

Job Description – Nursery Practitioner (Maternity Cover) – Unity Nursery

Responsible to	Nursery Manager/Deputy Manager
Salary	RLW
Hours per week	37.5
Annual Leave per annum	25 days
Main base	Unity Community Primary
Contract	Permanent - fixed-term, full-time contract
Safeguarding level of responsibility	Level 1 Safeguarding
Levels of DBS check needed	Enhanced
Disqualification by Association check required	Yes

Main aims of the post

To deliver high quality childcare ensuring that the welfare requirements of the Early Years Foundation Stage are consistently met.
 To support other staff within the nursery.
 To work in partnership with parents and carers to ensure that children in their care reach their full potential through the delivery of the EYFS curriculum.
 To support the growth and success of Big Life Nurseries by delivering excellent customer services.

Main duties of the post

1. To provide a safe stimulating environment based on the principles of play that promote the social, physical, intellectual and emotional needs of the individual child
2. To assist in the daily setting out and delivery of creative play opportunities that reflect the diverse needs of the community we serve, and that meets all areas of the early years curriculum
3. To actively encourage the involvement of parents or carers in all aspects of their child's care
4. To identify children's individual needs through observation and tracking
5. To plan activities to ensure that children are reaching their full potential
6. To work as part of a team in the nursery
7. To participate in training and development as required
8. To ensure compliance with safeguarding and welfare requirements at all times
9. To work as part of the team ensuring that appropriate records are kept regarding the children's welfare and care whilst in the nursery setting – e.g., accidents

General work related expectations

1. To work within the Big Life group's mission and values
2. To contribute to the development of the Big Life group

3. To work in accordance with all policies and procedures of the Big Life group, particularly (but not exclusively) Health and Safety; Information Governance and Safeguarding
4. To commit to own personal development and attend training or development activities as required
5. To work in accordance with all relevant legislation
6. To undergo regular supervision and at least an annual appraisal
7. To undertake any other duties as required, and as appropriate to the post

Minimum Training required for this post

Course title	Needed for this post	Frequency	Other notes
Group induction	✓	Once	
Mission and Values	✓	Once	
Safeguarding Children	✓	Every 3 years	
Health and Safety internal/briefing	✓	Annual	
Information Governance	✓	Once	Annual refresh
Equality and Diversity	✓	Every 3 years	Updates as legislation changes

Attendance at other training courses will need to be discussed with your line manager

Suggested courses

- Paediatric First Aid
- Manual Handling
- Health and Safety - Food Hygiene

Person Specification – Nursery Practitioner

The successful candidate must be able to demonstrate that they meet all of the following points below.

Key – Method of Assessment; A = Application form; I = Interview

Area	Method of assessment
1.Experience	
a. Experience of working in a professional childcare setting – either a nursery or crèche	A/I
b. Experience of working in a team	A/I
c. Experience of providing and developing a stimulating and caring environment for children aged 0-5	A/I
2.Skills	
a. Ability to keep clear records and write basic reports	A/I
b. Ability to form appropriate relationships with children and their families	A/I
c. Ability to communicate effectively with a wide range of people	A/I
d. Ability to understand the different needs of the community	A/I/
e. Ability to work in an inclusive way with regards to colleagues and children	A/I
3.Knowledge	
a. Knowledge of the barriers that service users face when accessing mainstream services	A/I
b. Knowledge of safeguarding and inspection and regulatory frameworks for childcare	A/I
c. Knowledge of the National Standards for the regulation of Childcare provision.	A/I
4.Education qualifications required for the post	
a. Minimum Level 2 Early Years Education and Childcare qualification	A/I
5. Personal	
a. Positive outlook and a 'can do' attitude	A/I
b. Personal resilience and flexible attitude in the face of difficulties	A/I
c. Commitment to working towards the Big Life group's missions and values including having a non-judgemental approach	A/I
d. Commitment to personal development and willingness to regularly update skills and experience	A/I