

Early Years Practitioner



**WEXHAM COURT
PRIMARY
SCHOOL**

CONTENTS PAGE



Item	Description	Page No
1.	Vision, Values and Behaviour Code	3
2.	Welcome from the Head Teacher	4
3.	Some comments from our Teachers	5
4.	Welcome from the pupils	6
5.	About Wexham Court Primary School	7
6.	PLCs at Wexham Court Primary School	8
7.	Our Partnerships	9
8.	Job Advert	10
9.	Find Out More	10
10.	Key dates to be mindful of	10
11.	Job Description	11
12.	Person Specification	13
13.	How to apply	14

Vision

Preparing every child to become a successful individual in an ever evolving world.



Values



**BUILD
BELONGING**



**STRIVE FOR
EXCELLENCE**



**DO THE
RIGHT THING**

Behaviour Code



READY



RESPECTFUL



SAFE

Welcome from the Head Teacher

Dear Applicant,

Thank you for your interest in the position of Learning Support Assistant at Wexham Court Primary. I believe that this school is like no other. Over the last few years, we have worked together to define what education means to us, what our environment should look and feel like. As such, our school vision and values are underpinned by our guiding principle:

Ubuntu – I am, because you are.

This means that we are bonded together and working as a team for the betterment of all.

We are a forward thinking and innovative school, trying to embrace 21st century learning styles. As a school community, we are very open minded and ready to embrace new and exciting challenges together. We are an inclusive school, where staff must be prepared to analyse and have challenged their bias, prejudice and attitudes.

Our SLT Credo:

We are responsible for the growth and development of our children. They deserve our best efforts and attention. By developing supporting our teachers and nurturing our parents, we believe we can have the greatest impact on our children.

As an SLT we feel that we can best help children by ensuring their teachers are highly skilled and prepared to teach without distraction or unnecessary loads. The biggest difference to teaching and learning is the expertise of staff. Therefore, professional development is ongoing and delivered through our Professional Learning Communities (PLCs). These are led by knowledgeable staff members with the aim to upskill everyone. We wish to recruit a practitioner who is ambitious, keen to learn and values our vision.

Finally, our children love school! In the morning they come running in, always smiling as they greet you. Behaviour is excellent because we know our children well and they would never want to let us down.

I am very proud of our school community. Through the last few years, they have risen to every occasion. I could not be more grateful for their commitment and determination. Come and speak to them and get the answers you need. All we require is good morals, a willingness to learn and the ability to work in a team. The rest we can work out.

I look forward to hearing from you soon.

Navroop Mehat and the WCPS team.

Here are a few comments from our Teachers...

'At Wexham, the children are the best bit - keen to learn and welcoming to all. There are always opportunities to develop yourself professionally and I feel Wexham has massively supported my journey through middle leadership'

Miss H Brian



'A diverse School with friendly colleagues and wonderful children. It provides great CPD to support our practice, enabling us to provide the best education to our students. The School has supported me since my training year until now, and I am excited to continue my journey with the Wexham team!'

Miss K Kobayashi

'Wexham Court is a diverse, welcoming and supportive School where everyone is valued and respected. Navroop and SLT are continuously supporting Teachers to progress in their careers whether it's the start of their journey as an ECT or a qualified teacher.

Whilst being an ECT at Wexham, I received excellent support and direction to be able to provide quality teaching and enhance my own development. I have received excellent CPD and the opportunity to observe high quality teaching'.

Miss A Rehman



Welcome from the Pupils

Welcome to Wonderful Wexham Court!

We are delighted to give you the opportunity to work here. We are a School that has core values that are at the heart of everything we do.

The staff here are encouraging, inspiring, good listeners and fun. Are you a Learning Support Assistant who:

- Can plan fun and enjoyable activities?
- Can help accelerate our learners' progress?
- Can create fun and engaging displays?
- Listen when we need your help?
- Has a good sense of humour?
- Gives us good and helpful feedback?
- Has a love for reading?

In return we promise to give you:

- Well behaved and engaged learners
- Fresh fruit and vegetables
- Amazing teacher friends
- Lots of laughs
- A big, clean classroom
- Lots of tea and coffee!

We love coming to Wexham Court Primary School. There's always so much going on. We have a modern curriculum, which includes Enquiry. This helps us to explore topics in a fun way. Community work is important to us as we love to support local charities.

Come and meet us so we can share our School, we know you will love it too!

The Prefects



About Wexham Court Primary School

Our history:

- The school used to be a double Saxon Moat, and the evidence of the moat still remains.
- The school used to be a Medieval Farm that dates back to the 13th century.
- The schools name is based on the manor house, home farm and church that were all part of the moated complex, known as Wexham Court Estate.
- We have oak trees that were planted in the 18th century.
- There used to be a post office on site, which fell down 20 years ago
- The site has a poly tunnel and various raised beds, in which all pupils grow their own produce. This is later served in the canteen or entered into the Stoke Poges Horticultural Show; which we have won for the last 7 years!
- The school used to be a middle school.

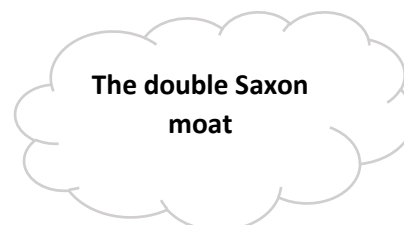
Our Present

- Professional development is ongoing. We use evidence-based research to only do the things that work and matter.
- The listed Barn has been renovated and is now an exhibition site, regularly used by the children for various activities, including cooking the produce they harvest in the poly tunnel
- We run national training events at the Barn
- We are a Microsoft school and embrace technology everywhere
- We value the arts, all children learn instruments, Spanish and have expert art experiences
- Health is vital, our children eat well, skip daily, have an outdoor gym, MUGA and sports coach
- Our curriculum is well sequenced, coherent and scaffolded to support all pupils
- Work life balance – we have a strong culture of support! We work hard at school and home life is for living. Our staff do not take work home, and meetings after school are rare! Our staff are happy and satisfied because they are looked after and valued.

Our future

Our future is exciting. Be a part of it.

The school badge reflects our school's evolution:



PLCs at Wexham Court Primary School

Why

The children at Wexham Court deserve the very best teaching, school environment and nurture. To create these conditions, we value high quality, evidence-based CPD for our staff. Developing teacher expertise is the most effective way to influence outcomes for children.



How

We focus on developing teachers' mental models of effective teaching by sharing concepts and evidence-based approaches. We have a community of staff engaged in collaborative enquiry to solve educational problems. PLCs are aligned to our strategic priorities as part of our implementation plans.

What

C21

- Curriculum intent, implementation and impact
- Curriculum leadership
- Assessment
- How children learn



Inclusive not exclusive

- Understanding disadvantage and its barriers
- Supporting children with SEND



Building conversations

- Ensuring great behaviour
- Understanding motivation



R2Y1

- Preparing children for Year 1
- Developing effective early years practice
- Preparing for early years reforms



Right and relevant

- Celebrating diversity
- Striving for equality
- Ensuring children understand identity



Our Partnerships

We believe in partnership work and as such we support these through training and school to school support.

Some of our partners and awards are:



Early Years Practitioner

Position:	Early Years Practitioner
Dates:	As soon as possible
Location:	Berkshire
Contract:	Full Time, Permanent, 37 hours per week
Salary	Level 5 SCP 13

“Preparing each child to be individually successful in an ever-evolving world.”

We believe that our pupils deserve the absolute best teaching every single day. As such, we go above and beyond to create the right environment for our EYPs, which in turn benefits our children. Our Early years team is strong, caring, and supportive of each other. Together they work to ensure our children benefit from the best teaching every day. Behaviour is excellent due to the strong relationships and levels of respect throughout the school.

We are looking for a likeminded individual to join our team.

We offer:

- Comprehensive induction package
- Excellent professional development
- A well developed, enjoyable, and relevant EYFS curriculum
- Behaviour and attitudes of pupils and staff are excellent
- Support and progression as needed
- A manageable workload

About You:

- You are decent, honest, and supportive
- You are willing to try innovative approaches, learn and adapt
- You should have a good understanding of the Early Years Framework
- You enjoy both indoor and outdoor learning
- You are an excellent team player
- You are creative and constantly seeking new ways of engaging pupils

Visits are highly recommended, if you can, please arrange a visit by contacting our HR Lead (see below).

Find out more: Contact our HR Lead, Attia Mian at: amian@wexhamprimary.com or 01753 524 533/989 or visit our Twitter page @wexham PS, or our website: www.wexhamprimary.com

Key dates to be mindful of: The closing date for applications is **Monday 27th March @ 12 noon**, candidates will be interviewed upon shortlisting.

We are a friendly and caring school that is committed to safeguarding and promoting the welfare of children.

Job Description – Early Years Practitioner

1. DESCRIPTION: Wexham Court Primary School

1.1 Post Title: Early Years Practitioner

1.2 MAIN PURPOSE OF JOB

To work with the teachers in Nursery/Reception in planning, delivering and evaluating the educational programme. Supporting the teachers in assessing the progress made by the pupils; and having an active involvement in the day to day running of the school including the aims and objectives.

1.3 MAIN ACCOUNTABILITIES

1. Assist in the learning process of children in group and 1:1 sessions, including delivering phonics sessions.
2. Work closely with teachers in the design and delivery of specific learning programmes developed for all pupils.
3. Assist in the preparation and arrangement of teaching and practical areas and integrate the children into lunchtime.
4. Build good relationships with teachers and pupils creating a supportive environment.
5. Have an understanding of the schools policies and procedures adhering to them as appropriate.
6. Have a broad understanding of the curriculum and ensure that the learning processes are in line with this.
7. Assess and record individual progress of pupils liaising with the teacher as appropriate.
8. Encourage pupils to meet the standards of behaviour as laid out in the schools policies and procedures.
9. Willing to undertake further training and personal development to the benefit of the individual and the school.
10. Liaise with parents, colleagues and other agencies as required including parents evening
11. Contribute to and implement all school policies.
12. Achieve Performance Appraisal Objectives.
13. Manage pupil behaviour and promoting moral, social, cultural and spiritual understanding.
14. Foster a positive and supportive climate within the school.
15. Be a good role model.
16. Undertake duties as directed by the SLT.

The duties outlined above are not intended as a restrictive list and may be extended or altered to include other tasks that are directed by the Head Teacher, commensurate with the grade of the post.

Person Specification

Competency		Attributes – Customer Focus, Development, Relationships, Personal Effectiveness, Expertise, Communication Skills (if appropriate), Managerial (if appropriate), Health & Safety, Equalities Finance,	Essential/ Desirable		Method: Application (A) Interview (I) Test (T)
Experience	1.1	Experience and expertise in relation to the Early Years Curriculum.	Essential		A I
	1.2	Experience of working with children in the Foundation Stage.	Essential		A I
	1.3	Experience of working with pupils with special educational needs.	Desirable		A I
	1.4	Primary school experience working as part of a team	Essential		A I
	1.5	Experience of using formative assessment to plan for progression across the ability range.	Desirable		A I
Knowledge	2.1	Thorough, up to date knowledge of all areas of the EYFS curriculum.	Essential		A I
	2.2	Understanding of Early Years Foundation Stage assessment profiles	Essential		A I
	2.3	Understanding of primary education which places great importance on pupil learning and pupil progress	Desirable		A I
	2.4	A good understanding of legislation in relation to primary education.	Desirable		A I
	2.5	Knowledge of child safeguarding procedures and first aid.	Desirable		A I
Skills/ Abilities	3.1	Ability to deliver a stimulating, enjoyable curriculum which achieves high standards for all pupils.	Essential		A I
	3.2	Commitment to working with parents, colleagues and other agencies.	Essential		A I
	3.3	Excellent verbal and written communication skills.	Essential		A I
	3.4	Ability to work independently and within a team environment.	Essential		A I
Qualification	4.1	NVQ or BTEC in Nursery Nursing Qualification and First Aid	Essential		A I
	4.2	Willing to undertake continuing professional development training.	Essential		A I
	4.3	The school is committed to safeguarding and promoting the welfare of children and young people and expects that all staff and volunteers to share this commitment. Safeguarding training and qualifications are compulsory for all teaching staff.	Essential		A I

How to Apply:



<https://www.tes.com/jobs/>



www.wexhamprimary.com



Request an application form from amian@wexhamprimary.com

Dates:



Closing date for applications: Monday 6th March @ 12pm



Candidates will be interviewed upon shortlisting

References: If you are selected for interview, references will be requested prior to interview. Please ensure your referees are aware of our timescales.