with children of pre-school age (including own children)		A/I
E	Experience of working with children in an educational or caring setting.		A/I
D	Working as part of a team.		A/I
			A/I
	2. KNOWLEDGE, without which the job cannot be done effectively.	W =	
E	A good understanding of the pre-school environment.		A/I/T
E	A good understanding of the safety and security needs of pre-school children.		A/I
			A/I
	3. SKILLS & ABILITIES, Essential/Capable of doing, Desirable/Able to train.	W =	
E	To have an empathy with the needs of pre-school children.		A/I
E	Ability to work as part of a team and use own initiative when appropriate.		A/I
E	Good interpersonal skills and an ability to communicate effectively with other staff, parents, governors and children.		A/I
E	Ability to offer a flexible approach to meet the operational demands of the organisation.		A/I
E	An interest and willingness to engage in further training and development.		A/I
			A/I
	4. QUALIFICATIONS, TRAINING & EDUCATION, also identify training to be given.	W =	
D	GCSE C or above in English and Maths (level 4 or above) or equivalent		A/I
D	A relevant Level 2 or above childcare qualification in Early Years		A/I
			A/I
	5. PERSONALITY, SOCIAL SKILLS, Relationships, thinking style, disposition.	W =	
			A/I
	6. OTHER FACTORS, Physical, Mobility, Availability, Conditions, etc.	W =	A/I
	CONTRA INDICATIONS, if any	W =	
			A/I