

# Recruitment Information Pack



Countesthorpe  
Academy

## **LiFE Multi Academy Trust and Countesthorpe Academy**

### **TEDDIES NURSERY**

FULL TIME QUALIFIED CHILDCARE PRACTITIONER

Fixed Term for 1 year

Hours: 37 HOURS PER WEEK

Grade 4 pay point 6 - £24,222



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# Vision, Values and Ethos

LiFE Multi Academy Trust

## Bringing Learning to LiFE

**Vision:** We have a compelling desire to provide high quality, personalised and rounded education and nursery provision for everyone, right in the heart of our local community. We believe that no school can be deemed successful unless all those around it are also successful, popular and flourishing. Hence, we believe that dynamic, mutually accountable collaboration and challenge between local schools as members of the LiFE MAT is the cornerstone of our future success.

Each school is seen as a leader of, and vital to its local community; each school is regarded as fundamental to the identity of its surrounding community.

### Values:

- Ensuring that every child achieves positive, life changing outcomes
- Providing a whole education: academic excellence co-existing with an exceptional commitment to activity beyond
- **The relentless pursuit of excellence by;** expecting this of every person, every day; recognising and celebrating behaviours that lead to great progress, and promoting and celebrating elite performance inside school and in the wider world
- Valuing the diversity and qualities of our staff and students
- Ensuring that all students and staff feel known, appreciated and supported
- Committing whole-heartedly to collaboration within, between and beyond our academies.

## Our Trust consists of

The LiFE Multi Academy Trust currently consists of Bosworth Academy, The Winstanley School, Kingsway Primary School, Braunstone Frith Primary School, Countesthorpe Academy, Ashby School, Ibstock Community College and Ivanhoe College.



## Countesthorpe Academy

### 11- 19 school educating KS3, KS4 & KS5

**Vision:** With everything we do, we aim for everyone in our school community to be the best they can be.

**Values:** We are all learners. We practise and embed our core values of showing respect, developing resilience and achieving success.

**Ethos:** We do this through:-

- Providing high quality learning opportunities
- Bring a research informed school
- Delivering real life/innovative curriculum
- Our high expectations
- Being aspirational for our community
- Recognising success
- Developing leadership

## Teddies Nursery at Countesthorpe Academy

Teddies Nursery is committed to making sure children have a safe, secure and stimulating environment in which to reach their full potential.

We believe that play is fundamentally how young children learn and do so best when they are happy and secure.

## Our Offer to staff in the LiFE Multi Academy Trust and our schools

### Professional Capital:

**'We believe in getting the right people, getting them to work together and getting them to stay'**

Strategy	Description
<b>Putting your trust in our Trust</b>	We believe in your development. Everything we do is about creating a team of committed professionals who share our ambition for young people. If you believe in this too, we are committed to providing an exciting, enjoyable and rewarding working environment.
<b>Health and Wellbeing Strategies</b>	<p>Having happy and healthy staff is key to a successful organisation. The Trust is committed to:</p> <ul style="list-style-type: none"> <li>• providing employees with a safe, healthy and supportive environment in which to work</li> <li>• recognising that the health and wellbeing of our employees is important</li> <li>• providing a supportive workplace culture where individuals healthy lifestyle choices are valued and encouraged</li> </ul> <p>We are committed to supporting colleagues to overcome the stigma and discrimination of mental health issues within the work place. To show our commitment to this we have publicly signed up to 'Mindful Employer' and the 'Charter for Employers who are Positive about Mental Health'.</p> <p>We believe it is important that we are role models to our students of how to be a healthy adult. We actively promote the importance of a work life balance, offering support to staff on managing stress and workload, as well as a physical activity programme. Access to coaching, counselling and supervision is also available to all staff.</p>
<b>Equality and Equal Opportunities</b>	Our Trust and its schools are committed to ensuring equality of opportunity in line with the Equality Act 2010. The Trust seeks to reduce disadvantages, discrimination and inequalities of opportunity, and promote diversity in terms of its students, workforce and our wider communities we serve.
<b>Presumed Professionalism</b>	We have a 'Presumed Professionalism' ethos across the Trust. Our staff are professional educators and we recognise the need to support staff to enable a healthy work life balance to allow maximum impact whilst working with our young people and each other.

**Development of Professional Capital and Excellence**

As a Trust we always look to invest in our staff and pride ourselves on our ‘home grown talent’. We are proud of this and believe this has the biggest impact on how our staff understand their communities and make a difference to the lives of our young people.

Quite simply, our aim is to employ people who match our ethos and values and enable them to truly collaborate with colleagues across the Trust so that they are satisfied professionally. We provide outstanding training pathways which draw on excellence both within and outside of our Trust to enable you to build your professional capital.

Support staff have their own Personal Improvement Plan that they use as a tool to create a bespoke professional development plan. All support staff also receive Coaching and training opportunities, in order to help them feel empowered and in charge of their own development.

Across the Trust we pride ourselves on equal opportunities for all staff, irrespective of background, gender, disability, religion, sexual orientation or age.

**Sabbatical and flexible working policies**

We have developed a unique sabbatical policy to support staff to develop their interests. For some, this has been to develop professionally, whilst others have taken this time to experience travel with their family. See our policy for further details.

Flexible working arrangements are also promoted across the Trust where possible, to enable our staff to manage their work life and family commitments.

**Attendance of staff**

Our staff are committed to their roles and ensure that students are supported to maximise their outcomes. Levels of attendance are exceptionally high across all staff and well above national averages in the education sector and beyond.

**We are always looking for highly quality support staff who buy into our values across the LiFE Multi Academy Trust and our schools**



## We can offer you:

- A chance to join a dynamic Multi Academy Trust
- A passion for learning by all members of our community
- 100% focus on improving outcomes for the students in our schools and across the Trust
- Strong support for your further professional development, including visiting other schools

## We require you to:

- Be passionate about student's development
- Be a great team player with a positive outlook
- Have high expectations of students behaviour

## In addition, we offer:

- Training & development opportunities
- On-site parking
- On-site catering facilities
- Staff wellbeing and flexible working
- Childcare and cycle to school vouchers
- Located in Leicestershire our schools have excellent transport links and road networks

# The Application Process

Applications to be submitted via ETeach.

An email will be sent to shortlisted candidates with details of the interview process and outline of the day.

## Queries

If you have any queries on any aspect of the application or need additional information please contact Mrs T Tassell, PA 0116 2771555 who will be happy to help you. For questions regarding the role or a visit to our Nursery please contact Mrs H Cooper, Nursery Manager via email [office@teddiesnursery.co.uk](mailto:office@teddiesnursery.co.uk)

Thank you, and we are really looking forward to hearing from you.



## The Advert

Full Time (37 hours per week) Qualified Nursery Practitioner needed to join our small & friendly team. This is an all year round position required to start as soon as possible. NQV Level 3 Essential. Salary – Grade 4 pay point 6 £24,222.

Teddies Nursery at Countesthorpe Academy is a small home from home purpose built setting for babies and children aged 3 months to 5 years, which is proving to be a popular choice for parents in the area.

The nursery is part of the LIFE Multi-Academy Trust. We are seeking to appoint a committed and enthusiastic nursery practitioner to work with our 0 – 5 year olds together with our nursery team. The successful candidate will have a desire to ensure that the values of the nursery are fulfilled.

This opportunity has arisen due to us enrolling new children, so we need to expand our team. There will also be an opportunity to work additional hours/overtime when needed to cover holidays and sickness, so some flexibility would be an advantage.

“Both The LIFE Multi-Academy Trust and Nursery are committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment”

Dear Applicant

### Full Time Childcare Practitioner

Thank you for your interest in the above post.

We are seeking a full time (37 hours per week) experienced & Qualified childcare practitioner to work at Teddies Nursery, LiFE Multi-Academy Trust who has energy and enthusiasm and enjoys working supportively with young people to start as soon as possible. Childcare practitioner is a challenging job and the person appointed will need to be committed, creative, dynamic and willing to work hard. We will need you to have stamina and a sense of humour.

The successful applicant will join Teddies Nursery at Countesthorpe Academy who have strong and committed staff. The Academy is a welcoming and friendly place to work.

- An application form can be downloaded from our website

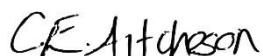
If you are interested in applying for our post, please complete the Application form.

A copy of our Child Protection Policy and Practices and our policy on Employment of Ex-offenders can be found on our website (Academy tab/Policies tab).

Your application should be submitted via ETeach, by 12 noon on Tuesday 26 November 2024 With interviews taking place soon after.

We look forward to receiving your application.

Yours sincerely



Mrs Aitcheson  
Headteacher

# Job Description



## TEDDIES NURSERY AT COUNTSTHORPE ACADEMY

### CHILDCARE PRACTITIONER

Accountability:	Duty Managers Principal
Hours of Work:	37 hours per week. Monday-Friday (Working patterns can vary from 8am-6pm)
Grade:	Grade 4 pp 6 qualified £24,222

### PURPOSE OF THE ROLE

- To assist in the provision of the care, safety and learning of the children in a range of groups within the setting.
- To ensure all legal and statutory requirements are fulfilled.
- To work directly with the children.

### CORE RESPONSIBILITIES

#### Children's Care:-

- Ensuring compliance with the Statutory Framework for the Early Years Foundation Stage (EYFS).
- Ensuring compliance with all relevant legislation i.e. The Children's Act 2010.
- Ensuring the wellbeing, safety, security, care and learning of the children.
- Helping in setting up and clearing away activities.

#### Children's Learning:-

- Assisting in planning and implementing a multi-cultural curriculum to stimulate children's interests in learning in line with Practice Guidance for the EYFS (Birth to Five).
- Assisting in monitoring and evaluating the quality of learning.
- Observation of children's development within the Areas of Learning.



### Management, Organisation and Administration:-

- Work as part of a team, using effective communication skills and a professional manner at all times.
- Assist in the development and layout/use of the room.
- Assist in the daily cleaning of the Nursery
- To undergo professional development as and when required to fulfil the requirements of the post.
- Operate within the settings policy framework, particularly in relation to health and safety, safeguarding of children, confidentiality and equal opportunities.
- Take an active interest in pursuing personal self-development opportunities by identifying/attending suitable training courses.
- Assist as directed for Ofsted inspections
- To adhere to the college Health and Safety Policy at all times and to report any health and safety issues to the Nursery Duty Manager.
- To undertake any other duties that maybe asked from time to time.

### **SKILLS, EXPERIENCE AND QUALITIES**

- Level 3 or equivalent in childcare Essential
- Knowledge of good practice in under 5's care & education
- At least 1 year of experience working in a Nursery setting/working with children
- High level of commitment to the value of children's learning through play.
- Good team player with good communication skills.
- Recognise the need for confidentiality.
- Be patient, caring and calm.
- Enjoys being with children and being part of a creative/enjoyable environment
- Recent record of good health, attendance & punctuality

**This post is subject to an Enhanced Disclosure from the Disclosure and Barring Service**

The closing date for completed applications is 12 noon on Tuesday 26 November 2024, with interviews taking place soon after.

*“LiFE Multi Academy Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. All offers of employment will be subject to a DBS check and an online search.”*

“The LiFE Multi-Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment”

Countesthorpe Academy, Winchester Road, Countesthorpe, Leicestershire LE8 5PR

Tel 0116 2771555, email [hr@clcc.college](mailto:hr@clcc.college)

Countesthorpe Academy Executive Head Teacher Mr Gareth Williams

Countesthorpe Academy Headteacher: Mrs Catherine Aitcheson

