



Post title Early Years Practitioner
School: St George's CofE School, Kidderminster
Salary and grade: Support Scale 5 £24,496 - £26,845 pro rata

Line manager/s: Headteacher, members of the Senior Leadership Team (SLT) and the Governing Body

Supervisory responsibility: The postholder will be responsible for the deployment and supervision of the work of teaching assistants relevant to their responsibilities

Contract: Full-time; Fixed Term until 31st August 2024

Starting Date: 4th September 2023

Applications Close: 12.00pm, Monday 19th June 2023

Interviews: TBC

Main purpose of the job:

- Be responsible for the learning and achievement of all pupils in Nursery ensuring equality of opportunity for all
 - Be responsible and accountable for achieving the highest possible standards in work and conduct
 - Treat pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to your professional position
 - Work proactively and effectively in collaboration and partnership with learners, parents/carers, governors, other staff and external agencies in the best interests of pupils
 - To maintain personal and professional development to meet the changing demands of the job, participate in appropriate training activities and encourage and support staff in their development and training
 - Take responsibility for promoting and safeguarding the welfare of children and young people within the school
 - To adhere to the school's staff code of conduct
 - To lead and manage Early Years Practitioners and oversee the daily running of the nursery provision
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Duties and responsibilities

Teaching

- To work alongside the Nursery Team and members of the Senior Leadership Team to plan for rich learning opportunities within Nursery

- In conjunction with the Nursery Team be responsible for the planning, promotion and provision of a stimulating, safe and secure learning environment which is inclusive and caring
- Celebrate equality and diversity for parents and children, which enables them to develop to their full potential and encourages positive parent/carer and child relationships
- Lead on targeted activities focused on outcomes for children

- Assess children's learning and development in line with the school's assessment policy
- Deliver the new Early Years Foundation Stage Framework as relevant to the age and ability of the children
- Effectively observe children to allow for personalised planning of next steps
- Be responsible for the preparation and development of teaching materials, teaching programmes and pastoral arrangements as appropriate
- Be accountable for the attainment, progress and outcomes of pupils' you teach
- Be aware of pupils' capabilities, their prior knowledge and plan teaching that is differentiated appropriately
- Demonstrate knowledge and understanding of how pupils learn
- Have a clear understanding of the needs of all pupils, including those with Special Educational Needs and Disabilities (SEND); English as an Additional Language; and be able to use and evaluate distinctive teaching approaches to engage and support them
- Demonstrate an understanding of and take responsibility for promoting high standards of literacy including the correct use of spoken and written English
- Demonstrate a clear understanding of appropriate teaching strategies e.g. systematic synthetic phonics
- Use an appropriate range of observation, assessment, monitoring and recording strategies as a basis for setting challenging learning objectives for pupils of all backgrounds, abilities and dispositions, monitoring learners' progress and levels of attainment
- Make accurate and productive use of assessment to secure pupils' progress
- Give pupils regular feedback and encourage pupils to respond to the feedback
- Plan for children's emerging needs and to take a responsible and encourage them to take a conscientious attitude to their learning
- Use relevant data to monitor progress, set next steps and plan subsequent lessons
- Set out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired as appropriate

Behaviour and Safety

- Establish a safe, purposeful and stimulating environment for pupils, rooted in mutual respect using a range of strategies including using praise, consequences and rewards consistently and fairly
- Manage pupils' behaviour effectively, using approaches which are appropriate to pupils' needs in order to inspire, motivate and challenge pupils (in line with the school behaviour management policy)
- Maintain good relationships with pupils, parents/carers and colleagues
- Be a positive role model and demonstrate consistently the positive attitudes, values and behaviour, which are expected of pupils
- Have high expectations of behaviour, promoting independence for all learners
- Be responsible for promoting and safeguarding the welfare of children and young people within the school, raising any concerns following the school's safeguarding procedures and policy

Team working and collaboration

- Participate in any relevant meetings/professional development opportunities at the school, which relate to the learners, curriculum or organisation of the school including pastoral arrangements and assemblies
- Work as a team member and identify opportunities for working with colleagues and sharing the development of effective practice with them
- Ensure that colleagues working with you are appropriately involved in supporting learning and understand the roles they are expected to fulfil

Fulfil wider professional responsibilities

- Work collaboratively with colleagues to develop effective professional relationships
- To lead and manage Early Years Practitioners working across the nursery unit
- Communicate effectively with parents/carers with regard to pupils' achievements and well-being using school systems/processes as appropriate
- Communicate and co-operate with relevant external bodies
- Make a positive contribution to the wider life and ethos of the school

Professional development

- Regularly review the effectiveness of your teaching and assessment procedures and their impact on pupils' progress, attainment and well-being, refining your approaches where necessary responding to advice and feedback from colleagues
- Be responsible for improving your teaching through participating fully in training and development opportunities identified by the school or as developed as an outcome of your performance management

Other

- To have professional regard for the vision, ethos, policies and practices of the school in which you teach, and maintain high standards in your own attendance and punctuality
- To recognise and uphold the school's Christian distinctiveness
- Perform any reasonable duties as requested by the Head of School and members of the Senior Leadership Team

Note

This job description is not your contract of employment or any part of it. It has been prepared only for the purpose of school organisation and may change either as your contract changes or as the organisation of the school is changed. Nothing will be changed without consultation.

For school visits, please contact the school office on 01562 824206.

Application forms/details available via

vacancies@blackpeartrust.org