



Job Description

JOB TITLE:	Nursery Practitioner
GRADE:	East Sussex Single Status Grade 3
RESPONSIBLE TO:	Nursery Manager
MAIN PURPOSE OF THE JOB:	<p>To provide a stimulating, caring and safe environment for children attending the nursery.</p> <p>To observe, plan, assess and evaluate around children's needs and interests in accordance with the EYFS (2021).</p>

KEY TASKS

1. Implement and embed all aspects of the Early Years Foundation Stage (EYFS, 2021) to the highest standard.
2. To work effectively as part of a busy working team, communicating and sharing information is key.
3. To provide and maintain a welcoming EYFS enabling environment, both indoors and outdoors. Supporting the emotional well-being of children by providing nurturing and stimulating experiences and promoting independence for school readiness.
4. To be responsible for a group of key children, demonstrating a high level of understanding of these children, including their interests and needs to ensure you lead and develop their learning and continuously improve their outcomes.
5. To undertake responsibilities that ensure each child is supported under your care. Personal care such as changing nappies and making snacks for the children are required.
6. To keep up to date with maintaining records and documentation that complies with the statutory requirements.
7. To work with the foundation stage team to ensure a coordinated approach in supporting children with their learning, particularly in relation to transitions.
8. Develop positive relationships with children and act as a role model to ensure that children's physical, emotional and intellectual needs are met in order to meet each child's full potential.

9. Maintain effective communication and build positive relationships with parents and carers by involving them in their child's journey and promoting home learning.
10. Ensure that health and safety procedures are adhered and ratios are maintained at all times. Including tidying and cleaning where necessary to help promote a well presented and stimulating environment.
11. Support the nursery manager in developing partnerships and liaising with other professionals and agencies to ensure a joined up approach.
12. Actively seek the views of parents and children and record appropriately as part of the cycle of continuous improvement.
13. Attend and contribute to staff meetings, team training days and other meetings within the setting and with partner organisations.
14. Have a clear understanding of the continuum of need and be able to fully implement Safeguarding Policies and Procedures. To ensure that the welfare of all children is paramount at all times.
15. To undertake training as appropriate to keep up to date with changes in legislation and to embrace new initiatives, to include paediatric first aid and food hygiene.
16. To carry out the above duties in accordance with the academy Equal Opportunities Policy.
17. Undertake any other tasks that commensurate with the grading of the post.

This job description sets out the duties of the post at the time it was drawn up. Such duties may vary from time to time without changing the general character of the duties or the level of responsibility entailed. Such variations are a common occurrence and cannot in themselves justify a reconsideration of the grading of the post.



Person Specification
Post Title: Nursery Practitioner
Grade: Single Status 3

	Essential Criteria	Desirable Criteria	Method Assessment/Source of Information
Key Skills and Abilities	<p>Ability to establish positive relationships with children</p> <p>Ability to follow instructions or work on own initiative as necessary</p> <p>Good negotiation skills and the ability to manage conflict</p> <p>Ability to provide a stimulating, caring and safe environment for all children</p> <p>Ability to communicate effectively with parents, carers and other professionals</p> <p>Ability to maintain accurate written records that are kept up to date</p> <p>Ability to implement health and safety standards</p> <p>Ability to work flexibly and effectively as part of a team</p>	Makaton Signing	Interview/Application/ Practical assessment

	The ability to record individual needs and monitor progress		
Education & Qualifications	Recognised level 2 or level 3 Qualification in Early Years (NVQ, BTec Certificate/Diploma) GCSE in English and Maths or equivalent	Valid Paediatric First Aid certificate	Application
Knowledge	Understanding of child development Awareness of Safeguarding and Child Protection procedures Knowledge and understanding of the Early Years Foundation Stage	Understanding of the principles of supporting children with SEND Knowledge of the SEN Code of Practice The Curiosity Approach	Interview/Application/ Practical assessment
Experience	Experience of working in a childcare setting	Experience of being a key person in a childcare setting Positive behaviour management	Interview/Application/practical assessment
Personal Attributes	To act in a non-judgemental manner and be able to demonstrate a commitment to equal opportunities Willingness to continue professional development and undertake further training as necessary To be able to work flexibly	To remain calm under pressure	Interview/Application/ Practical assessment