HYLTON RED HOUSE NURSERY SCHOOL PERSON SPECIFICATION Early Years Practitioner: Inclusion Lead					
Factor		**Essential**		**Desirable**	**Evidence**
1.	**Skills, Knowledge and Aptitudes**	i.	Ability to formulate, design and adapt programmes and activities to meet the differing needs of pupils and pupil groups.	i. Ability to assess the needs of individual pupils and pupil groups and translate identified needs into appropriate development plans and programmes.	AF / I / T / R
		ii.	Ability to adapt approaches, activities and the learning environment to promote children's participation, independence and development.	ii. Ability to monitor, review and quality assure programmes and activities, identifying and implementing improvements where required.	AF / I / T / R
		iii.	Knowledge of approaches to pupil development, learning and support relevant to the specialist area.	iii. Ability to share knowledge, model effective practice and support colleagues in developing their understanding of inclusion.	AF / I / R
		iv.	Knowledge of relevant approaches to assessment, programme planning, monitoring and evaluation.	iv. Knowledge of national and local reforms and initiatives relating to inclusion.	AF / I / R
		v.	Knowledge and understanding of inclusive practice and the needs of vulnerable children, including children with SEND.	iv. Ability to formulate individual SMART targets, create Support Plans and develop intervention programmes for individual children.	AF / I / T / R
		vi.	Good understanding of child development and the factors that can affect children's learning, development and wellbeing.		AF / I / R
		vii.	Understanding of safeguarding responsibilities and the importance of promoting children's health, safety and wellbeing.		AF / I / T / R
		viii.	Ability to maintain accurate records, contribute to support plans and communicate information effectively.		AF / I / T / R
		viiii.	Ability to organise and prioritise workload effectively, balancing Key Person responsibilities with the planning, delivery and review of inclusion-focused activities.		AF / I / R
2.	**Qualifications and Training**	i.	***A DfE approved 'full and relevant'* Level 3+** qualification in early years and childcare (eg Early Years Educator / NNEB) (as identified on https://www.gov.uk/guidance/early-years-qualifications-finder)	i. ***A DfE approved 'full and relevant'*** Level 4+ qualification	AF / I / C / R
		ii.	Level 2 qualification in English (Grade C at GCSE / 4+)	ii. Level 2 qualification in Maths (Grade C at GCSE / 4+)	AF / I / C / R
		iii.	Willingness and commitment to undertake further training as required, including further qualifications Level 3 and above		AF / I / C / R

3.	**Experience**		i. Experience of acting as a Key Person in an early years setting, building positive relationships with children and their families.		AF / I / R
			ii. Experience of supporting children with a range of needs, including children who may experience barriers to learning and development.		AF / I / T / R
			iii. Experience of observing, assessing and monitoring children's development and using this information to inform practice.		AF / I / T / R
			iv. Experience of working collaboratively with colleagues and parents/carers to support children's individual needs.		AF / I / R
4.	**Disposition**		i. Effective communication and interpersonal skills, including the ability to communicate sensitively in challenging or complex circumstances.		AF / I / T / R
			ii. Ability to demonstrate high personal and professional standards		AF / I / T / R
			iii. Demonstrates flexibility and willingness to attend occasional meetings / training sessions and meetings outside normal working hours, where reasonably required by the needs of the role.		AF / I / T / R
			iv. Demonstrates empathy, patience, resilience and a non-judgemental approach when working with children and families experiencing challenging circumstances.		AF / I / R
			v. Demonstrates a positive, enthusiastic and solution-focused approach, working collaboratively with others, showing initiative and contributing positively to the team and wider nursery environment.		AF / I / R
5.	**Equality**		i. Ability to demonstrate awareness and understanding of equal opportunities and of other people's behaviour, physical, social and welfare needs.		I / R
			ii. Ability to create and maintain a working environment which values the individual, challenges discrimination and respects confidentiality		I / R

AF = Application Form I = Interview T = Task / Practical Activity C = Certificates / Qualifications R = References