

Early Years Educator - Job Description



Job details

Salary Range: Scale 4: £30,985 - £32,342 (pro-rata); Spinal points 7-10

Contract type: Full time (36 hours per week), permanent, term-time only

Reporting to: Deputy Head and/or SENDCo

Responsible for: n/a

Main purpose

The Early Years Educator will:

- Work with teachers to develop, plan and deliver a curriculum to raise the learning and attainment of all pupils
- Promote pupils' independence, self-esteem and social inclusion
- Give support to pupils, individually or in groups, so they can access the curriculum, take part in learning and experience a sense of achievement

Duties and responsibilities

Teaching and Learning

- Demonstrate an informed and efficient approach to teaching and learning by adopting relevant strategies to support the work of the teacher and increase achievement of all pupils including, where appropriate, those with special educational needs and disabilities (SEND)
- Promote, support and facilitate inclusion by encouraging participation of all pupils in learning and extracurricular activities
- Use effective behaviour management strategies consistently in line with the school's policy and procedures
- Support class teachers with maintaining good order and discipline among pupils, managing behaviour effectively to ensure a good and safe learning environment
- Organise and manage teaching space and resources to help maintain a stimulating and safe learning environment
- Observe pupil performance and pass observations on to the class teacher
- Provide short term cover supervision of classes, in the absence of the class teacher
- Use ICT skills to advance pupils' learning
- Undertake any other relevant duties given by the class teacher

Planning

- Contribute to effective assessment and planning by supporting the monitoring, recording and reporting of pupil performance and progress as appropriate to the level of the role
- Read and understand lesson plans shared prior to lessons, if available
- Prepare the classroom for lessons

Working with Colleagues and Other Professionals

- Communicate effectively with other staff members and pupils, and with parents/carers under the direction of the class teacher
- Communicate their knowledge and understanding of pupils to other school staff and education, health and social care professionals, so that informed decision making can take place on intervention and provision
- With the class teacher, keep other professionals accurately informed of performance and progress or concerns they may have about the pupils they work with
- Understand their role in order to be able to work collaboratively with classroom teachers and other colleagues, including specialist advisory teachers
- Collaborate and work with colleagues and other relevant professionals within and beyond the school
- Develop effective professional relationships with colleagues

Whole School Organisation, Strategy and Development

- Contribute to the development, implementation and evaluation of the school's policies, practices and procedures, so as to support the school's values and vision
- Make a positive contribution to the wider life and ethos of the school

Health and safety

- Promote the safety and wellbeing of pupils, and help to safeguard pupils' well-being by following the requirements of Keeping Children Safe in Education and our school's child protection policy

- Assist pupils with eating, dressing and hygiene, as required, whilst encouraging independence
- Look after children who are upset or have had accidents
- Assist with break-time supervision, including facilitating games and activities

Professional development

- Help keep their own knowledge and understanding relevant and up-to-date by reflecting on their own practice, liaising with school leaders, and identifying relevant professional development to improve personal effectiveness
- Take opportunities to build the appropriate skills, qualifications, and/or experience needed for the role, with support from the school
- Take part in the school's appraisal procedures

Personal and professional conduct

- Uphold public trust in the education profession and maintain high standards of ethics and behaviour, within and outside school
- Have proper and professional regard for the ethos, policies and practices of the school, and maintain high standards of attendance and punctuality
- Demonstrate positive attitudes, values and behaviours to develop and sustain effective relationships with the school community
- Respect individual differences and cultural diversity

Midday supervisory assistant [if applicable]

- Act as a point of contact for any behaviour or safeguarding incidents that need to be escalated
- Report incidents to senior staff in-line with the school's policies and procedures
- Provide first aid treatment, ensuring first aid equipment is readily available
- Supervise pupils during the lunchtime
- Encourage pupils to select and eat healthy balanced meals
- Set up and run games and activities, whilst maintaining the health, safety, welfare, good conduct and safeguarding of pupils during lunchtime
- Participate in dining arrangements, including cleaning up of spillages of food/liquid; wiping down tables; and cleaning dining areas
- Supervise the pupils in the dining room eating lunch, encouraging good social skills and manners
- Report incidents in-line with school policy

The Early Years Educator will be required to safeguard and promote the welfare of children and young people, and follow school and trust policies.

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that teachers will carry out. The postholder may be required to do other duties appropriate to the level of the role, as directed by the Principal.

Notes:

This job description may be amended at any time in consultation with the postholder.

Last review date: September 2025

Next review date: June 2026