

CHAFYN GODOLPHIN

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SALISBURY

LEVEL 3 NURSERY PRACTITIONER

CHAFYNCH
NURSERY



Level 3 Nursery Practitioner Opportunity

The launch of Chafynch Nursery is an exciting milestone for our school and an important investment in the future of early years education. We know how important the first years of a child's life are in shaping confidence, curiosity and a love of learning. Chafynch Nursery will be a place where children feel known, valued and supported, while being encouraged to embrace new experiences, take on enjoyable challenges and develop the skills that will help them flourish throughout their educational journey.

Families are increasingly looking for environments that combine outstanding care with rich opportunities for growth and exploration. Through access to our extensive grounds, Forest School provision and wider school facilities, children will benefit from experiences that inspire adventure, kindness, confidence and discovery from the very start. This is a wonderful opportunity to become part of something truly special from the very beginning.

At Chafynch Nursery, we are embarking on an exciting new chapter, creating an exceptional early years environment where children, families, and staff can thrive. As we grow and develop, we are looking for passionate, dedicated professionals who share our vision of providing the highest quality care and education for children aged 6 months to 4 years.

Joining our team now means more than simply starting a new job. It means helping to shape the future of Chafynch Nursery. You will have the unique opportunity to contribute ideas, influence practice, develop inspiring learning environments, and be part of building a nursery culture that reflects excellence, warmth, creativity, and a strong sense of community.

Whether you are an experienced early years professional looking for your next leadership opportunity or an enthusiastic practitioner eager to develop your career, there has never been a better time to join us.

Together, we are creating a place where children feel safe, valued, and inspired to learn, where families feel welcomed and supported, and where staff are empowered to grow, flourish, and make a lasting difference

Join us at the start of our journey and help shape something extraordinary. 🌱 ✨

Why Join Now?

- Be part of an exciting new phase of development
- Help shape our culture, curriculum, and learning environments
- Opportunities for professional growth and career progression
- Work alongside a supportive and ambitious leadership team
- Contribute to the development of our Forest School provision
- Make a lasting impact on the lives of children and families
- Grow with a nursery that has a clear vision and exciting future

ABOUT US

Welcome to Chafyn Godolphin

Chafyn Godolphin (newly unified from September 2026) offers a world-class education for a changing world. Our purpose is to make the world a better place by developing individuals who are confident, kind and curious, ready to lead with authenticity and shape the future positively.

For over 300 years, our heritage has combined achievement with innovation. Today, we look forward with ambition as one school. Since welcoming boys as well as girls in 2025, every classroom, conversation and experience has been enriched. From September 2026, we are proud to be Chafyn Godolphin: a leading all-through co-educational day school for children aged 6 months to 19, with boarding available from Year 4 through to Sixth Form, in the heart of Salisbury.

Our Values

Our values define who we are and guide who we are becoming:

- Belonging
- Courage
- Kindness
- Curiosity

Our Approach

Our approach is rooted in excellent teaching, strong subject expertise and careful tracking of progress. We nurture curiosity, creativity and a strong sense of belonging, helping pupils develop confidence and independence. We also create meaningful opportunities for pupils to contribute beyond the classroom through leadership, service and engagement with the wider world.

A New Chapter

Looking ahead, Chafyn Godolphin enters an exciting new chapter as a fully unified, all-through school. Bringing together our shared strengths creates a clear and ambitious journey for every child from age 6 months to 19, with continuity, confidence and opportunity at every stage. This evolution is not simply a change of name, but a step forward in how we think, teach and grow together strengthening our community, broadening opportunities and ensuring every pupil is well prepared for the world they will shape.

As part of United Learning, Chafyn Godolphin benefits from being part of a national group of over 100 schools. This partnership enhances opportunities for pupils and staff while allowing us to retain our distinct character. Shared services and high-quality professional development enable our teachers to focus on delivering excellent education and continuous improvement.

Role	Level 3 Nursery Practitioner
Salary	£14.50 - £15.50 per hour, depending on experience
Working Pattern	40 hours per week (50 weeks per year), on a rota basis
Reports to	Nursery Manager
Department	Early Years
Relationship	
The post holder is accountable to the Nursery Manager in all matters relating to this post. All staff are ultimately responsible to the Head. The post holder will work closely with team members and support the team when necessary.	

Purpose

To provide high-quality care, education and support for children within the nursery, creating a safe, stimulating and nurturing environment where every child can thrive.

The Nursery Practitioner will contribute to the delivery of an ambitious Early Years Foundation Stage (EYFS) curriculum, supporting children's learning, development and wellbeing whilst building positive relationships with families and colleagues.

Key Responsibilities

Childcare and Learning

- Provide a warm, welcoming and inclusive environment for all children.
- Support the planning and delivery of engaging learning experiences in line with the EYFS framework.
- Observe, monitor and record children's progress and achievements.
- Act as a Key Person, building secure relationships with assigned children and their families.
- Encourage children's independence, confidence and curiosity through play-based learning.
- Support children with a range of needs, abilities and backgrounds to achieve positive outcomes.

Safeguarding and Welfare

- Promote and safeguard the welfare of children at all times.
- Follow nursery safeguarding and child protection procedures and report concerns promptly.
- Support children's physical, emotional and social wellbeing.
- Maintain appropriate standards of health, safety and hygiene.
- Contribute to risk assessments and safe working practices within the nursery.

Supporting the Nursery Environment

- Prepare and maintain engaging learning environments and resources.
- Ensure the room remains welcoming, organised and well presented.
- Support nursery routines, transitions and daily activities.
- Follow nursery policies, procedures and statutory requirements.
- Participate in nursery events, celebrations and wider school activities.

Communication and Parental Engagement

- Build positive and professional relationships with parents and carers.
- Share information regarding children's learning, development and wellbeing.
- Contribute to learning journals, observations and reports.
- Work collaboratively with colleagues and external professionals where required.
- Represent the nursery positively and professionally at all times.

Professional Responsibilities

- Attend staff meetings, training sessions and professional development activities.
- Maintain an up-to-date understanding of EYFS, safeguarding and nursery practice.
- Contribute to a positive and supportive team culture.
- Demonstrate flexibility and a willingness to support the wider nursery team.

General Responsibilities

- Uphold safeguarding and child protection requirements.
- Maintain confidentiality and GDPR compliance.
- Promote the values and ethos of Chafynch Nursery and Chafyn Godolphin School.
- Undertake any other duties reasonably required by the Nursery Manager.

Person Specification

CRITERIA	Requirements		EVIDENCE
Qualifications	Level 3 Early Years Educator qualification (or equivalent recognised early years qualification)	Essential	Application Form Original Certificates References
	Up-to-date Safeguarding & Child Protection training	Essential	
	Paediatric First Aid (or willingness to obtain on appointment)	Essential	
	Enhanced DBS and right to work in the UK	Essential	
	Evidence of ongoing professional development	Essential	
	Level 4 or Early Years qualification	Desired	
	SEND or inclusion-related training	Desired	
	Specialist training in speech, language or child development	Desired	
Skills and knowledge	Experience working within an Early Years setting	Essential	Application Form Interview
	Experience supporting children's development through EYFS	Essential	
	Strong understanding of safeguarding and welfare requirements	Essential	
	Experience acting as a key person	Essential	
	Experience mentoring or supporting less experienced practitioners	Desired	
Personal Qualities or Skills	Excellent written and verbal skills	Essential	Application Form Interview
	Warm nurturing and professional manner	Essential	
	Strong organisational and time management skills	Essential	
	Ability to lead activities confidently and support colleagues	Essential	
	Positive role model for children and staff	Essential	
	Committed to inclusive practice and ensuring every child thrives	Essential	
	Reflective and committed to continuous improvement.	Essential	

HOW TO APPLY

Interviews

The closing date for applications is **9am, Monday 02 November 2026**. This vacancy will close as soon as sufficient applications have been received. Interviews will take place as soon as possible afterwards.

Safer Recruitment

Chafyn Godolphin is committed to safeguarding and promoting the welfare of children and young adults and expects all staff to share this commitment. An 'online search' will be conducted on short-listed candidates, and the successful applicant will be subject to an enhanced Disclosure and Barring Service (DBS) and Barred Lists check (Children's Workforce). Staff are prohibited from promoting extremist/radical religious or one-sided political views whilst working at and/or whilst participating in activities associated with their employment within Chafyn Godolphin.

Please note, we do NOT accept application by Curriculum Vitae.

For an informal discussion or to arrange a visit please contact a member of our HR Team on 01722 430536.

Recruitment Policy

Chafyn Godolphin is positive about disability and encourages applications from disabled people. All disabled applicants who satisfy the minimum criteria will be offered an interview if they state this prior to shortlisting.

If you consider that the provisions of the Equality Act 2010 apply to you, or if you require assistance at any stage of the process, please contact the HR Department, telephone 01722 430569 or email hr@chafyngodolphin.co.uk

The School's Recruitment, Selection and Disclosure Policy and procedure is available for your information on the school website; www.chafyngodolphin.co.uk. Chafyn Godolphin actively supports equality, diversity and inclusion and encourages applications from all sections of society.

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