

Person Specification

Early Years Adviser – Inclusive Learning

Part A

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

Essential

- Qualified Teacher Status
- Excellent practitioner with secure knowledge of EYFS framework including curriculum, assessment, pedagogy, safeguarding issues and welfare requirements
- Knowledge of what constitutes good quality early years practice and a track record of supporting settings to improve
- Knowledge and understanding of the SEND Code of Practice
- Experience of monitoring, evaluating and developing early years provision
- Experience of working with providers of early years and childcare across the whole sector, including PVI, childcare and maintained nursery schools and settings
- Experience of developing systems to ensure effective transition between settings
- Experience of working with children with special educational needs and their parents, schools, social care and health services to support inclusion.
- Experience of providing advice and support to schools, families and others in relation to provision for early years children including children with SEND
- Experience of delivering training to support inclusion and SEND provision within the early years sector
- Knowledge of the role of Ofsted in relation to early years with a focus on inclusion and SEND
- Ability to analyse assessment data to identify strengths and weaknesses and adapt practice accordingly
- Ability to establish and maintain effective professional relationships with stakeholders, including the ability to navigate those relationships through challenging times
- Ability to offer professional challenge as well as support
- Demonstrate effective and clear communication skills, across sectors and levels within an organisation
- Ability to use own initiative with willingness and commitment to professional development of themselves and the service
- Commitment to equality and diversity

Desirable

- Strong knowledge of communication and speech & language development in children
- Experience of working with children with complex needs
- National Award for Special Educational Needs Coordination
- Experience of delivering network training across a group of schools to support the improvement of provision

- Experience of evaluating the effectiveness of Early Years Provision in a variety of settings
- Able to demonstrate sensitivity to the nature of the different settings

Part B

The following criteria will be further explored at the interview stage:

- Excellent communication skills
- Ability to deal with challenging situations
- Flexible approach to work
- Ability to forge positive relationships

Additional Requirements

DBS clearance