



Department  
for Education



Bristol & Beyond  
Stronger Practice Hub

# **Expression of interest: Personal, Social and Emotional Development (PSED) Lead**

## **For the Bristol & Beyond Stronger Practice Hub**

**Deadline for applications: 9am on 17<sup>th</sup>  
June**

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## Context

Every child deserves the best start in life. The earliest years shape future learning, wellbeing, and success. Through the Best Start in Life strategy, the Department for Education (DfE) is driving higher standards and strengthening the improvement system so that every child can thrive.

To support delivery of commitments made in the Best Start in Life strategy, DfE will be introducing Early Years Learning Leads (EYLL) for personal, social and emotional development (PSED), early language and early maths in each of the Early Years Stronger Practice Hubs (EYSPH) to provide support and training to early years educators. EYLL will be based in EYSPH and will be responsible for:

- Improving outcomes for children by:
  - strengthening PSED, early maths and early language provision across early years settings by delivering high-quality Stronger Practice continuous professional development (CPD).
  - providing targeted subject specific support to early years settings to strengthen practice in PSED, early maths and early language.
- Actively engaging with subject-specific professional development and networks to deepen expertise, share good practice, and support high-quality delivery across the EYSPH area.

### **This document relates to EYLLs for PSED ONLY.**

EYSPH help early years settings to adopt evidence-informed practice and build trusted networks for sharing effective practice. There are 18 Stronger Practice Hubs in England - 2 per region. The Best Start in Life strategy committed to doubling the number of hubs to 36.

The hubs are strong providers of early years education with sound expertise and knowledge of the evidence base on what works to support child outcomes – trusted local experts that other early years providers can look to for advice and support.

For more information about EYSPH please visit [Sharing evidence-informed best practice to support early years education and childcare | Stronger Practice Hubs](#)

## Opportunities now open

- Experienced early years professionals are invited to apply for the role of PSED lead. Applicants can apply as an individual or be released by their current employer.
- A comprehensive package of support including induction, training and follow up support will be provided to all PSED leads.
- Induction and training for successful applicants will take place in **September 2026**, ahead of delivering support to educators and settings from **October 2026**.

## PSED lead – responsibilities

Overseen by the EYSPH lead and working closely with early maths and early language leads, PSED leads will be responsible for:

- Attending training delivered by a DfE appointed subject matter expert and engaging with follow up support provided.
- Developing and delivering a locally specific PSED delivery plan outlining plans for sustained support to educators and settings, based on local needs analysis and mapping of existing provision.
- Delivering DfE owned PSED professional development
  - *Stronger Practice CPD – PSED for educators working with children aged 2-4* module (based on the EYPDP3 PSED module)

PSED leads will deliver each module to a minimum of one cohort (between 12-18 educators) per term. Each module will be delivered over 6-12 weeks and will include a welcome webinar, facilitation of 3 webinars of 90 mins – 2hrs in length each and support to educators during the course.

- Providing bespoke support on PSED to a minimum of four settings per term underpinned by coaching approaches, modelling of practice and opportunities for reflection. This will include supporting settings to develop bespoke action plans to address identified needs and strengthen practice.
- Supporting early years settings/educators to select, adapt and embed evidence-informed approaches and interventions.
- Being an active member of a national and regional EML network, to share best practice and promote a joined-up approach across the 0–5 agenda, fostering greater coherence, consistency, and impact in service delivery.
- Working with local authorities [**Bristol, Bath and North East Somerset, North Somerset, Somerset, South Gloucestershire, Gloucestershire, Swindon and Wiltshire**] and other relevant stakeholders e.g. Best Start Family Hubs etc to

understand local needs, identify gaps, prevent duplication of services, and reduce the risk of fragmentation, thereby strengthening coherence across the local system.

- Maintaining accurate records of progress against Key Performance Indicators, impact and feedback from settings and other local stakeholders to inform practice and share with hubs and DfE.

[EYSPH can include additional responsibilities to this section e.g. the PSED lead could take responsibility for coordinating existing PSED networks in the areas, but we would not expect these to be significant as those already listed above are likely to require the majority of time allocated to the PSED lead]

## **PSED lead – person specification**

### **Essential experience**

- Has experience of working with children aged between 0 to 4 years old in an early childhood education context.
- Has experience working in, or with, a range of different childcare provider types (i.e. PVI, childminders, school-based settings).
- Has experience of leading professional development in PSED.
- Has experience of mentoring others or using a coaching model of support, demonstrating the ability to build and nurture professional relationships.
- Has experience of developing and implementing a delivery plan which addresses the specific needs of early years settings and staff with input from key stakeholders including local authorities across multiple areas.
- Has experience of working collaboratively with multi-agency teams and/or local authority services.

### **Essential PSED knowledge and attitudes**

- Level 6 qualification.
- Understands the importance of evidence-informed practice and able to identify evidence-informed approaches, training and resources.
- Extensive knowledge of the key areas of PSED and able to communicate these clearly and confidently to educators and settings, while modelling a positive attitude to PSED.
- Enthusiastic to learn more about PSED practice and to engage in further reading and research.
- Demonstrates a commitment to inclusive practice and reducing inequalities in early outcomes.

- Understands the safeguarding requirements within the Early Years Foundation Stage (EYFS) statutory framework.
- Has completed some professional development in PSED, such as:
  - the Early Years Professional Development Programme (EYPDP) PSED module.
  - the Early Years Child Development Training (EYCDT) Supporting children's PSED module.

### **Essential leadership skills**

- Excellent communication and interpersonal skills, with the ability to build trust and credibility beyond their setting.
- Able to deliver the key programme content with rigour whilst being responsive and sensitive to educators' needs and prior experiences.
- Aspirational to support the improvement/facilitate the development of the quality of PSED practice.
- Open to reflecting on their practice as an Early Years Learning Lead.
- Ability to provide bespoke support to early years settings, tailoring approach to meet the unique needs of each context.
- A self-starter, able to work independently, make strategic decisions, proactively generate work, and collaborate effectively as part of a team.

### **Time required for the role**

PSED leads will be funded to work two days per week during term time only. However, each EYSPH will have flexibility regarding how this support is delivered to settings, with the option to spread support across the year. This allows hubs to adapt their approach to meet the needs of providers operating year-round.

EYSPH may also choose to appoint more than one lead to share the role. However, DfE will only fund one of the appointed leads to attend each element of training, and only that individual may deliver the corresponding support. The same applies to attendance at national network meetings: funding is available for one lead only.

Please indicate on your form if you are applying on a job share basis and if so your capacity to carry out the role.

All PSED leads will be required to complete relevant training for the role. Please see details below.

### **Training for the role**

The DfE has appointed a Subject Matter Expert (SME) who will be responsible for providing training to all PSED leads in September 2026 before they start delivering support from October 2026. Full details will be provided by the SME but is likely to include:

- Half day online induction session including evidence-informed approaches to practice.
- Half day online session on coaching and mentoring approaches and effective improvement planning.
- In person training on how to deliver the *Stronger Practice CPD – PSED for educators working with children aged 2-4* module (based on the EYPDP3 PSED module).

Dates and times of the training will be shared with successful applicants.

The Education Endowment Foundation (EEF) will provide input and support to the SME on evidence-informed practice, professional development and implementation.

The SME will also:

- provide follow-up support and quality assure training delivery through 1-2-1 supervision sessions, observation of workshops/webinars delivered by leads, group webinars/drop-in sessions and peer to peer reviews.
- facilitate networking and collaboration to share best practice including one face to face and two online events during the year.

## Other details

These roles will be contracted by the SPH on an L1 - L4 pay rate, or equivalent daily rate, to be confirmed. Roles can be undertaken in one of three ways:

- Being paid directly as a self-employed contractor / consultant
- By agreed release from your existing role, with payment to be made to your setting for your release
- Possible fixed term contract up to March 2028

Successful applicants will be reimbursed for travel costs to attend training and national and regional networking events.

PSED leads will be expected to provide support to educators and settings across the whole of the geographic area covered by the EYP SH: Bristol, Bath and North East Somerset, North Somerset, Somerset, South Gloucestershire, Gloucestershire, Swindon and Wiltshire.

PSED leads will be expected to start by Monday 31<sup>st</sup> August and attend training in September 2026. Funding for PSED leads is available until the end of March 2028, with the possibility of extension to the end of March 2029.

## How to submit your application

We invite you to submit an expression of interest, using the form below, outlining your relevant skills and experience for this role.

Please submit your expression of interest form to the **Bristol & Beyond Early Years Stronger Practice Hub** via [sph@beyth.co.uk](mailto:sph@beyth.co.uk) by 9am on the 17<sup>th</sup> June.

Your application will be assessed by a panel alongside other applications. We expect to respond to you with the outcome of your application by Thursday 18<sup>th</sup> June. Shortlisted applicants will be invited to an in-person interview on Monday 22<sup>nd</sup> June.

If you have any further queries, please email the above mailbox.

We look forward to receiving your application.

## Expression of interest (EOI) form

### Applicant details

**Name:**

**Email:**

**Phone number:**

**Current role:**

**Current employer name:**

**Current employer address:**

**1. Please indicate the time you could commit to the PSED lead role?**

- 2 days
- Fewer days (please specify)
- Flexible

(delete as appropriate)

**2. Please indicate if you are applying as a self-employed individual or if you will be released from your current employer to carry out the role of PSED lead, or if your preference is a fixed term contract:**

Applying as in individual/ Released from employer/ Fixed term contract

(delete as appropriate)

**3. If you will be released from your current employer, please confirm you have your manager's/setting owner's/head teacher's permission to take part in this programme:**

Yes/No (delete as appropriate)

**Please also attach a letter of support from a senior leader confirming your employer's commitment to releasing you for the relevant number of days to take part in the programme.**

I have attached a letter of support: Yes/No (delete as appropriate)

**Note for employers:** releasing a member of staff to participate in the programme as an PSED lead will help support professional development at your setting or organisation, as

well as grow connections with other early years settings and networks. Your setting will benefit from close involvement with evidence-informed practice within the sector. This will, in turn, influence educator practice along with the quality of early education and care in your setting. The PSED lead will remain employed by your setting/school during their participation in the programme.

- 4. Please confirm you are willing and able to travel within the EYSPH area to undertake the responsibilities required for the PSED lead role (e.g. deliver training, provide bespoke support to educators and settings, participate in networks etc)**

Yes/No (delete as appropriate)

## Questions

- 1. Please describe your relevant experience of working in early years, including your current and past relevant roles.**

*You should look to include the following in your response:*

- How many years you have worked in early years, the type of settings you have experience of and relevant roles e.g. room leader, nursery manager, EYFS lead
- Any relevant experience outside of working directly within settings.
- Include any experience of working with children with SEND, EAL, or from disadvantaged backgrounds.

(Please aim for 300 words)

- 2. Please describe how you ensure your practice aligns with EYFS requirements including safeguarding and welfare requirements**

*You should look to include the following in your response:*

- How you use child development milestones to inform planning or assessment in PSED
- How you have implemented strategies to address gaps in learning and development in PSED and how successful these were
- Your understanding of EYFS safeguarding and welfare requirements and other statutory requirements such as 'Working Together to Safeguard Children' and 'Keeping Children Safe in Education'.

(Please aim for 300 words)

**3. Please describe your experience of supporting early years educators and settings to develop their understanding of children's PSED through leading professional development training, mentoring and/or coaching.**

*You should look to include the following in your response:*

- Experience of leading professional development training.
- Experience of using a mentoring and/or coaching model of support.
- Experience of providing both face-to-face and remote support, how you build trusting relationships and how you tailor your support for different settings or individuals.
- The approaches you used and the impact of your support.

(Please aim for 300 words)

**4. Please describe how you ensure your PSED practice is evidence informed and how you have supported settings/educators to use an evidence informed approach.**

*You should look to include the following in your response:*

- Examples of resources or approaches you have used that are grounded in the latest research.
- How you have signposted early years settings/educators to appropriate PSED professional development and age-appropriate, evidence-informed interventions.

(Please aim for 300 words)

**5. Each PSED lead will be expected to develop and deliver a locally specific PSED delivery plan. Please describe your experience of working with stakeholders and how you would use this to develop and implement a delivery plan.**

*You should look to include the following in your response:*

- How you engage stakeholders including harder to reach stakeholders.
- How you would ensure the delivery plan strengthened and complemented existing offers and avoided duplication/overlap.
- Experience of engaging and motivating a diverse audience who may have less confidence in supporting children with PSED.
- Your experience of working in partnership with a range of stakeholders including e.g. settings, local authorities, Best Start Family Hubs, early years networks.

(Please aim for 300 words)

**6. Please list relevant qualifications and training for this role**

*E.g. Level 6 qualification in a relevant subject, additional relevant qualifications above Level 6, teaching qualifications, leadership/coaching qualifications, recent relevant CPD, safeguarding training.*

This question is not scored. You must demonstrate that you meet the **essential requirement** of holding a Level 6 qualification. Other qualifications and training will only be considered if two candidates receive the same or very similar scores at both the EOI and interview stages.