

PERSON SPECIFICATION

Post: EARLY YEARS PRACTITIONER, PRISONS SUPPORT POST

This specification will assist prospective candidates to assess their suitability for the post. The attributes are categorised as **essential**: those without which the job could not be performed adequately; and **desirable**: those which, although not essential, would enhance job performance.

Attributes	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> Qualifications consistent with those required to register as a Practitioner with SSSC (e.g. Early Education and Childcare or SVQ Level 3 Children's Care, Learning and Development) Full current driving licence Own transport insured for business usage 	<ul style="list-style-type: none"> Qualified to deliver baby massage Current Food Hygiene certificate Paediatric First Aid certificate
Experience	<ul style="list-style-type: none"> Providing quality early learning and development opportunities for young children and a willingness to promote this in prison settings 	<ul style="list-style-type: none"> Developing and facilitating participative play and learning sessions involving children and their families Working with young children and their parents together
Knowledge and Understanding	<ul style="list-style-type: none"> Professional attitude towards service users, colleagues, other professionals and external contacts How children learn and develop from birth Attachment theory 	<ul style="list-style-type: none"> Communication processes and overcoming barriers Up to date with current sector documents (e.g. National Care Standards, GIRFEC, How Good is Our Early Learning & Childcare)
Skills and Capabilities	<ul style="list-style-type: none"> Building effective relationships Providing excellent written reports in relation to work carried out Effective communication Effective organisation and prioritising of work 	<ul style="list-style-type: none"> Relevant IT skills Ability to effectively monitor and assess own performance Working on own initiative and also as part of a team
Values and Personal Commitment	<ul style="list-style-type: none"> Value and respect the contributions of others Value constructive feedback Show commitment to achieving high standards and objectives Demonstrate flexibility, initiative and self-reliance Respect confidentiality Understand and value fairness, diversity, social inclusion and anti-discriminatory practice 	<ul style="list-style-type: none"> Demonstrate a commitment to reflection, self-evaluation and self-development as a means of enhancing working practice and broadening expertise Demonstrate responsibility for own professional learning and development