Job Title: Level 3 Early Years Childcare Practitioner

Pay: £13.52 per hour

Hours: 38 hours per week over 4, 10 hour days (Currently Monday, Tuesday, Wednesday and Friday but could be subject to change)

Position: Permanent, all year round

Venue: footprints@hattonhill nursery, Alwyn Avenue, Litherland, L21 9NZ

footprints@hattonhill is a warm and friendly community-based nursery in the heart of the Ford and Litherland community. Our mission is for every child to feel nurtured, secure, connected and inspired. Through warm responsive relationships and a rich range of meaningful experiences, we create an environment where every child feels valued, understood and confident to be themselves.

If you share these same values, we would love to hear from you. We are looking to appoint a **Level 3 qualified early years practitioner** to join our established and dedicated team.

The successful candidates will work as part of the nursery team in our Acorns, 2.5 to 4 years room to provide high-quality care and learning opportunities for children, following the Early Years Foundation Stage (EYFS) and safeguarding procedures. You will be responsible for a small group of key children, supporting children's individual development, supporting the planning and implementation of engaging and enriching activities in line with our 'Values Led Curriculum', and maintaining a safe, stimulating environment.

You will also work closely with parents, carers, and colleagues in our shared commitment to supporting every child to make good progress from their individual starting points, working towards their developmental milestones and developing the knowledge, skills and confidence they need for their next stage of their learning.







Benefits of Working for First Steps Enterprise Ltd

- Competitive rates of pay
- Discounted childcare at our nurseries
- Ongoing professional development, training and promotion opportunities
- Pension scheme*
- Life insurance*
- Uniform
- Christmas eve and the Christmas holidays off

What is the purpose of the role?

- Protect and promote the health and well-being of children.
- Ensure that safeguarding procedures are followed.
- Promote positive relationships in the early years setting.
- Support children's learning and development through play.
- Be a 'key person' to a small group of children and build positive relationships with their families.

What key skills do you need?

Commitment - You will need to demonstrate a commitment to working with children. Working in the early years sector can be as intensive as it is rewarding. You must have a passion for child development and be dedicated to caring for young children.

Building Relationships - Children thrive in early years settings when they have strong bonds and healthy relationships with nursery practitioners. You need to be someone who enjoys the company of children and can empathise with how children express their feelings.

Personal Skills - You also need to be personable and approachable with children's parents. Parent partnerships are vital in helping you to understand how to keep children happy and supported, both in nursery and home life.

Creativity- Children will engage in nursery activities if they are fun and enjoyable. The best activities are those that help children learn new skills and develop their understanding of the world without them even realising that they are learning. As a nursery practitioner, you will need to have a creative mind in order to create exciting and memorable activities.

Key Responsibilities

Reports to:

- Room Leader and Nursery Management

Key person

As a nursery practitioner, you will be expected to be a key person for a small group of children. As a key person, you will be there to help children make a smooth transition from home to nursery life. You will also be there to support the children in your key group to reach their early years milestones in line with the early year's foundation stage. To do this, you will be expected to build strong bonds with the children to understand their own interests and passions, enabling you to then create activities that are tailored to their interests.

Learning and Development

- Contribute towards high standards of quality within the nursery rooms in respect of the environment, resources and experiences offered to children.
- Ensure that all children attending the nursery receive rich and stimulating experiences appropriate to their age and stage of development.
- Support the practice and provision in the nursery to meet the requirements of the Early Years Foundation Stage Statutory Requirements.
- Ensure that all safeguarding practices and procedures are adhered to keep children safe.
- Support the development of good practice with regards to special needs and inclusion.
- Support nursery staff in delivering the nursery curriculum utilising methods and systems as directed by the company.

Health and Safety

- Support the Room Leader in the day-to-day operation in order to ensure the health and safety of the children, their parents, carers, the team and any visitors to the nursery.
- Adhere to all health and safety policy and procedures.
- Be fully aware of all emergency and security procedures.

General

- Adhere to all Company policies and procedures.
- Maintain a positive attitude at all times with children, parents, visitors and work colleagues.
- Ensure confidentiality, where appropriate is maintained.

- Undertake any other duties as reasonably requested by line management.

The duties and responsibilities in this job description are not exhaustive or restrictive, changes and other duties relevant to this post may be added. This job description may be reviewed in the future.

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 required.
- Qualification checks will be undertaken.
- Eligibility to work in UK.
- Other checks may be undertaken.

PERSON SPECIFICATION – ESSENTIAL (or working towards)

Qualifications

- At least a full and relevant level 3 early years practitioner qualification.
- A current paediatric first aid certificate (can be arranged if expired).
- Willingness to participate in relevant training and development opportunities.

Experience

- Proven experience working in an early years setting.

- Experience with children 0-4 years of age.

Skills/Knowledge/Aptitudes

- 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 individual needs of children.
- Good communication, interpersonal and organisational skills.
- Experience of working within or implementing effective key worker systems.
- Good understanding of the Early Years Foundation Stage framework.
- Thorough knowledge of all aspects of child development and outcomes, 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

- Pay £13.52 per hour
- 38 hours per week, 7.45-6pm over 4 days with a 30 minutes unpaid lunch and a 15 minute paid break.
- Place of work: footprints@hattonhill nursery, Alwyn Avenue, Litherland, L21 9NZ
- The post is subject to all checks highlighted above
- The post is subject to a 12-week probationary period
- Application forms can be found here https://firststepsenterprise.co.uk/vacancies/application-form/