

OUR VALUES

We enrich through a broad and varied curriculum

Job Description

Job Title:	Early Years Practitioner
Line Manager:	Room Leader
Department:	Nursery
Location(s):	Rydes Hill Nursery and Pre-Prep

Job Summary

To support the Room Leader in the smooth running of the nursery classroom. To deliver high standards of care, child development and learning for nursery children in a welcoming, caring and safe environment. To comply with all regulatory requirements, including the Early Years Foundation Stage.

Main Responsibilities

Child Development and Learning:

- Maintain a stimulating, engaging and interactive environment for all children.
- To lead activities for a group of children.
- To assist with the planning and delivery of the daily programme of purposeful play activities to suit the children's needs and stages of development, supporting and promoting each child's learning.
- To guide and monitor children's progress, provide feedback to the Room Leader on pupil progress; assessing and observing where required to help inform children's developmental next steps.
- Be proactive in embedding classroom routines so children are continually supported.
- Be a key person to a number of children, providing a secure attachment figure to help children settle, meeting their care needs such as feeding, sleeping and nappy changes, planning for your key children's needs and interests and monitoring and supporting their development.
- To complete the children's learning journals and assessment of progress in Nursery.
- Liaise regularly with parents about their child's needs, interests, and progress.
- Ensure records of the children's day are completed and the details communicated to parents.
- Ensure effective working practice is followed including safeguarding and adhere to all School policies and procedures.

Health & Safety:

- Support children's eating needs, encouraging children to eat and drink when required. Record and communicate children's daily eating and toileting habits.
- Ensuring effective supervision at mealtimes and that all dietary requirements are adhered to for children within your room.
- Always maintain a clean and safe environment both inside and outside.

- Undertake daily risk assessments e.g. locking gates, spillage of water, monitoring the condition of toys and equipment and reporting any health and safety concerns to the Room Leader.
- Maintain good order and behaviour among pupils and safeguarding their health and safety both when they are authorised to be on the school premises and when they are engaged in authorised school activities elsewhere.
- Working within the School's Health and Safety Policy to ensure a safe environment for the children, their parents and carers, the nursery team, and any visitors to the Nursery.

Pastoral and Wellbeing:

- To be sensitive to the needs of all children.
- Promote positive values, attitudes, and good behaviour of children.
- Promote positive professional relationships with the Nursery team.

Continuing Professional Development:

- Reappraising professional performance, keep up to date with EYFS requirements and best practice.
- Be committed to improving own practice through appropriate training and development.
- Engage actively in the performance review process.

General:

- For your key children, write effective observations and comments that contribute to their parents' evening notes and early years reports.
- Work as part of the whole nursery team and take on additional responsibilities as required.
- Be available to work in any areas of the Nursery, undertaking the care and supervision of the children and ensuring its smooth running.
- To carry out playtime and lunchtime duties as required.
- Attend meetings as required (departmental, staff, pastoral, parent meetings, etc.).
- Ensure confidentiality is maintained in the nursery.
- Actively promote and model good practice in equality, diversity, and inclusion, and to support and uphold fundamental British values.
- To adhere to all School policies, procedures, and risk assessments, including safeguarding, child protection and health and safety.

This job description is not intended to be all embracing and the post holder shall be required to carry out other duties as necessary and required, commensurate with training and experience.

Safeguarding Children

The postholder is responsible for promoting and safeguarding the welfare of children and young persons with whom they come into contact, and to adhere to and ensure compliance with the School's Safeguarding Policy at all times. If, in the course of carrying out their duties, the postholder becomes aware of any actual or potential risks to the safety or welfare of children in the School, they must report any concerns to one of the school's Designated Safeguarding Leads in accordance with the School's policies and procedures.

Key Relationships

Internal: Nursery Manager, Room Leader, nursery and pre-prep colleagues

External: Parents and prospective parents and pupils

Person Specification – Early Years Practitioner		
	Essential Criteria	Desirable Criteria
Qualifications & Training	• Level 3 childcare qualification • Evidence of continuing and relevant professional development	• Degree in Early Years • Paediatric First Aid • Basic Food Hygiene
Experience	• Experience of Early Years Education • Experience of providing care and education to children with a wide range of needs and abilities	• Minimum of 2 years' experience within a childcare setting • Experience of working in the independent sector
Knowledge & Understanding	• Strong understanding of early childhood development and learning • Good knowledge of the EYFS curriculum • Knowledge and commitment to child protection, health and safety, equal opportunities and SEN/ inclusion • Knowledge of health and safety procedures	• Excellent knowledge of how to provide for the needs of young children • An understanding of the independent school sector
Skills & Abilities	• Ability to provide consistently high levels of quality care and education opportunities for all children • Caring, friendly, approachable, open, welcoming and personable • Proactive and positive team player, able to work constructively as part of a team • Able to work under direction but use own initiative • Able to maintain confidentiality • Able to carry out light physical duties to include lifting children and setting up resources	• Able to observe and assess children's development • Record keeping and reporting • Adaptable and flexible and the ability to cope with changing needs

	Essential Criteria	Desirable Criteria
	• Reflective approach and commitment to personal development	