



First Steps Enterprise Limited: *footprints@netherton*

Job Title: 1:1 SEND Support Practitioner

Pay: From £12.21 per hour, dependant on qualification and experience, plus 12.07% leave allowance

Hours: 30 hours per week, Monday to Friday 9am to 3pm

Venue: *footprints@netherton nursery*

Based in Netherton Family Wellbeing Centre

We are looking for a compassionate, patient and proactive individual to join our early years team at footprints@netherton as a 1:1 SEN support. This rewarding role involves working closely with a child who has an EHCP, providing tailored support to help them thrive socially, emotionally and academically.

Applicants must be able to demonstrate patience and empathy; a good understanding of child development and SEN; the ability to follow routines but also think flexibly and possess strong communication and record keeping skills

Aims of Post

To provide tailored support to a child with additional needs. This role is crucial in helping the child access learning, develop socially and emotionally, and meet developmental milestones.

Main Responsibilities

Individualised Support

- Implement strategies outlined in the child's Education, Health and Care Plan (EHCP) or support plan
- Deliver interventions tailored to the child's specific needs (e.g., autism, speech delay, physical disabilities)
- Break down tasks into manageable steps and use visuals or sensory tools where needed

Communication and Interaction

- Use alternative communication methods (e.g., Makaton, PECS)



- Support the child in expressing themselves and understanding others
- Promote turn-taking, eye contact, and interaction with peers

Inclusion and Social Interaction

- Help the child engage with peers and feel included in activities
- Encourage positive play and support in conflict resolution or managing emotions
- Adapt play activities to be accessible and meaningful for the child

Emotional and Behavioural Support

- Understand triggers and use positive behaviour strategies
- Support the child in regulating emotions using calm-down techniques or sensory support
- Provide a consistent and nurturing presence, building trust and rapport

Learning and Curriculum Access

- Adapt EYFS curriculum activities
- Provide support to reinforce learning
- Keep records of the child's progress and contribute to observations and assessments

Liaison with Team and Parents

- Work closely with the SENCO and external professionals
- Share updates with parents and carers and contribute to review meetings
- Help implement strategies advised by specialists

Other Requirements

- To work within the framework of Safeguarding Children and Child Protection policy and procedures.
- To deliver services within a fully inclusive equal opportunities framework.
- To carry out his/her duties with full regard to the setting's Health and Safety and confidentiality policies and procedures.
- To assist with and undertake general nursery duties

Other Information

- Physical Demands The work requires normal physical effort. It may occasionally involve lifting and handling of play equipment and other resources and to be involved in practical activities and the physical care of young children.
- Working Conditions Sessions are mainly nursery based, but staff will also be expected to attend other venues to support services or attend training.



- General The duties and responsibilities in this job description are not restrictive and the post holder may be required to undertake any other duties which may be required from time to time. Any such duties should not, however, substantially change the general character of the post.

Criminal Records Bureau and Other Checks

- A full enhanced DBS disclosure will be undertaken, and any adverse findings could result in any offer of employment being withdrawn.
- Previous employer references will be requested
- Qualification checks will be undertaken
- Eligibility to work in UK
- Other checks may be undertaken

PERSON SPECIFICATION – ESSENTIAL (or working towards)

Qualifications

- No formal qualifications are needed but a level 2 or 3 early years qualification is a bonus
- Willingness to participate in relevant training and development opportunities

Experience

- Good experience working or volunteering in an Early Years or school setting is advantageous

Skills/Knowledge/Aptitudes

- Ability to deliver quality one-to-one support to a child with significant additional needs
- Ability to work effectively with colleagues in the delivery of high-quality provision.
- Ability to build and maintain positive relationships with children and parent/carers in order to meet the individual needs of children.
- Good communication, interpersonal and organisational skills.
- Experience of working within or implementing effective key worker systems.
- Good understanding of Development Matters in the Early Years Foundation Stage framework.
- Thorough knowledge of all aspects of child development and an understanding of the range of factors affecting development.
- Ability to promote a positive ethos and role model positive attributes
- Good personal numeracy and literacy skills
- Awareness of inclusion, especially within a setting
- Effective use of ICT to support learning



- Able to demonstrate an up to date knowledge of

current developments and legislation relating to early years education and childcare.

- Knowledge and understanding of child protection issues, practices and procedures.

Team Working

- Demonstrates a non-judgemental approach to values, views and needs of others. Sees other people's point of view and encourages and respects views that are different from own. Takes time to get to know people and how they operate.

Adaptability

- Supports the change process, remaining positive during times of change. Willingly co-operates with others and highlights potential problems in a positive and supportive way.

Professional Values and Practice

- Ability to build and maintain successful relationships with children and adults, treating them consistently, with respect and consideration.
- Ability to work collaboratively with colleagues both within school/Children's Centre and other organisations.
- Ability to improve own practice through observations, evaluation and discussion with colleagues.
- High expectations of all children; respect for their social, cultural, linguistic, religious and ethnic backgrounds; and commitment to raising their early year's development.
- Ability to work collaboratively with colleagues, and carry out role effectively, knowing when to seek help and advice.
- Able to liaise sensitively and effectively with parents and carers, recognising their role their child's learning.
- Able to improve their own practice through observations, evaluation and discussion with colleagues

OTHER DETAILS

- Wage from £12.60 per hour plus leave allowance of £12.07%
- 30 hours per week in line with the individual child's attendance patterns. Flexibility will be required for this role.



- Additional hours may be available to cover other

staff non-session time

- Pay is fortnightly, but one week in arrears.
- Place of work: footprints@netherton nursery, based within Netherton Family Wellbeing Centre, Netherton
- Fixed-term in line with offer letter. Any extension beyond this period is not confirmed and is subject to funding and commissioning arrangements
- The post is subject to all checks highlighted above

- To apply complete an application form here [Application Form - First Steps Enterprise Limited](#)