



RECRUITMENT PACK

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MESSAGE FROM THE EXECUTIVE PRINCIPAL

Moggerhanger Primary School was graded **"Good"** in our most recent OFSTED inspection.

We are '**a little school with big ideas'** located in a beautiful rural village near Sandy. We provide children with a rich and exciting education which is relevant to them and which develops their skills and abilities. Our size means children are treated as individuals. We put the children at the heart of everything we do.

The environment we provide is nurturing and caring. We ensure there are no barriers to learning. We believe children need to be nurtured and developed as individuals to enable them to become lifelong learners and good citizens.

We are a highly successful school built on the partnership between pupils, parents/guardians, staff and the local community, due to our shared vision of high expectations. We, as a school, pride ourselves in ensuring that we achieve quality in all that we do. Our purpose is to work together to create a positive learning environment in which all pupils can realise their full potential. We encourage and support all our pupils and in return we expect high standards of work, conduct and appearance.

Moggerhanger Primary is a Values school and we believe this moral education underpins good behaviour and is a foundation stone of our school. The school is a fantastic learning environment that we continually improve and enhance. The staff, governors and children take great pride in working together to do this.

We are a forest school and make the most of the outside environment for lessons as much as possible.

May I take this opportunity to thank all applicants for their interest in this post and in Moggerhanger Primary School.

With best wishes



Miss Karen Hayward
Executive Principal

OUR VALUES & ETHOS

"A Little School With Big Ideas"

Moggerhanger Primary School, in conjunction with its sister school, Sandy Secondary School, upholds Four Core Values: Courage, Excellence, Determination, and Inspiration. These universally recognized principles guide actions, ensuring good citizenship and personal growth. To make them easily comprehensible for students, each value is paired with a relatable statement and symbol. These values are not just theoretical; they're ingrained in our school culture, introduced in assemblies, classroom activities, and recognized with special certificates. Both staff and students embody these values in every aspect of school life, extending even beyond school premises. To delve deeper into these values, we offer a detailed presentation available for download.



At Moggerhanger Primary School, every individual, regardless of their role, is treated with the utmost respect and valued for their unique contributions. We believe in fostering a nurturing environment where unconditional warmth and consideration are the norm. Our staff embodies the principles we advocate, showcasing behavior characterized by calmness, politeness, sensitivity, and responsibility. Our primary goal is to kindle a passion for learning in our students, helping them recognize the significance of their choices in shaping their behavior and attitudes. Mistakes are viewed as learning opportunities, and we provide a safe space for children to make, understand, and grow from them. In addition, we emphasize the importance of interpersonal relationships, self-awareness, and emotional intelligence, helping children articulate their feelings, manage their behavior, and empathize with others. Our foundation rests on three fundamental rules, known as **"The Three Bees"**: Be ready, Be respectful, Be safe. These rules, further elaborated for lessons and playtimes, are shared with the entire school community to ensure collective understanding. For a comprehensive overview of our behavioral standards, our Behaviour Policy is available on the Policies page.

NURSERY PRACTITIONER

Required ASAP

37 hours per week, Term Time only plus 5 INSET days

NJC 3a Points 5 – 7

£22,275 – £22,989 per annum, actual salary (£25,583 – £26,403 pro rata)

Hours: Monday to Thursday 8.00am – 4.00pm; Friday 8.00am – 3.30pm (30 minutes unpaid break per day)

We are looking for a dedicated, nurturing and motivated Nursery Practitioner to join our vibrant Early Years team. This is a wonderful opportunity for someone passionate about supporting young children's development and contributing to a caring, inclusive and stimulating nursery environment. In this role, you will help provide high-quality physical, emotional, social and intellectual care for children, ensuring they feel safe, supported and encouraged to explore and learn every day.

As a key member of our Early Years setting, you will work collaboratively with colleagues to plan, prepare and deliver engaging learning experiences that reflect the needs, interests and developmental stages of the children. You will support both individual and group activities, contributing to the creation of a rich learning environment indoors and outdoors. Using your professional knowledge and your understanding of diverse learning styles, you will help ensure every child can thrive and make progress.

A central part of this role involves building warm, positive and sensitive relationships with children and their families. You will act as a role model, promoting independence, good hygiene, cooperation and positive behaviour, while upholding the values and expectations of our nursery. You will communicate effectively with parents and carers, offering constructive feedback on children's achievements and development, and working together to meet each child's needs.

We are seeking someone who is proactive, flexible and committed to their own professional growth. The successful candidate will uphold all safeguarding, health and safety and equality requirements, ensuring that our nursery remains a safe, inclusive and supportive environment for all children. You will also play an important part in maintaining high standards across the provision, including preparing learning materials, organising resources and assisting with day-to-day nursery routines.

If you have a genuine passion for early years education, enjoy working as part of a supportive team and want to make a real difference in the lives of young children, we would be delighted to receive your application.



NURSERY PRACTITIONER

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May I take this opportunity to thank all applicants for their interest in this post and in Moggerhanger Primary School.

'We believe in the welfare and safeguarding of all children and expect ALL staff to share the same view'

How to apply for the role:

Application is by completed application form; these are available on My New Term or by clicking on the QR code above.

Closing Date – Monday 19th January 2026 at 9.00am



SAFEGUARDING POLICY

Posts working with either children and/or vulnerable adults will be subject to the disclosure of criminal records, the successful applicant will be required to undertake an enhanced DBS check.

Moggerhanger Primary School have decided to carry out online searches for shortlisted candidates as part of due diligence in our recruitment process, (as per KCSIE, paragraph 220).

The searches are conducted by a member of our staff and recorded in line with our recruitment and appointment protocols and procedures.

The process will be consistent, transparent, and fair and reflected within the Safer recruitment policy.

At Moggerhanger Primary School, safeguarding is our top priority. We encourage all applicants to review our Safeguarding and Child Protection Policy, which outlines our commitment to the safety and wellbeing of students. You can find the policy [here](#).



PERSON SPECIFICATION

Essential	Desirable
Education & Qualifications	
<ul style="list-style-type: none"> • Minimum of a relevant and recognised Level 3 qualification in childcare • Commitment to ongoing personal development training 	<ul style="list-style-type: none"> • Desire to continue with professional development • To gain a recognised Professional Status i.e. Early Professional Status (EYPS) • Up-to-date Paediatric First Aid Certificate • Basic Food Hygiene qualification
Skills and Abilities	
<ul style="list-style-type: none"> • Ability to communicate well with adults and children • Ability to work as part of a team 	<ul style="list-style-type: none"> • Ability to write legibly and have good presentation skills • Possess a level of general computer literacy with a range of IT skills • Good organisational skills • Ability to demonstrate creative abilities
Experience	
<ul style="list-style-type: none"> • Experience of working in an Early Years setting • Experience of implementation of EYFS • Experience of working in partnership with parents 	
Knowledge	
<ul style="list-style-type: none"> • Knowledge of legislation relevant to Early Years such as EYFS, SEN, KCSIE, safeguarding and the Childcare Act 2006 • Knowledge of child development and child's needs • Ability to work with parents/carers/families to encourage partnership working 	
Disposition	
<ul style="list-style-type: none"> • Warm, friendly and responsive • Honest, trustworthy and reliable • Flexible approach • Team player 	<ul style="list-style-type: none"> • Reflective • Creative
Other	
<ul style="list-style-type: none"> • Must be fluent in the English language in accordance with the Immigration Act 2016 • Understanding of Equal Opportunities • Awareness of Health & Safety and practical hygiene issues • Ability, flexibility and willingness to take on other responsibilities or duties as deemed necessary. • Willingness to undertake Paediatric first aid training • Willingness to undertake intimate care duties and training 	

JOB DESCRIPTION

POST TITLE: Nursery Practitioner

RESPONSIBLE TO: Classroom teacher/Executive Principal/SENCO

SALARY: NJC Level 3a points 5 - 7

HOURS OF WORK: 37 hours per week, term time only plus 5 INSET training days
Monday – Thursday 8.00am – 4.00pm (30 minutes unpaid break)
Friday 8.00am – 3.30pm (30 minutes unpaid break)

Job Purpose

- To provide a high standard of physical, emotional, social and intellectual care for children placed in the Nursery.
- To work as part of a team in order to provide an enabling, safe and secure environment in which all individual children can play, develop and learn.
- To provide support to other members of the pre-school team
- To assist with the planning and preparation of resources (learning activities)
- To support the Pre-school lead by preparing the learning environment

Main Responsibilities and Duties

1. To support the School's commitment to safeguarding children.
2. To work within our Early Years Team, supporting the planning and implementation of activities with individuals or groups of children.
3. To be part of our Early Years Team that provides a purposeful, stimulating environment rich in learning opportunities, both indoors and outdoors.
4. To promote the inclusion of all children.
5. To contribute to the EYFS provision including assisting planning learning activities
6. To use professional knowledge of the individual and diverse ways that children learn and develop to meet their differing needs.
7. To establish positive and sensitive relationships with children, to act as a role model and set achievable expectations.
8. To assist with the organisation of the environment inside and outside to ensure that resources and equipment are available and appropriate to meet the needs of the individual children in the group. These activities will take into account children's abilities, interests, language and cultural backgrounds.
9. To meet the physical needs of children and encourage good standards of personal hygiene whilst promoting independence.
 - a. To provide support for the children's emotional and social needs by implementing the principles of the Nursery's Promoting Positive Behaviour Policy and role modelling high standards in all aspects of their role and personal conduct.
10. To encourage children to interact and work co-operatively with others.

JOB DESCRIPTION

11. To provide objective and accurate feedback and reports for parents and other professionals on children's achievements, progress and related matters.
12. To develop positive and sensitive relationships with parents and carers to support this role in children's learning. To provide constructive feedback on children's progress/achievement, on a day-to-day basis or through parent meetings.
13. To have a clear knowledge of and adhere to all Health & Safety Regulations.
14. To comply and assist with the development of policies and procedures.
15. To be proactive in the continuation of your own learning to improve the outcomes for children and their families.
16. To attend meetings as required and participate in training opportunities and performance development.
17. To be flexible within working practices of the Nursery, undertaking other responsible duties where needed, such as domestic tasks, preparation of snack meals, cleansing of equipment, etc.

Health and Safety:

To have an up to date knowledge and demonstrate a good understanding and knowledge of equalities legislation and the Equality and Diversity policies as applicable to the role.

Safeguarding:

Maintain and demonstrate a good understanding and knowledge of the School's Safeguarding policies and procedures as applicable to the role.

The School will endeavour to make any necessary reasonable adjustments to the Job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment of any employee who develops a disabling condition.

This Job Description is current at the date shown but following consultation with you, may be changed by the Executive Principal to reflect or anticipate changes in the Job which are commensurate with the salary and Job Title.

Due to the nature of this job, it will be necessary for the appropriate level of Criminal Record Disclosure to be undertaken. Therefore, it is essential in making your application you disclose whether you have any pending charges, convictions, bind-overs or cautions and if so, for which offences. This post will be exempt from the provisions of Section 4, (2), of the Rehabilitation of Offenders 1974 (exemptions) (Amendments) Order 1986. Therefore, applicants are not entitled to withhold information about convictions which for other purposes are "spent" under the provisions of the Act, and, in the event of the employment being taken up, any failure to disclose such convictions will result in dismissal or disciplinary action by the School. The fact that a pending charge, conviction, bind-over or caution has been recorded against you will not necessarily debar you from consideration for this appointment.