



A member of
Polaris
Multi-Academy Trust

Be a part of our Outstanding team

**WE ARE
HIRING!**




Ofsted
Outstanding
Provider

Smarties





Polaris
Multi-Academy Trust




“Our values shape the way we care for children, support our staff, and build strong relationships with families and communities.”




Our Mission

-  To create a culture that enables everyone in the trust to be the best they can be
-  To ensure that each school's unique DNA is used as a platform for the success of the children and young people we educate and care for

Our Vision

-  Everyone in the trust has the confidence, resilience and aspiration to reach their potential

Our Values

-  We have high expectations
-  We are honest, compassionate and fair
-  We are curious, we embrace learning and new ideas

Proud members of The Polaris Trust family



Polaris
Multi-Academy Trust



"Each school's unique DNA is celebrated and used as a platform to maximise the success of every child and young person we educate and care for"



Job Description



Job Title	Nursery Practitioner
Reporting To	Nursery Manager
Scale / Salary Range / Contract	£27,144 per annum (All year round salary) £22,759 per annum (Term Time only) 40 hours per week, Permanent contract.

Core Purpose

To deliver the highest standards of care, support and challenge to the children at Smarties Nursery, resulting in:

- To deliver child centred care that results in happy children and parents
- To deliver of engaging learning for all children
- To always work positively and respectfully as an individual and as part of the team

MAIN RESPONSIBILITIES

1	To effectively deliver the EYFS ensuring that the individual needs and interests of children in the setting are met (in conjunction with other team members).
2	To keep records of your key children's development and learning journeys and share with parents, carers and other key adults in the child's life.
3	Support all staff and engage in a good staff team.
4	To develop and maintain strong partnerships and communication with parents/carers to facilitate day to day caring and early learning needs.
5	To ensure the provision of a high-quality environment to meet the needs of individual children having an awareness of disabilities, family cultures and medical histories.
6	To advise the Nursery Manager/Deputy Nursery Manager of any concerns e.g. over children, parents, the safety of the environment, preserving confidentiality as necessary.
7	To be flexible within working practices of the setting, undertaking other responsible duties where needed, such as domestic tasks, preparation of snack meals, cleansing of equipment etc.
8	To work alongside the Nursery Manager and staff team to ensure that the setting's philosophy is fulfilled.
9	To read, understand and adhere to all policies and procedures relevant to your role and the safe running of the setting.
10	To develop your role within the team, especially with regard to being a key person.

Other Specific Duties:


- There will be a requirement for multi-site working at academy / school level, based on the needs of the Trust and requirements of the role.
- To attend team meetings and staff meetings and maintain confidentiality inside and outside the workplace.
- To continue personal and professional development as required.
- To actively engage in the performance review process.
- All support staff may be used to perform appropriate duties as and when required by the Trust, commensurate with the salary grade of that post if it is higher than the employee's current salary.
- To work in the best interests of the Trust, its pupils, parents and staff.
- To adhere to the Trust's policies and procedures with particular reference to Child Protection, Equal Opportunities, Teaching and Learning and Health and Safety.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

This job description is current at the date shown, but, in consultation with you, may be changed by the Trust to reflect or anticipate changes in the job commensurate with the grade and job title and/or Trust.

Person Specification

KEY CRITERIA	ESSENTIAL	DESIRABLE
Qualifications	<ul style="list-style-type: none"> • Completion of a CWDC recognised full and relevant Level 3 Childcare qualification, e.g. Level 3 Diploma for the Children & Young People's Workforce or NVQ Level 3 in Children's Care, Learning and Development • Some understanding of the importance of Health & Safety and Food Hygiene in the workplace. 	<ul style="list-style-type: none"> • Completion (or be working towards completion) of a recognised Level 4 or 5 qualification • Health & Safety certificate • First Aid certificate • SENCO training • Completion of other relevant courses
Skills, aptitude, knowledge and experience	<ul style="list-style-type: none"> • Experience of working as a practitioner in a child care setting • A commitment to the provision of high-quality childcare with an interest in the care, learning and development of young children • Knowledge of implementing EYFS • Excellent written and oral skills • ICT Skills • Knowledge of child development and child's needs • A positive approach to learning and gaining new skills through teamwork and training opportunities • An understanding of the Early Years Foundation Stage (EYFS). 	
Personal qualities	<ul style="list-style-type: none"> • Enthusiasm for working with young children • Good organisational, record keeping and planning skills • Excellent written and verbal communication skills, with colleagues, parents, carers and children • A positive approach to inclusive practice, with children, colleagues, parents and carers • Punctuality • Patience • Reliability and trustworthiness • Flexibility – occasionally working hours might be changed, e.g. if the setting hosts a Parent's Evening • Ability to work as part of a team • Possess a level of general computer and IT skills • Good organisational skills • A positive approach to gaining further qualifications. 	<ul style="list-style-type: none"> • Ability to demonstrate creative thinking and practice



“Principles are the basis of developing a vision and value system for all.”



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