



Pondhu
Primary School

Nursery Teaching Assistant Recruitment Pack

Grade D1

Exceptional Educational Experience



Dan Morrow
Trust Leader



Rich Baker
Deputy Trust Lead

Welcome

At Cornwall Education Learning Trust (CELT), our mission is clear: to provide every learner with an **exceptional educational experience**. One that enables them to thrive, achieve and succeed in life. We believe in a **100%** mindset, that every learner, in every classroom, in every school, deserves the very best we can offer. For us, 100% means no compromise: no learner left behind, no community overlooked, and no opportunity wasted.

Our strategic goals reflect this ambition. We are committed to empowering and growing our people, building an ambitious all-through entitlement, forging exceptional relationships with our communities, transforming provision through meaningful partnerships, and leading an ethical, effective and innovative organisation. These are not just aspirations; they are promises that shape the way we work and the culture we are building together.

Joining CELT means becoming part of a values-driven trust where collaboration, innovation, and care for people are at the heart of all we do. If you share our 100% mindset, are passionate about education, and want to make a tangible difference to learners and communities across Cornwall, we would be delighted to welcome you to CELT.

A handwritten signature in blue ink that reads "Dan Morrow". The signature is fluid and cursive, with the first letters of "Dan" and "Morrow" being larger and more prominent.

Dan Morrow
Trust Leader

EXCEPTIONAL
EDUCATIONAL
EXPERIENCE

100%





Welcome from our Chair of Trustees

Our values are at the heart of everything we do. We believe in the power of **Collaboration**, building strong relationships and working together as one team to achieve our collective goals. We are committed to **Empowerment**, creating a culture where initiative, innovation and trust flourish, and where every individual feels valued, respected and motivated.

As a Trust, we are grounded in promoting **Leadership**, sharing a moral and ethical purpose to improve the lives of others and make a lasting difference for our learners and communities. And we embrace **Transformation**, approaching change positively so that we can all become our best selves and do our best work.

These values guide every decision we make and every action we take. They are the foundation of our Trust and the reason we can offer such exceptional opportunities for our learners and staff. If you choose to join CELT, you will be part of a values-driven organisation where people are supported to grow, contribute, and thrive.

Sally Foard

Sally Foard
Chair of Trustees



Sally Foard
Chair of Trustees





Cornwall Education Learning Trust

Our Family of Schools

Our family of schools have the privilege of educating 9000 learners across mid-Cornwall. We are passionate about collaborating and ensuring 100% of our learners have an exceptional educational experience.



9000
LEARNERS



1200
CELT STAFF



16
SCHOOLS



Nursery Teaching Assistant

Purpose of the role:

The post holder will take a proactive role in supporting the educational, social, emotional and physical development of children within the nursery setting. Working under the direction of the class teacher, EYFS lead or nursery manager, the post holder will help create a safe, nurturing and stimulating environment where children can learn through play, develop independence and build positive relationships.

The role will include supporting children's learning and development across the Early Years Foundation Stage, contributing to observations and assessments, and assisting with the practical organisation of indoor and outdoor learning activities, routines and care.

Culture:

The post holder will consistently uphold and model the core values of Cornwall Education Learning Trust, maintaining professionalism in accordance with the Trust's Code of Conduct. They will adhere to all safeguarding, health and safety, confidentiality and data protection policies, raising any safeguarding concerns promptly through the correct school procedures.

The role requires warmth, patience, empathy and discretion. The post holder will build trusting relationships with young children, families and colleagues, contributing positively to a calm, caring and inclusive nursery environment.

Strategic purpose:

The post holder will support children's learning and development by assisting individuals and small groups to develop the knowledge, skills and behaviours outlined within the Early Years Foundation Stage. Support will be carefully matched to children's individual stages of development, helping them to learn, explore and participate as effectively as possible.

The post holder will promote children's communication and language, personal, social and emotional development, physical development, early literacy and numeracy, and their understanding of the world through high-quality interactions, play-based learning and adult-guided activities.

They will encourage children's independence, confidence, curiosity and resilience, supporting them to develop positive routines, self-care skills and early social skills. The role may include supporting children with additional needs, including communication, sensory, social, emotional or physical needs, using agreed strategies and approaches to help them feel safe, regulated and ready to learn.

The post holder will help prepare, use and maintain a range of age-appropriate resources, including creative, sensory, construction, outdoor and role-play materials. They will contribute to keeping the nursery environment organised, safe, welcoming and engaging.

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Nursery Teaching Assistant

The post holder will support the assessment, monitoring and recording of children's progress, behaviour, health and general wellbeing, sharing relevant information or concerns with the class teacher, EYFS lead, nursery manager or SENCO as appropriate. This may include contributing to observations, learning records and discussions about children's next steps.

The role will include supporting children with personal care, including toileting, changing, feeding, dressing and hygiene routines. These duties must be carried out with dignity, sensitivity and in line with agreed care plans, safeguarding expectations and school procedures.

The post holder may deliver minor first aid where appropriately trained, assist with the administration of prescribed medication in line with approved procedures, and support high standards of health, safety and hygiene across the nursery.

The post holder will also contribute to positive relationships with parents and carers through professional, friendly and appropriate communication, always maintaining confidentiality.

Personal Development

The post holder will take responsibility for their own continuing professional development, engaging proactively with training opportunities to inform and enhance practice within the Early Years Foundation Stage.

They will develop familiarity with nursery routines, EYFS expectations, safeguarding systems and school procedures, and will be expected to continue learning and adapting as part of their ongoing development within the role.

Note:

This job description is illustrative of the general nature and level of responsibility of the work to be undertaken commensurate with the grade. It is not a comprehensive list of all the responsibilities, duties and tasks relating to the post.

The postholder may be required to undertake such work as may be determined by their line manager from time to time, up to or at a level consistent with the main responsibilities of the job. This job description may be amended at any time in consultation with the postholder.



Nursery Teaching Assistant

Special Conditions of Employment

Cornwall Education Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. The postholder is required to follow all of the Trust's policies and procedures in relation to safeguarding at all times, and to adhere to the statutory guidance 'Keeping Children Safe in Education'. The postholder must take appropriate action in the event that they have concerns, or are made aware of the concerns of others, regarding the safety or well-being of children or young people.

All offers of employment are conditional and subject to satisfactory pre-employment checks including receipt of original qualification documents, references, medical screening, proof of eligibility to work in the UK, Childcare Disqualification check and a Disclosure and Barring Service (DBS) check.



Qualifications and Professional Development

Essential	Desirable
Level 2 Numeracy & Literacy	Level 2 or 3 qualification in Early Years, childcare, or supporting teaching & learning
	Paediatric First Aid qualification, or be willing to undertake training
	Safeguarding training relevant to Early Years

Experience

Essential	Desirable
Experience of working with, caring for, or supporting young children	Previous experience of working in a nursery, preschool, Reception or EYFS setting
Ability to support children’s personal care needs with dignity and sensitivity	Experience of contributing to observations or learning records
Ability to work effectively as part of a team	Experience of supporting children with SEND or additional needs

Knowledge & Skills

Essential	Desirable
Demonstrates an awareness, understanding and commitment to the protection and safeguarding of children and young people	Knowledge of the Early Years Foundation Stage
Demonstrates awareness, understanding and commitment to equality and inclusion	Understanding of child development in the early years
Effective communication and listening skills	Knowledge of strategies to support communication and language development
Ability to build warm, positive and professional relationships with young children	Understanding of play-based learning
Ability to support routines, transitions and children’s emotional regulation	Awareness of health, hygiene and safety expectations in an Early Years setting

Personal Qualities

Essential	Desirable
Warm, nurturing and patient approach	Able to work without close supervision when required
Friendly, professional and approachable	Creative and enthusiastic in supporting play and learning
Discreet, confidential and sensitive	Flexible and adaptable to the needs of the nursery day
Ability to work on own initiative	Calm and reassuring when supporting young children
Ability to relate well to staff, children and families	Reflective and willing to develop Early Years practice



Applying to CELT

We welcome applications via My New Term in the CELT Careers section of our website: www.celtrust.org.

If you would like to arrange a visit or discuss the role further, please contact Recruitment Team at recruitment@celtrust.org

We want every candidate to know exactly what to expect from our recruitment process. All CELT application packs clearly set out key information : salary, interview dates, and application deadlines. All line managers involved in recruitment are trained to recognise and reduce bias, ensuring a fair and consistent experience for every applicant.

More information about our approach can be found in our Recruitment and Selection Policy via the trust website.



Safeguarding

Safeguarding is the golden thread through CELT - safeguarding is everyone's responsibility. We promote an open culture of learning and development where good practice is celebrated and mistakes are used to learn and improve practice and therefore outcomes for our learners.

A whole-school approach to safeguarding means listening to the voices of everyone in the school community. This includes learners as well as parents, carers and school staff.



Amy Daniels
Director of Inclusion

All offers of employment are conditional and subject to satisfactory pre-employment checks including receipt of original qualification documents, references, medical screening, proof of eligibility to work in the UK, Childcare Disqualification check and an Enhanced Disclosure and Barring Service (DBS) check.



Our vision is to build and nurture a talented, diverse team who are proud to deliver exceptional education across our Trust.

We believe in working together, treating everyone fairly, and always learning and growing. We are committed to creating a safe, inclusive, and supportive workplace where every colleague feels valued and inspired to do their best.

By investing in and caring for our people, we unlock their potential – enabling them to make a real difference to our schools, our learners and the communities we serve.

CELT is committed to developing and empowering staff by ensuring that every colleague has the opportunity to thrive in their current role while being prepared for future opportunities.

Lea Randall
People Services Lead



Lea Randall
People Services Lead

**Empowering
our people to
support, teach
and lead**



Claire White
Headteacher

I feel privileged to have been part of SW100's cohort 2. I finished the year a different leader to the one I was 12 months before and I've never been more committed to change in our system. It reinforced my belief that teaching truly is the best job in the world.



Andrew Gasiorowski
IS Manager

I joined Brannel School as an apprentice and now manage the information services team at Poltair School. Working at CELT has enabled me to progress professionally and has provided opportunities for me to work on strategic projects across the Trust.



Rebecca Blizzard
Assistant Headteacher

From gaining valuable leadership experience as Head of Science I felt ready and supported to become an Assistant Headteacher. I value the range leadership opportunities at CELT and the strong collaboration amongst colleagues and our family of schools.

Staff Entitlement

As a Trust we understand that we have a responsibility to create a future-focused team that is ready for change and able to support our development. Part of this future planning involves succession planning and dynamic talent management.

Talent management is crucial at both a strategic and an individual level. It is about the value that every individual brings to Cornwall Education Learning Trust. By understanding people's strengths and unique contributions, we can ensure that they receive the development they need to have the maximum impact in their current and future roles.



Personal Growth & Inspiration:

- Exceptional development opportunities through training, mentoring, and networking.
- Complimentary access to Inspiring the South West conferences to fuel your ambition.



Health & Wellbeing:

- Free annual flu jabs, health screenings, and eye tests to keep you feeling your best.
- Discounted gym and leisure centre memberships to support your fitness goals.
- Wisdom app access for mental health support, mindfulness, and resilience.
- Confidential helpline and counselling through Health Assured, available 24/7.



Family & Flexibility:

- Up to 5 days paid emergency leave for dependants when life throws a curveball.
- Family-friendly policies and flexible working arrangements to help you balance work and home.



Perks & Extras:

- Cycle to Work scheme to promote greener commuting and save on bike purchases.
- Generous public sector pension scheme to invest in your future.



CELT CENTRE OF
EXCELLENCE

At CELT, we believe inspiration should flow through our staff as much as our students. Great teaching comes from colleagues who are curious, ambitious and continually developing their practice. Professional learning isn't an add-on – it's part of who we are.

The CELT Centre of Excellence at Penrice Academy brings this vision to life. It offers a place to reflect, learn and plan next steps, supporting colleagues at every stage of their career. Through programmes such as Future Leaders, New and Aspiring Leaders, and the upcoming Flourishing Programme, the Centre provides clarity, connection and opportunity for all roles across CELT.

Our aim is simple: to help every colleague grow, feel valued and thrive. By investing in ourselves, we strengthen our culture and keep inspiration at the heart of our classrooms.

CLICK HERE



"CELT is where teaching talent takes flight, and connection becomes the fuel that propels us forward. With comprehensive support, collaborative communities, mentoring, research-informed practice, and an unwavering focus on equity, CELT creates an environment where both teachers and learners thrive."



Hayley Bissenden

Hayley Bissenden

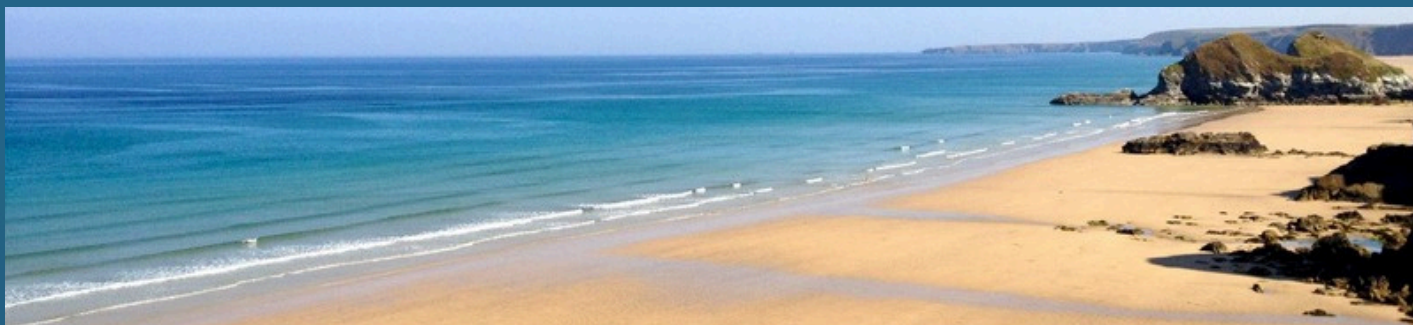
Director of the
Centre of Excellence





Living and Working in Cornwall

A Life That Feels Different—in the Best Way



Cornwall offers a rare blend of meaningful work, breathtaking surroundings and an exceptional quality of life. Our schools sit at the heart of proud, supportive communities where relationships matter and staff quickly feel part of something bigger.

Community

Cornwall's towns and villages are close-knit, welcoming and full of character. Families are deeply invested in their local schools, and the strong partnership between home and school is a defining feature of life here. When you join us, you're joining a place where people genuinely look out for one another.

Lifestyle

From beaches and rugged coastline to moorland and open countryside, Cornwall's natural beauty is always within easy reach. Shorter commutes and access to the outdoors help create a healthy balance between work and life—and the space to truly recharge.



Infrastructure

Cornwall is ambitious about its future. From major road improvements such as the upgraded A30 to enhanced digital connectivity and the convenience of Cornwall Airport Newquay, the region continues to invest to keep people connected and moving.

Families

Safe communities, excellent schools, and a huge range of activities make Cornwall an exceptional place to raise children. Whether it's beach days, outdoor adventures or creative arts, there's always something to inspire young minds.