



## Nursery Lead JOB DESCRIPTION

### Role Purpose:

Reporting to the Headteacher you will be responsible for provide outstanding leadership and operational management of the nursery.

### Key Responsibilities

- Maintain an exciting and inspirational child-led, play-based curriculum.
- To manage, support and inspire our staff team to be able to meet the needs of all children in our care.
- Use systems to monitor children's progress, share observations with parents and plan activities to support each child's development.
- To always maintain staffing ratios.
- Work under the guidance of the Leadership Team to share good practice and ensure consistent implementation of approaches to childcare.
- Maintain full regulatory and legislative approval for the nursery, including meeting Ofsted, Environmental Health and Health and Safety requirements.
- Communicate effectively with parents/carers where appropriate.
- Contribute to staff meetings, reviews, and professional discussions.
- Liaise with external agencies
- Promote positive behaviour in line with school policy.
- Support pupils with behaviour regulation and social interaction.
- Follow safeguarding procedures and report concerns appropriately.
- Act as a consistent, positive role model for pupils.

### Culture

- Responsible for the Health and Safety, security and welfare of self and colleagues in accordance with E-ACT's policies and procedures, reporting all concerns to an appropriate person.
- Responsible for working in accordance with E-ACT's policy relating to the promotion of Equality, Diversity and Inclusivity

To undertake any other duties and responsibilities reasonably requested by the leadership team.

Undertake any other duties appropriate to the grade of the post as requested by your Line Manager

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People Development Director	Date: 22/06/20
Version	1.0



E-ACT is committed to safeguarding and promoting the welfare of its students and expects all employees and volunteers to share in this commitment.

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## PERSON SPECIFICATION

Whether you're a 3 year old in nursery learning to explore the world around you, an 18 year old preparing to go to university, a new teacher understanding the demands of the job, a Head Teacher leading the learning in your academy, a member of the regional team ensuring efficient and effective operations or a trustee scrutinising and challenging the CEO, we want every single person within E-ACT to be driven by three core values:

- We want everyone to **think big** for yourselves and for the world around you;
- We want everyone to **do the right thing** in everything you do, even when this means doing something that's hard, not popular or takes a lot of time;
- We want everyone to show strong **team spirit**, always supporting and driving your team forward

We really believe that if we all do the right thing, support our teams and we all think big, believe big, act big, then the results will be big too!

**This means that if you want to be part of E-ACT, you need to be able to embrace and embody these values in all that you do.**

## OUR VALUES

<b>Thinking Big</b>	<ul style="list-style-type: none"><li>• Show energy, enthusiasm and passion for what you do</li><li>• Demand the highest quality in all that you do, and in the work of your team</li><li>• Willing to champion new ideas and think beyond the status quo</li><li>• Show an ability to think creatively and 'outside of the box' in your area of expertise, continually seeking improvements in what you do to make the organisation better</li><li>• Be open to new ideas and change where it will have a positive impact on the organisation</li><li>• Show a willingness to embrace different ideas and ways of thinking to improve E-ACT</li><li>• Ability to 'look outside' – to continually learn about innovations in your field, new ways of doing things, and bring that learning into your work</li><li>• Commitment to self-development, and developing your wider Team</li></ul>
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	<ul style="list-style-type: none"> <li>• Ability to self-reflect on yourself, your performance, and to think about how this could be improved further</li> <li>• Ability to encourage ideas from others in order to improve the organisation and build your team's confidence</li> </ul>
<p><b>Doing the Right Thing</b></p>	<ul style="list-style-type: none"> <li>• Have integrity and honesty in all that you do</li> <li>• Make decisions that are based on doing the right thing, even when this means that they're unpopular or will lead to more work</li> <li>• Take responsibility and ownership for your area of work</li> <li>• Have difficult conversations or deliver difficult messages if that's what's required to do the right thing by our pupils</li> <li>• Be transparent and open</li> <li>• Be resilient and trustworthy</li> <li>• Stand firm and stay true to our mission</li> </ul>
<p><b>Showing Team Spirit</b></p>	<ul style="list-style-type: none"> <li>• Understand how you can have a greater impact as a team than you can as an individual</li> <li>• Understand how you are part of your immediate team but also a much wider organisational team, in working towards our mission</li> <li>• Recognise that everyone is important within E-ACT, and show an ability to build strong working relationships at every level</li> <li>• Recognise and celebrate the success and achievements, no matter how small, of your colleagues</li> <li>• Be generous with sharing your knowledge to help to develop others</li> <li>• Understand and be willing to receive suggestions and input on your area of work from others</li> <li>• Support your colleagues, even when this means staying a little later, or re-prioritising some of your work</li> <li>• Be aware of other peoples' needs and show an ability to offer genuine support</li> <li>• Show an awareness and respect for peoples' differences, and recognise how different characteristics and personal strengths build dynamic and great teams</li> </ul>

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## KNOWLEDGE, EXPERIENCE & SKILLS

**Requirement**      **Assessed at**  
**E – Essential**      **A – Application Stage**

**D – Desirable**      **I – Interview Stage**

**P – During the probationary period**

		<b>E</b>	<b>D</b>	<b>A</b>	<b>I</b>	<b>P</b>
<b>Organisational Fit</b>	Thinking Big	X		X	X	X
	Doing the Right Thing	X		X	X	X
	Showing Team Spirit	X		X	X	X
<b>Knowledge</b>	GCSE Maths and English minimum grade 4 or equivalent	X		X	X	X
	TA3 qualification or equivalent or relevant experience	X		X	X	X
	Demonstrable leadership qualities able to motivate and develop others and self.	X		X	X	X
	Good communication skills with children, parents and colleagues.	X		X	X	X
	An embedded understanding of child development and how children learn.	X		X	X	X
	An embedded understanding of the EYFS Statutory Framework and Development Matters	X		X	X	X
<b>Experience</b>	Demonstrable leadership qualities able to motivate and develop others and self.	X		X	X	X
	An understanding of local safeguarding procedures.	X		X	X	X
	An embedded understanding of child development and how children learn.	X		X	X	X
<b>Skills</b>	A genuine enthusiasm for and an inspirational approach to helping young children develop.	X		X	X	X
	Strong advocate of early years with an excellent understanding of the differing developmental needs of children and an ability to drive best practice.	X		X	X	X
	Ability to model acceptable behaviours and encourage good social skills	X		X	X	X
	Ability to extend children's thinking skills	X		X	X	X
	Ability to communicate with a wide range of stakeholders using a variety of methods	X		X	X	X

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	Ability to work constructively as part of a team	X		X	X	X
	Enthusiasm for the work and values of the organisation.	X		X	X	X

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