

PERSON SPECIFICATION

JOB TITLE: EARLY YEARS PRACTITIONER

REQUIREMENT	ESSENTIAL/ DESIRABLE
<p>1. Knowledge/Qualifications</p> <p>Knowledge and understanding of the development and learning needs of all young children</p> <p>The current government guidance for early years</p> <p>An NVQ III in Child Care or Equivalent</p> <p>IT skills</p> <p>Good communication and interpersonal skills</p> <p>Knowledge of safeguarding and promoting the welfare of children</p>	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Desirable</p> <p>Essential</p> <p>Essential</p>
<p>2. Experience</p> <p>Experience of working in an Early Years setting</p> <p>Positive experience of team work in an early year's organisation.</p> <p>Self-motivated and confident</p>	<p>Desirable</p> <p>Desirable</p> <p>Essential</p>
<p>3. Skills</p> <p>Ability to listen to and communicate effectively with children, young people and adults.</p> <p>Ability to communicate effectively with service users and other stakeholders.</p> <p>Ability to work as part of a team in a demanding environment</p> <p>Committed to child centred practice and working with parents</p>	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p>
<p>4. Circumstances/Health</p> <p>Staff will have to abide by Howgill's Smoking Policy which does not permit smoking at work.</p>	<p>Essential</p>

Full clean driving licence/own car or access to an operator of a car with a full clean driving licence.	Desirable
Flexible working pattern	Essential
5. Managing diversity	
Candidates must be able to recognise the unique potential that individuals from differing backgrounds, experiences and perspectives bring in line with Howgill's Equal Opportunities Policy.	Essential
6. Howgill Ethos and Values	
Candidates must be able to respect Howgill's ethos and work in accordance with Howgill's values	Essential