



**EYFS Practitioner Application Pack**

Contents

[Letter from Cathie Paine, Chief Executive Officer 3](#_Toc152592490)

[Our Touchstones 4](#_Toc152592491)

[The role 5](#_Toc152592492)

[The application 8](#_Toc152592493)

[The application process and timetable 8](#_Toc152592494)

[Safeguarding, Safer Recruitment and Data Protection 9](#_Toc152592495)

[Job Description 10](#_Toc152592496)

[Person Specification 12](#_Toc152592497)

**Letter from Cathie Paine, Chief Executive Officer**

Dear Candidate

Thank you for your interest in this role within the REAch2 Academy Trust.

This is a hugely exciting time for our family of schools. The Trust has been recognised by the Department for Education as being well placed to raise standards and achieve excellence for pupils in a growing number of schools nationwide. We are presented with a rare opportunity to make a real difference to the lives and life chances of so many primary school children – many of whom haven’t previously received the educational opportunities they deserve.

The Trust includes schools at all stages of development, from those requiring significant improvement through to existing outstanding schools. As a Trust we are clear about the importance of achieving long term sustainability for our schools. Our vision is to enable individual academies to flourish with real autonomy, whilst also ensuring a strong ethos of support and collaboration across our schools.

Employees within REAch2 belong to a national community of professionals, and benefit from a wide range of networks and development opportunities across the Trust. In time, our best teachers are able to work across schools, develop specialisms and step up to leadership roles within and beyond their own academy. The Trust provides a strong culture of collaboration and support, together with high expectations for staff and pupils alike.

Those we recruit are able to demonstrate that they share our values, are highly motivated to work with colleagues within and beyond their school to continuously develop their skills and pursue professional excellence and are committed to providing the highest standards of teaching for all children. If that is you then we would be delighted to receive your application.

**Cathie Paine**

**CEO**

# Our Touchstones

REAch2 is defined by the values of **excellence, quality, delivery and standards** – these features give the Trust its enduring attributes and its inherent reliability.

However, what gives each REAch2 Academy its uniqueness are the Touchstones of the Trust (seen on the right). Just as 500 years ago Touchstones were used to test the quality of the gold they marked, so too our touchstones find what is precious and set these things apart. They are used to express the values and ethos of the Trust and describe what the Trust wants to be known for and how it wishes to operate.

With good **leadership**, we aspire to develop children academically, emotionally, physically and spiritually. We notice talent and spot the ‘possible’ in people as well as the ‘actual’. Developing potential across our Trust becomes a realisation that there is a future worth pursuing for everyone.

Children deserve **enjoyment** in their **learning** and the pleasure that comes from absorption in a task and achieving their goals. Providing contexts for learning which are relevant, motivating and engaging, release in children their natural curiosity, fun and determination.

**Inspiration** breathes energy and intent into our schools: through influential experiences, children can believe that no mountain is too high and that nothing is impossible.

REAch2 serves a wide range of communities across the country and we celebrate the economic, social, cultural and religious diversity that this brings: embracing **inclusion** ensures that we are a Trust that serves all, believing that everyone can succeed.

We take our **responsibility** seriously. We act judiciously with control and care. We don’t make excuses, but mindfully answer for our actions and continually seek to make improvements.

REAch2 is a Trust that has a strong moral purpose, our **integrity** is paramount. Our mission is to change children's lives by providing the very best quality education we can. Through this, children can fulfil their potential, become happy, successful adults and contribute effectively and meaningfully to society. We welcome the fact that all our decisions and actions are open to scrutiny. You can learn more about REAch2 at our website: [www.reach2.org](http://www.reach2.org)

# The role

**EYFS Practitioner at Scientia Academy**

**Are you a passionate and engaging early years practitioner?**

**If you really want to make a difference, then this opportunity may be for you!**

Scientia Academy is currently recruiting to the role of EYFS Practitioner on a permanent full-time term time only contract starting in January 2024. Duties include:

* To provide a high standard of physical, emotional, social and intellectual care for children place in the setting.
* To give support to their staff within the setting.
* To work as part of a team in order to provide an enabling environment in which all individual children can play, develop and learn.
* To build and maintain strong partnership working with parents to enable children’s needs to be met.

Our aim is to ensure that every member of the school community feels included, valued and respected, and that each person is treated fairly and well. We are a caring community school, whose values are built on mutual trust and respect for all. We have high expectations of all our pupils and support each child to realise their full potential and be the best they can be.

**We need:**

An Early Years Practitioner to work with colleagues in the Nursery/Reception classes and create a stimulating, safe and caring teaching and learning environment. We are looking for an individual who is able promote the physical, emotional, intellectual and social development of every child within the Foundation Stage.

**So, if you are:**

* an excellent practitioner, keen to work in a supportive and principle-based school.
* driven by a strong moral purpose to enable all children to achieve and have integrity.
* passionate about creativity and have an excellent sense of humour.
* warm in character, easy to work with and committed to teamwork, recognising that more can be achieved together than is possible as individuals.
* a professional who values wellbeing but unafraid of hard work.
* calm and able to handle pressure and setbacks with a smile.
* keen to be challenged to become the best you can be.
* able to be pushed at an accelerated rate of development, and reflective and proactive enough to make it happen.
* determined to succeed with a ‘find a way or make one!’ attitude.
* committed to safeguarding and promoting the welfare of children and expect all staff and to share this commitment.

Then you’d love to work at Scientia Academy and for REAch2. This is not just another job. This is a chance to be part of something exciting and very worthwhile. This opportunity will open doors both professionally and personally to anyone who joins our quest.

**We can offer you:**

* A Leadership Team dedicated to helping you develop an outstanding career and balanced life.
* A supportive school that will provide you with the tools that you need to succeed.
* Exciting, leadership development and early promotion opportunities for the right candidates across the Trust.
* The chance to work with a fantastic team, with the best possible opportunities to share ideas, planning, assessment etc.
* Opportunity to work alongside outstanding teachers, to observe and share practice on a regular basis, developing pedagogy through reflectivity.
* The chance to use / develop personal curriculum strength
* An excellent CPD training programme.
* A dynamic, creative staff, dedicated to achieving whole-school improvement and building lifelong friendships
* The chance to make a real difference.

**Background Information about the School**

Scientia Academy is a two-form entry primary school providing a part time morning and afternoon Nursery. We offer a friendly and stimulating environment, where children are encouraged to become confident, caring, articulate and independent learners on their journey to secondary education and use their abilities to the full. We provide a calm and happy atmosphere and set high standards of respect, courtesy, hard work and achievement for all children and adults.

The school is equipped with modern purpose built classrooms, state of the art ICT suite and 4D cinema an extensive library, art and craft rooms in an expertly designed learning environment. We offer extended school services, which include Breakfast and After School Clubs. Enriching the curriculum as much as possible through educational and residential trips, visiting speakers and professionals drawing upon the local and wider community. Parents are encouraged to become actively involved in their children’s learning through regular coffee mornings, termly review days.

We are very proud of the social and cultural diversity of our school. The children and staff come from a variety of backgrounds and cultures and we aim to celebrate the richness that this brings to the school. This diversity is reflected in our curriculum, our policies and procedures and our school environment.

At Scientia the staff are committed to provide excellence in teaching and learning for every child in our school. We are looking for people who will bring these traits to our school as well as complementing the collegial atmosphere that already exists here at Scientia. If you feel that Scientia is the right type of environment for you then we would love to hear from you

As a member of the REAch2 Trust, a national family of primary academies, Scientia Academy is committed to raising standards and achieving excellent for all pupils whatever their background or circumstance. The Trust provides a strong culture of collaboration and support, together with high expectations for staff and pupils alike. Scientia Academy is committed to safeguarding and promoting the welfare of children and young people / vulnerable adults and expects all staff and volunteers to share this commitment. This position is subject to an enhanced DBS check and satisfactory written references.

# The application

You are invited to submit an application form to **Marion Chimenes, School Business Manager,** using[**recruitment@scientia-academy.org.uk**](mailto:recruitment@scientia-academy.org.uk)

REAch2 Academy Trust have an Equal Opportunities Policy for selection and recruitment. Applicants are requested to complete the Trust’s online [Equality & Diversity Monitoring Form](https://forms.office.com/Pages/ResponsePage.aspx?id=EGorfMwEtEi30d9QFOXXNJ4DEcgd411KhzIQrNunT_hUMlJXTkhNVlE0SlhKV0FWTEk2Wkw1TTUwRS4u) separately.

In accordance with our Safeguarding Policy the successful candidate will be required to have an enhanced DBS check.

## The application process and timetable

|  |  |
| --- | --- |
| **Application deadline:** | Friday 5th January 2024 at 9am |
| **Interviews:** | Friday 12th January 2024 |
| **Contract Details:** | Permanent, Full-time, 36 hours per week, Term time only |
| **Salary:** | NJC Salary point 15: £27,803 |
| **Start date:** | January 2024 |

Candidates selected for interview will be informed after shortlisting and full details of the interview programme will be provided.

# Safeguarding, Safer Recruitment and Data Protection

At REAch2 we recognise that those who work in an academy are in a unique position in their care of children. The responsibility for all staff to safeguard pupils and promote their welfare, as stated in Section 175 of the Education Act (2002) is one that is central to our ethos, our policies and our actions. All children are deserving of the highest levels of care and safeguarding, regardless of their individual characteristics or circumstances, and we are committed to applying our policies to ensure effective levels of safeguarding and care are afforded to all our pupils.

We will seek to recruit the best applicant for the job based on the abilities, qualifications, experience as measured against the job description and person specification. The recruitment and selection of staff will be conducted in a professional, timely and responsive manner and in compliance with current employment legislation, and relevant safeguarding legislation and statutory guidance.

All information is stored securely and any information supplied by unsuccessful candidates will be destroyed through a confidential waste system six months after the decision has been communicated, in accordance with our information and records retention policy.

The Trust ensures all applicant data is stored and processed appropriately. For further details on how your information will be managed during the recruitment process please refer to our [Privacy Notice for Job Applications](https://reach2.org/wp-content/uploads/2020/01/Privacy-Notice-Job-Applications.pdf).

# Job Description

**Post: EYFS Practitioner**

**Responsible to: Class Teacher/EYFS Phase Leader/Headteacher**

**Core Purpose**

* To provide service delivery within the requirements of the Early Years Foundation Stage Framework, Every Child Matters and Ofsted Care Standards.
* The Reception Teacher or Lead Professionals are responsible for planning the overall policy and curriculum, and the Early Years Practitioners are given some responsibility for planning part of the programme and are to play a full part in its implementation

**Responsibilities**

* Share responsibility for safety, health and welfare of children at all times
* Ensure all children have access to the full curriculum
* Relate well to children
* Guide the development of children’s social behaviour and attitudes
* Meet the physical needs of children encouraging good standards of personal hygiene whilst promoting independence
* Frequently supervise children on activities without a teacher present including outdoor activities
* Observing and assessing children’s development and progress
* Keeping accurate records of observation, assessment and development of children
* Acting as a key worker for a group of children
* Organising materials and equipment for use within the nursery
* Sharing responsibility for care and maintenance of resources and equipment
* Assisting in preparation and clearing up of activities and encouraging children to help
* Sharing responsibility for board displays
* Contributing to curriculum development ensuring a stimulating environment
* Taking responsibility for specific pre-planned activities
* Taking on other tasks such as Play/Lunch Time supervision
* Attend weekly staff and planning meetings
* Encourage parents and carers to be involved in the setting and their children’s learning
* Establish good relationships with parents and carers
* Build up a trusting relationship with parents/carers of key worker group
* Take part in home visits when appropriate and required
* Support the aims and policies of the setting
* Promote the ethos of the setting at all times
* Be familiar and assist with any medical or toiletry routines as necessary.
* Any other duties that may reasonably fall within the scope of the post but not specified
* Undertake paediatric first aid training

# Person Specification

|  |  |  |
| --- | --- | --- |
|  | **Essential** | **Desirable** |
| Right to work in the UK | **\*** |  |
| **Knowledge/Qualifications and experience** | | |
| Full and relevant Early Years Level 3 qualification | \* |  |
| Suitable Level 2 Literacy and numeracy qualifications | \* |  |
| Evidence of additional qualifications suitable to Early Years Educator role |  | \* |
| Graduate qualification |  | \* |
| Experience of working with and supporting children with a range of educational needs | \* |  |
| Experience of working and supporting children of a variety of ages | \* |  |
| Intermediate knowledge of ICT | \* |  |
| Awareness of Keeping Children Safe In Education | \* |  |
| Basic knowledge of Health and wellbeing, safety and child protection | \* |  |
| Understanding of the Schools Ethos and Values | \* |  |
| Understanding of Data Protection and confidentiality | \* |  |
| Basic knowledge of First Aid |  | \* |
| Understanding of the development of EAL learners |  | \* |
| Understanding of the development of SEN learners |  | \* |
| **Skills , abilities and personal attributes** | | |
| Evidence of a commitment to safeguarding and promoting the welfare of children and young people | \* |  |
| Commitment to promote and support the aims of REAch2 | \* |  |
| Ability to solve problems, use initiative and find solutions | \* |  |
| Active listener | \* |  |
| Good communication (written and verbal) | \* |  |
| Highly motivated | \* |  |
| Commitment to promote and support the aims of REAch2 | \* |  |

All staff are expected to understand and be committed and to contribute to Trust’s commitment to Equal Opportunities for all