

ROLE PROFILE

#RKLTPeople

Nurturing Ambition, Inspiring Excellence



Red Kite Learning Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. Appointments will be subject to an enhanced DBS disclosure. We are an equal opportunities employer which welcomes applications from all sectors of the community. We are committed to promoting diversity and want a workforce which reflects the local population of each of our schools.



www.rklt.co.uk/careers



*In our Trust we will consider requests for **flexible working** at the recruitment stage. For many roles some flexibility is possible. We can't promise to give you exactly what you want, but we do promise to have an open discussion and give careful consideration to your preferences.

Job Title:	Nursery Practitioner	School:	Coppice Valley Primary School
Salary Grade:	Band 5 SCP 4-6	Working Hours:	Part Time, 31 hours and 15 minutes per week Monday - Friday
Contract Type:	Permanent	Location:	Harrogate

Responsible to: Headteacher

Role summary:

We are excited to offer a fantastic opportunity to join our team in a brand-new Nursery, supporting the class teacher to deliver high-quality learning and care within our Early Years Foundation Stage. This is a rewarding role for someone who is passionate about early childhood and eager to help shape a vibrant, nurturing and play-rich environment where young children can thrive.

The successful candidate will support children as they explore, develop independence and build strong early communication, social and learning skills. Working with individual children and small groups, including those with SEND, you will model positive interactions, support daily routines and contribute to observations that inform each child's next steps in learning.

This role offers the chance to work closely with families and colleagues, be part of an enthusiastic EYFS team, and help establish an inspiring new provision from the ground up. A flexible, collaborative approach and a genuine love of working with young children are essential.

As part of our friendly team, you can expect:

- A team of dedicated colleagues who share a commitment to kindness, reflected through our Coppice Valley values of **Brave, Kind and Curious**.
- A supportive workplace that champions respect, celebrates equality and diversity, and prioritises your well-being
- A collaborative culture built on generosity and a shared sense of purpose
- Continuous investment in your professional development, with high quality training opportunities to support every stage of your career and support you reach your full potential
- An outdoor canopy classroom and exciting forest school sessions
- A newly developed curriculum
- Community connections and an onsite hub to help our school community



Special conditions of service:

No smoking policy, including e-cigarettes/vaping.

Role specific responsibilities:

- Work under the direction of the Nursery Teacher to provide consistent, high-quality care and learning experiences that meet the individual needs of all children
- Support the planning, delivery and evaluation of engaging EYFS activities that promote children's learning, development and wellbeing
- Have high quality interactions with children in ways that encourage communication, thinking skills, curiosity and sustained shared thinking
- Support children to develop positive relationships, promoting cooperative play, inclusion and respectful behaviour
- Act as a positive role model, upholding high expectations for behaviour, learning and care routines
- Provide targeted support for individual or small groups of children as directed by the teacher, including those with additional needs
- Observe children closely, understanding the context of their behaviour and identifying any changes that may relate to learning, wellbeing or safeguarding
- Carry out observations and contribute to assessments of key children's development, maintaining accurate records to inform planning and next steps
- Support children's personal care needs in line with nursery routines, dignity and safeguarding procedures
- Work collaboratively with the nursery team to establish and develop a nurturing, stimulating environment within the new nursery provision
- Contribute to the positive ethos and values of the nursery and the wider primary school community
- Communicate effectively and sensitively with parents and carers within the scope of the role, sharing information as directed by the teacher
- Follow all school and nursery policies and procedures, including safeguarding, child protection, health and safety, confidentiality, equality and data protection, reporting concerns to the designated safeguarding lead
- Support smooth transitions for children, including entry into nursery and continuity with the wider primary school

All colleagues, regardless of career stage, will make a positive contribution to the wider life and community of our school, for example through sport, music, hobbies etc.

RK People responsibilities:

- Contribute to the overall [aims and values](#) of our Trust, appreciate and support the roles of other members of the wider team and attend and participate in relevant meetings as required
- Comply with all Trust policies and procedures including child protection, health, safety, welfare, security, confidentiality and data protection etc., reporting any concerns to the appropriate person
- Contribute to ensuring safeguarding procedures are in place and used effectively at all times.

The role holder must demonstrate a flexible approach to the delivery of the role. Consequently, the role holder may be required to perform work not specifically identified in the role profile but which is in line with the general scope, grade and responsibilities of the role.



Our Trust Mission

Nurturing ambition, delivering excellence and enriching children's lives.



Our Trust Values



Collaboration

We pull together to deliver the best outcomes for every child in every school, working with professional generosity and openness for the common good. We share joy in our achievements - personal and collective.



Integrity

We put ethical leadership and excellent governance at the heart of our Trust, serving our schools and communities with fairness, honesty and transparency and a hunger for social justice.



Respect

We champion equity, equality and diversity. We treat our children, families, staff and partners with respect and kindness - modelling our values and wanting the very best for each other.

Our Trust Goals



We champion learning

Learning together creatively with a rich and broad curriculum, where great teaching and confident reading are fundamental to enriching children's lives.



We promote wellbeing

Ensuring the wellbeing of every child and member of staff in our Trust.



We invest in our people

Supporting every member of staff throughout their career to be the best that they can be.



We innovate with technology

Enabling all learners to harness technology, ensuring all have access at home, and innovating with technology for learning.



We are our Trust

Growing together collaboratively we will strengthen our Trust for the benefit of our children, our staff, our communities and our environment.

PEOPLE PROFILE

Aptitudes and Characteristics	Essential	Desirable
Ability to work flexibly and collaboratively as part of a team as well as on own	*	
Ability to plan effectively using a cross-curricular skills-based approach	*	
Willingness to proactively take part in training. Take responsibility for and be keen to improve upon own professional development	*	
Ability to investigate, evaluate, solve problems and make decisions	*	
Ability to demonstrate a commitment to equality of opportunity for all pupils	*	
Ability to contribute to wider school life	*	
High level of skill in dealing with issues relating to student behaviour	*	
Have an enthusiasm for and an active interest in children's learning and play	*	
Ability to adopt confidentiality, discretion and judgement, communicating effectively with staff, students and parents	*	
An understanding of the strategies that can be used to reduce the barriers to learning	*	
Willingness to undertake training	*	
Effective written and oral communication and organisation	*	



Qualifications, Knowledge and Experience	Essential	Desirable
Degree Level Qualification	*	
Experience of delivering evidenced based interventions and accelerated learning	*	
A level 3 qualification relevant to Early Years	*	
Recent experience in phonics and the provisions of the National Curriculum		*
Working knowledge of relevant policies, codes of practice and legislation.	*	
Knowledge of and committed to behaviour management techniques & child protection / health and safety policies & legislation.	*	
Working knowledge of national curriculum and other relevant learning programmes/strategies	*	
Safeguarding and Promoting the Welfare of Pupils	Essential	Desirable
An appropriate motivation to work with children and young people	*	
Ability to maintain appropriate relationships and personal boundaries with children and young people	*	
Emotional resilience in working with challenging behaviours and appropriate attitudes to the use of authority and maintaining discipline	*	

