



# Application Pack

Nursery Nurse (EYFS)



<b>Job Title</b>	Nursery Nurse (EYFS)
<b>Salary &amp; Grade</b>	G7 £21,577-£23,559 (FTE £31,537-£34,434)
<b>Contract</b>	Permanent, 30 hours per week, term time only
<b>Reporting to</b>	Headteacher
<b>Start Date</b>	ASAP

## Dear Applicant

Thank you for your interest in the role of Nursery Nurse.

Waterton Academy Trust is looking to appoint an inspirational and ambitious Nursery Nurse to join the team at Cherry Tree Academy as soon as possible.

Cherry Tree Academy is on an exciting school improvement journey with all stakeholders firmly committed to providing high-quality education for all pupils. We seek to ensure that every pupil achieves their full potential and develops a sense of belonging to our school community and family of schools.

The Governors, leaders and children of Cherry Tree Academy are currently seeking a Nursery Nurse to join the growing team as soon as possible, with dates to be mutually agreed. The successful candidate will work closely with the teaching staff supporting children with their learning and behavioural needs. This is an excellent opportunity for an ambitious and talented individual to take a key role in our team. We are looking for someone with a genuine passion for education – someone who is driven to make a difference to the lives of the children they work with. Waterton Academy Trust is a forward thinking Multi Academy Trust of 13 partner schools, serving the Wakefield and Barnsley districts.

We look forward to receiving your application.

Warm Regards,

Adam Dawson

Headteacher

## About Us

Waterton Academy Trust is a thriving and values-led partnership of schools committed to giving every child the best possible start in life.

Established in 2014 with Walton Primary Academy as its founding member, the Trust has grown steadily and strategically, guided by a strong moral purpose and a deep understanding of the communities we serve. We believe that **success is a shared experience** – every learner, every member of staff, and every school should flourish, together.

By the end of 2026, we expect to support more than 4,000 pupils across our schools, with a dedicated team of over 600 staff and an annual turnover approaching £28 million.

Our growth has not been about size alone - it reflects the strength of our educational offer, the diversity of our provision, and the depth of our partnerships.

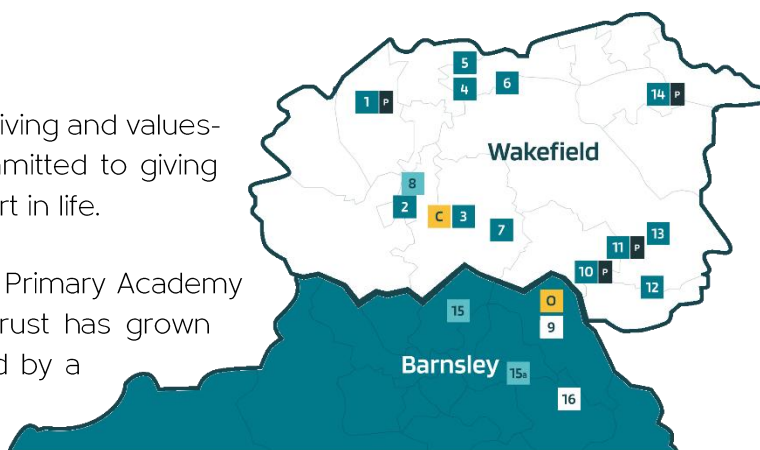
We work across two key regions - Wakefield and Barnsley - and are proud to be seen as a trusted and collaborative presence within the wider education system. All our schools are primary-phase, and collaboration sits at the heart of how we work. Our Trust continues to grow, with King's Oak Primary joining us in September 2025, and two other schools in the pipeline for growth.

In response to local need, our first independent special academy – Newstead Academy opened in Barnsley in 2023 and has already grown to include a satellite site based at Hunningley. Building on this success, we are preparing to open a new specialist setting - Hammer Lane Academy - in Wakefield in September 2025. These developments are a testament to our commitment to inclusive education and our ability to work alongside local partners to meet the needs of all learners.



We also know that a great start in education begins early. That's why we've expanded our offer to include four pre-school settings, with plans for further growth.

If you share our belief that all children deserve the highest-quality education and want to be part of a forward-thinking, people-centred organisation, we'd love to hear from you.



### Our Locations

#### Waterton Offices

C - Centre for Excellence  
O - Operations Office

#### Waterton Schools

- 1 - Wrenthorpe Academy
- 1p - Wrenthorpe Pre-School
- 2 - Sharlston Community School
- 3 - Walton Primary Academy
- 4 - Normanton Junior Academy
- 5 - Lee Brigg Infant and Nursery School
- 6 - Normanton Common Primary Academy
- 7 - Crofton Infant's School
- 8 - Hammer Lane Academy
- 9 - Churchfield Primary School
- 10 - King's Meadow Academy
- 10p - The Meadow Pre-School
- 11 - West End Academy
- 11p - The Woodland Pre-School
- 12 - South Kirkby Academy
- 13 - Ackworth Mill Dam School
- 14 - Cherry Tree Academy
- 14p - Cherry Blossom Pre-School
- 15 - Newstead Academy
- 15a - Hunningley Academy
- 16 - Kings Oak Primary



## Our Vision and Values

The Trust is proud of its shared vision and values, which are embedded across all aspects of our work.

This vision—centred on collaboration, aspiration, enjoyment, and equity—guides our actions and unites our schools in a common purpose. We aim to create a culture where success is a shared experience, every child enjoys a rich and relevant curriculum, and all pupils are supported to achieve their full potential, regardless of background.

Candidates interested in joining the Trust are encouraged to explore our vision and values to ensure they align with their own ethos and long-term aspirations.





## About The School

On behalf of the children, staff, and Academy Standards Committee at Cherry Tree Academy, I would like to thank you for your interest in joining our team.

I first joined Cherry Tree Academy in February 2023 and have worked tirelessly alongside our dedicated staff to enhance the learning experiences of our children. Every day, I am inspired by the enthusiasm, curiosity, and resilience of our pupils, and I am proud to lead such an ambitious and passionate team.

From my very first visit, I knew Cherry Tree Academy was the perfect place for me. Walking through our school, I am greeted by smiling, eager learners who are proud of their school and excited about their futures. Our academy is a wonderful place to work and learn, and we are on an exciting journey of improvement.

In January 2024, Ofsted recognised our progress, awarding us 'Good' in **Leadership & Management** and **Behaviour & Attitudes**, while highlighting our **EYFS provision** as a true strength. We are determined to build on this success as we work towards achieving an overall 'Good' judgement.



At Cherry Tree Academy, our core values—**respect, resilience, consideration, inclusivity, and compassion**—are at the heart of everything we do. We expect our staff to **embody these values every day**, creating a nurturing and inspiring environment where children not only excel academically but also develop into confident, responsible, and kind individuals.

This is a **fantastic time to join our team**. We are looking for teachers who share our passion for making a difference, who are eager to contribute to our journey, and who thrive in a collaborative and forward-thinking environment. Ofsted praised the ambition and pace of our improvements, and we need **motivated, innovative professionals** to help drive us even further.

At Cherry Tree Academy, we are committed to providing a **stimulating, creative learning environment** where every child can reach their full potential. Our diverse, engaging curriculum ensures that children are not only prepared for academic success but also for life beyond the classroom.

If you are **ambitious for our children**, enthusiastic about high-quality teaching and your own CPD, and ready to live out our values in a **welcoming and inclusive** school community, we would love to hear from you.

I look forward to welcoming passionate educators who want to make a real difference at Cherry Tree Academy.

**Adam Dawson**  
**Headteacher**







## About Our School

Cherry Tree Academy is a 1.5 form entry primary school serving the Pontefract community.

Ofsted (2024) recognised the positive improvement journey the school is on.

- Leaders have high expectations for all pupils who attend Cherry Tree Academy. This includes pupils with special educational needs and/or disabilities (SEND).
- Pupils at Cherry Tree Academy are safe and they behave well in school and at breaktimes.
- Early years is a strength of the school. The provision is carefully planned.
- The school is considerate and aware of the workload and wellbeing of staff.



Since joining the school, I have been fully supported and provided with numerous opportunities to access a range of high-quality CPD. This has allowed me to further develop as a classroom teacher.

**KS2 Class Teacher**



The role is as rewarding as it is challenging and with the support of the Cherry Tree family, I am happier than I have ever been in my teaching career. It is truly a 'family' where we support each other on a daily basis. We have fun, we laugh and we work really hard to keep the children at the very centre of our focus.

**KS1 Class Teacher**



At Cherry Tree we thrive on the opportunity to make a positive change to the lives of children and their families.

**EYFS Support Assistant**



Waterton Academy Trust, Centre For Excellence, Walton Primary Academy, The Grove, Wakefield, WF2 6LD

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## Our Pupils

Waterton Academy Trust serves communities with some of the highest levels of deprivation in the region, and in the country. In response, we place children's well-being, voice, and enrichment at the very heart of our work. We believe that every pupil, regardless of background, should feel the full benefit of belonging to a trust that puts their experience of school first.

Pupil voice is not just encouraged - it's embedded in our decision-making. Our elected Children's Parliament meets regularly with the CEO and Headteachers, sharing their views and shaping priorities for improvement. Their efforts were recognised nationally, receiving a letter of commendation from former Prime Minister Theresa May.

Beyond the classroom, we create rich and joyful experiences that promote creativity, confidence, and healthy living. Our roaming art gallery, Waterton's Got Talent, and Waterton Young Chef of the Year celebrate the diverse talents of our pupils, while our annual MATlympics and extensive sports offer promote inclusion, teamwork, and well-being.

These experiences are not just events; they are integral to our mission—ensuring that every child in a Waterton school is heard, celebrated, and empowered to thrive.

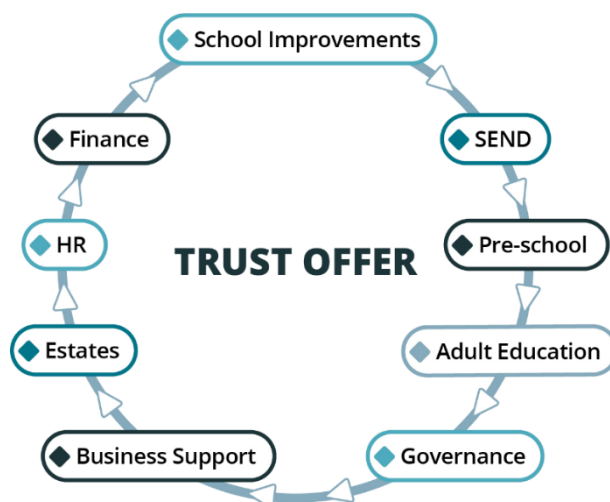


## Trust Offer

At Waterton Academy Trust, we are proud to provide a consistent, high-quality offer that enables every school - regardless of size, Ofsted rating, or context - to thrive. Our Trust Offer ensures that all academies benefit from the same comprehensive package of educational and operational support, tailored to meet individual school needs while remaining accessible to all.

This offer is underpinned by our belief that school leaders should be able to focus their time and energy on what matters most: delivering excellent teaching and learning. By reducing operational burdens and providing high-quality, evidence-informed school improvement support, we create the conditions in which pupils and staff can flourish.

Our investment in a strong and expert central team means that every school can draw upon specialist support in areas such as safeguarding, governance, curriculum, finance, HR, IT, estates, marketing, and data protection. This support is complemented by access to legal advice and professional development, including high-impact CPD, leadership development, and coaching.



The Trust Offer is more than a service package - it's a reflection of our values. It supports excellence, equity, and collaboration across all Waterton schools, enabling leaders to deliver the very best for their pupils, every day.

**To read about impact in 2024, please read our annual report to stakeholders on the Trust website.**

<https://www.watertonacademytrust.org/academies/trust-performance/>



## Job Description – Nursery Nurse

<b>Job Title</b>	Nursery Nurse
<b>Reporting to</b>	Headteacher
<b>Grade</b>	G7

<b>Main Purpose</b>	You will play a key role in providing high-quality care, learning experiences, and support for children in our Nursery, ensuring they thrive in a safe, nurturing, and stimulating environment.
<b>Key Responsibilities</b>	<p><b>Supporting Learning and Development</b></p> <ul style="list-style-type: none"> <li>Assist in planning and delivering engaging and age-appropriate learning activities in line with the Early Years Foundation Stage (EYFS) framework.</li> <li>Support children's learning through play, exploration, and structured activities that promote their social, emotional, cognitive, and physical development.</li> <li>Support the children's learning and development by participating in various activities, providing opportunities to extend interests and by encouraging and supporting access to activities and resources</li> <li>Observe and assess children's progress, recording observations and contributing to learning journals.</li> <li>Adapt activities and support strategies to meet the individual needs of children, including those with additional needs.</li> </ul> <p><b>Providing High-Quality Care</b></p> <ul style="list-style-type: none"> <li>Ensure the safety, well-being, and personal care needs of all children, including toileting, feeding, and hygiene routines.</li> <li>Foster a warm, inclusive, and welcoming environment where all children feel valued and supported.</li> <li>Support children in developing independence, confidence, and social skills.</li> </ul> <p><b>Safeguarding and Behaviour Management</b></p> <ul style="list-style-type: none"> <li>Promote positive behaviour and implement the school's behaviour management strategies to create a respectful and cooperative learning environment.</li> <li>Follow safeguarding policies and procedures, ensuring the welfare of all children and reporting any concerns promptly.</li> <li>Work collaboratively with colleagues to maintain a secure and well-managed setting.</li> <li>Support with daily health and safety checks to ensure all nursery areas are kept safe and secure</li> </ul> <p><b>Communication and Teamwork</b></p>

	<ul style="list-style-type: none"> <li>• Build strong relationships with children, parents, and carers, providing updates on progress and supporting home-school partnerships.</li> <li>• Work closely with teachers, teaching assistants, and other staff to support the school's Early Years provision.</li> <li>• Participate in training, and professional development opportunities as required.</li> </ul> <p><b>Other Duties</b></p> <ul style="list-style-type: none"> <li>• Assist in setting up and maintaining learning environments, both indoors and outdoors.</li> <li>• Support the preparation of resources and materials for activities.</li> <li>• Contribute to the wider school community, including supporting events and initiatives.</li> </ul>
<b>Responsibilities for Resources</b>	<p><b>Employees (Supervision):</b> Yes</p> <p><b>Financial:</b> Identify and order resources within a set budget</p> <p><b>Physical:</b> Effective monitoring and use of resources and replacement where necessary</p>
<b>Expectations of All Employees</b>	<ul style="list-style-type: none"> <li>• Represent and promote Waterton Academy Trust values internally and externally</li> <li>• Ensure that all stakeholders receive an excellent customer service experience in all dealings with you and with Waterton Academy Trust</li> <li>• Deliver your day-to-day duties consistently with the agreed service level</li> <li>• Actively promote and act, at all times, in accordance with Trust policies, e.g. Code of Conduct, Health and Safety, Equal Opportunities and Safeguarding</li> <li>• Make a commitment and contribution to the overall ethos and values of the trust, upholding these in all activities connected with the role</li> <li>• Undertake other duties commensurate with the job level</li> <li>• Promote high standards of personal professional conduct in accordance with the Trust Employee Code of Conduct</li> </ul>
<b>Additional Information</b>	<p>The duties and responsibilities highlighted in this Job Specification are indicative and may vary over time. Post holders are expected to undertake other duties and responsibilities relevant to the nature, level and scope of the post and the grade has been established on this basis</p>
<b>Working Conditions</b>	<p>The nature of the post may involve some ongoing physical effort for long periods e.g. standing or walking, awkward postures, pushing/pulling, lifting/carrying.</p> <p>Outdoor working conditions in dry weather &amp; indoor working conditions in wet weather</p>
<b>Customers and Clients</b>	<p>To supervise and ensure the health and safety of children at all times.</p>
<b>Characteristics of the Post</b>	<p>Employees are encouraged to participate in training activities in order to enhance their own personal development.</p> <p><b>The employment checks are required:</b></p> <ul style="list-style-type: none"> <li>• Evidence of entitlement to work in the U.K.</li> </ul>

	<ul style="list-style-type: none"><li>• Evidence of essential qualifications - see job specification</li><li>• Two satisfactory references</li><li>• Confirmation of medical fitness for employment</li><li>• Registration with appropriate bodies (where applicable)</li></ul> <p>The following employment checks are required for those positions which are based in a school or working with vulnerable young people and adults: Evidence of a satisfactory safeguarding check e.g. DBS check at the relevant level.</p>
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## Person Specification – Nursery Nurse

AF: Application Form

OT: Occupational Task

CQ: Certificates/Qualifications

I: Presentation

I: Interview

R: Reference

Qualifications	Essential	Desirable	Assessed
Level 3 in Early Years Childhood Development	X		AF
GCSE or equivalent English and Maths Grade C/4 or above	X		AF
Paediatric First Aid certificate		X	AF
Experience	Essential	Desirable	Assessed
Experience of working with children aged 5 and under in a childcare setting	X		AF/I
Experience of working with/supporting a small group of children	X		AF/I
Experience of working in partnership with parents	X		AF/I
Experience of working with children with SEND		X	AF/I
Knowledge and Understanding	Essential	Desirable	Assessed
Extensive knowledge of Early Years Foundation Stage Curriculum and Statutory Requirements	X		AF/I
Working knowledge of safeguarding children in settings	X		AF/I
Personal Attributes	Essential	Desirable	Assessed
Be physically able participate in play and active-based learning	X		AF/I
Accurate record keeping on the IT systems where applicable	X		AF/I
Highly effective verbal and written communication skills	X		AF/I
Ability to maintain confidentiality.	X		AF/I
Highly effective organisation and time management skills	X		AF/I
Excellent time keeping and attendance	X		AF/I
Ability to work well as part of a team	X		AF/I
Other	Essential	Desirable	Assessed
Willing to work flexibly in accordance with policies and procedures to meet the operational needs of the Trust	X		I
Committed to professional development in connection with the post	X		I
Work in accordance with the Trust's core values and behaviours	X		I
Travel in connection with the post	X		I
A commitment to equality/diversity in the workplace and the wider educational community	X		I

A commitment to safeguarding and promoting welfare for all	X		I
<b>Suitability to work with children and young people</b>	<b>Essential</b>	<b>Desirable</b>	<b>Assessed</b>
Satisfactory DBS disclosure and standard Trust pre-secondment checks	X		AF, R, I
Ability to work in a way that promotes the safety and well-being of learners	X		AF, R, I

## Next Steps

For further information about the opportunity please contact the school office on 01924 967603 or [cherrytreeoffice@watertonacademytrust.org](mailto:cherrytreeoffice@watertonacademytrust.org)

## To Apply

Please submit applications via My New Term.

## Selection Timeline

**Closing Date:** Monday 23<sup>rd</sup> February 2026 – 8am

**Shortlisting:** Monday 23<sup>rd</sup> February 2026

**Interviews:** W/C Monday 23<sup>rd</sup> February 2026

**Start Date:** ASAP

*Waterton Academy Trust is wholly committed to ensuring children and young people are fully supported and safe. We are dedicated to the safeguarding of all children and young people whilst promoting their welfare and expect all staff and volunteers to share this responsibility. An enhanced DBS check is required for the successful candidate, this process is completed by an online third party company. The position is also subject to two satisfactory references. Shortlisted candidates will be asked to provide details of any unspent convictions and those that would not be filtered, prior to the date of interview. We are committed to treating all applicants fairly and have a policy on the recruitment of ex-offenders which is available to applicants on request. Waterton Academy Trust is wholly committed in ensuring that all employees, future employees and applicants are treated equally regardless of age, disability, gender reassignment, marriage and civil partnership, maternity, race, religion and belief, sex and sexual orientation.*

***It is an offence to apply for the role if the applicant is barred from engaging in regulated activity relevant to children.***