



Ferham Primary School

Ferham Road, Rotherham, S Yorkshire

Level 3

EYFS Practitioner

Application Pack

Level 3 EYFS Practitioner

Purpose of the Role

To support the delivery of high-quality early years education that enables all children to make strong progress across all areas of learning and development. The postholder will promote the school's ethos and values, contribute positively to the learning environment and comply with all Trust policies, particularly relating to safeguarding, health and safety, equalities and data protection.

Key Responsibilities

- Supporting high-quality teaching and learning within the EYFS.
- Nurturing children's development, independence and early learning skills.
- Maintaining a safe, inclusive and stimulating EYFS environment, indoors and outdoors.
- Working collaboratively with staff, parents, carers and external professionals.
- Carrying out duties appropriate to a Level 3 Early Years Practitioner in line with the EYFS Framework.
- Working in accordance with Trust policies, procedures and professional standards.

Support for Children

The postholder will:

- Supervise and support children's learning through play, structured activities and routines, ensuring inclusion for all children, including those with SEND.
- Encourage children to interact positively with peers, develop independence and build early learning habits through nurturing relationships.
- Attend to children's personal care needs, including toileting, changing, feeding and supporting hygiene.
- Support children's wellbeing, responding to emotional, social and physical needs in line with safeguarding and early years principles.
- Provide First Aid support where required (training provided).
- Support children during mealtimes, transitions and outdoor learning.

Support for Teaching and Learning

The postholder will:

- Assist the class teacher in planning, delivering and evaluating high-quality learning opportunities aligned with the EYFS curriculum.
- Lead small-group activities, purposeful play opportunities and learning interventions, adjusting tasks as needed in response to children's development and engagement.
- Contribute to assessments by observing, recording and sharing information on children's progress, development and learning needs.
- Support the class teacher in monitoring and reviewing the progress of children with SEND, contributing to individual learning plans and EHCP reviews.
- Assist in setting up and maintaining engaging, orderly and safe learning environments both indoors and outdoors.
- Implement agreed teaching strategies to support children's communication, language, personal, social, emotional and physical development.
- Provide regular and detailed feedback to the class teacher on each child's progress, achievements and emerging needs.
- Promote positive behaviour and manage incidents in line with school policies.

Support for the School

The postholder will:

- Build constructive and supportive relationships with children, families and colleagues, promoting inclusion and recognising individual needs.
- Maintain strict confidentiality and comply with school policies on safeguarding, data protection and health and safety.
- Participate in staff meetings, training and professional development to enhance practice and maintain Level 3 professional standards.
- Contribute to the wider life of the school, supporting events, visits and community activities as required.

Professional Responsibilities – Level 3 EYFS Practitioner Requirements

In line with DfE Level 3 Early Years Educator expectations, the postholder will:

- Support and promote children's early education and holistic development.
- Plan, deliver and review effective teaching, learning and care to enable children to progress and prepare for the next stage of education.
- Make accurate and purposeful use of assessment to inform planning and next steps.
- Demonstrate reflective, informed and evidence-based practice in line with the EYFS Framework and Development Matters.
- Uphold professionalism and model the school's values in all interactions with children, families and colleagues.

The post holder's duties must be carried out in compliance with the school's Safeguarding Policies, Equality Policies, Information Security Policies, Financial Regulations, Health & Safety at Work Act and all other school policies. These duties and responsibilities should not be regarded as exhaustive or exclusive as the post holder may be required to undertake other reasonably determined duties within the school, commensurate with the grading of the post, without changing the general character of the post. The Job Description and allocation of particular responsibilities will be reviewed on a yearly basis and may be amended by the Headteacher at any time after consultation.

The post holder must always comply with the school's code of conduct.

Person Specification

James Montgomery Academy Trust, Brampton Road, Wath Upon Dearne, Rotherham, S636BB

EDUCATION AND QUALIFICATIONS	Essential	Desirable	Source A- application I- interview R- references
English and maths GCSE or equivalent (Grade A-C or 9-5)	✓		A
Level 3 Early Years qualification meeting DfE EYFS criteria	✓		A
Training in safeguarding /child protection	✓		A, I
Evidence of recent CPD in early years /child development	✓		A, I
Additional qualifications relevant to supporting pupils in a primary setting		✓	A
Paediatric first aid		✓	A
Food hygiene certificate		✓	A

EXPERIENCE, SKILLS AND ABILITIES	Essential	Desirable	Source A- application I- interview R- references
Experience working in an EYFS setting	✓		A, I
Ability to lead purposeful play, learning activities and small-group sessions	✓		A, I
Ability to observe, monitor and record children's development accurately	✓		A, I
Strong verbal and written communication skills	✓		A, I, R
Good organisational and time-management skills	✓		A, I, R
Ability to respond flexibly to the needs of children and the setting	✓		A, I
Patience, empathy and ability to nurture all children	✓		A, I, R
Experience supporting children's holistic development (PSED, C&L, PD)	✓		A, I
Experience working in partnership with colleagues, parents and external professionals	✓		A, I
Experience supporting children with SEND	✓		A, I
Competent use of ICT to support learning and record-keeping		✓	A

KNOWLEDGE AND UNDERSTANDING	Essential	Desirable	Source A- application I - interview R - references
Understanding of safeguarding, equalities, Health & Safety and data protection policies	✓		A, I
Understanding of child development from birth to 5 and, knowledge of development from 5 to 7	✓		A, I
Understanding of attachment, wellbeing and emotional development	✓		A, I
Knowledge of the EYFS framework and Development Matters	✓		A, I
Understanding of the importance of communication, language, PSED and physical development	✓		A, I

PERSONAL ATTRIBUTES	Essential	Desirable	Source A- application I - interview R - references
Ability to build positive relationships with children and adults	✓		A, I, R
Ability to work independently and as part of a team	✓		A, I
Empathy, sensitivity and commitment to support all learners	✓		A, I
Professional, honest and reliable – maintains confidentiality	✓		A, R
Commitment to safeguarding and promoting children's welfare	✓		A, I, R
Commitment to equality, diversity and inclusive practice	✓		A, I
Commitment to ongoing professional development	✓		A, I

Additional Requirements

- Enhanced DBS clearance
- Fully supportive references
- Commitment to safe working practices in line with Trust policies

James Montgomery Academy Trust is committed to appointing the best possible candidates.

The successful candidate will put the needs and education of pupils first and support them to achieve the highest possible standards. They will act with honesty and integrity, maintain a professional approach at all times, and take responsibility for keeping their knowledge and skills up to date.

They will build positive relationships with pupils, colleagues and parents, and work collaboratively in the best interests of all children.

We are delighted that you are considering applying for a position at our school. We aim to ensure that our recruitment process is fair, transparent and supportive for all candidates.

How to Apply

Candidates should complete the official application form in full, ensuring that all sections are accurate and up-to-date. Your supporting statement should clearly demonstrate how your skills, experience, and personal qualities meet the requirements outlined in the job description and person specification.

Submission of Applications

Completed applications must be submitted by the stated closing date. Applications should be sent via the secure portal within My New Term.

Shortlisting

All applications will be assessed against the person specification for the role. Shortlisted candidates will be contacted directly with details of the next stage of the selection process.

Interview and Selection

The selection process may include a combination of interviews, practical tasks, lesson observations, or assessments relevant to the role. Candidates will be given advance notice of the format and requirements of the day. If you have any specific access or support needs, please inform us so reasonable adjustments can be made.

Pre-Employment Checks

All offers of employment are conditional and subject to the following:

- Satisfactory references
- Verification of identity and right to work in the UK
- Enhanced Disclosure and Barring Service (DBS) check, including checks against the Children's Barred List
- Verification of qualifications and professional status where applicable
- Completion of a health declaration
- Any further safeguarding checks deemed necessary in line with statutory guidance

Safeguarding Statement

We are committed to safeguarding and promoting the welfare of children and young people. We expect all staff and volunteers to share this commitment. Recruitment processes follow safer recruitment guidelines and Keeping Children Safe in Education (KCSIE) statutory requirements.

Data Protection

Personal data provided during the recruitment process will be processed in accordance with current data protection legislation. Information will be used solely for recruitment purposes.