

## Person specification

### **Knowledge**

- A level 3 qualification and a willingness to achieve EYPS.
- Knowledge and understanding of planning and providing high quality childcare and education in line with the Early Years Foundation Stage framework.
- Knowledge and understanding of Health and Safety management.
- Knowledge and understanding of supporting children's behaviour
- Awareness and understanding and commitment to diversity and equality.

### **Skills**

- An enthusiastic approach to working with early years children
- Demonstrate good practice in early years care and education
- Flexibility
- Committed to working as part of a team.
- Good interaction with children.
- Ability to model good practice to staff.
- Provide evidence of ability to manage, lead and support a team.
- Ability to work in partnership with parents and carers.
- Effective time management and organisational skills.
- Provide evidence of child protection, equal opportunities, first aid and food hygiene training.
- Demonstrate good inter-personal skills including the ability to use judgement and common sense, and be able to work on own initiative.

### **Experience**

- Experience of working in childcare setting and some leadership experience within a day care setting
- Have experience of working and caring with babies.
- Experience of working in consultation with staff in planning, developing, monitoring and evaluating curriculum and frameworks.

### **Emotional awareness**

- Aware of the range of emotions in self and others
- Shows concern for others
- Listens to and understands other people's feelings

- Encourages others to express themselves openly
- Is sensitive and tries to tackle the cause of a problem
- Listens to personal comments without becoming defensive
- In highly stressful situation, can keep own feelings in check, take constructive action and calm others down
- Has a range of mechanisms for dealing with stress, can recognise when to use them and does so
- Shows respect for others feelings, views and circumstances

### **Working within professional boundaries**

- Accepts responsibility and accountability for own work and can define the responsibilities of others
- Recognises the limits of own authority within the role
- Seeks and uses professional support appropriately
- Understands the principle of confidentiality
- Shows professional curiosity

### **Self-awareness**

- Has a balanced understanding of self and others
- Has a realistic knowledge of personal strengths and weaknesses
- Can work flexibly
- Shows a realistic appreciation of the challenges of working with children
- Ability to safeguard and promote the welfare of children
- Understands the importance of safeguarding and protects all children whatever their personal circumstances
- Can show an ability to contribute towards a safe environment
- Is up to date with eh law and current events
- Can show they have followed 'best practice;' guidelines'
- Shows a personal commitment to safeguarding children

\*Alpha Nurseries Group is committed to safeguarding and promoting the welfare of children and young people and expects all staff, volunteers and students to share this commitment.\*

