

Early Years  
Practitioner  
L3

Closing Date:  
**3<sup>1st</sup> May 2024**  
Early Applications encouraged.



Application Pack



## Welcome

**As partners in our community, our mission is to provide every child and young person with an enriching and inspiring educational experience, where they can thrive academically and socially, both now and in the future. By being 'Stronger Together' in our educational quality, our parent and community engagement, our investment in our people and our sustainability, we can meet our specific pledges to all of our children, communities and staff.**

Our vision is to prepare every North Star Community Trust student for the changing world we live in. A world which is more global, more driven by technology, a world where anything is possible with the right preparation and attitude. That means providing a curriculum and learning experience that reflects the highest academic standards and inspires and enthuses pupils through its creativity and openness to the world around us.

Our children will be able to 'be the change they want to see in the world'. They will be resilient, optimistic, respectful, honest and well-rounded citizens, with a love of learning. At the same time, we are all also members of our communities, places where we find friendship, support and common endeavour. Being at the heart of our communities is a hallmark of North Star Community Trust.

We want our children and young people to have a sense of place, knowing the importance of 'giving back' and the value of community and togetherness to their everyday lives.

As a trust, we will foster a culture that respects diversity, safeguards our children's wellbeing and recognises that we are stronger together than we are apart. In pursuing this vision, trustees, staff and governors will model it every day, knowing that each one of us plays a part in making it a reality for every child and young person.

I would like to wish you the best of luck with your application and should you require any further information please do not hesitate to contact the Trust.

*Marino Charalambous*

Marino Charalambous  
Chief Executive Officer



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experience”**







## Our Schools, Our Community

North Star Community Trust is an educational charity that manages a family of 4 academies in North London, educating some 2,600 pupils.

We are very proud of our families, pupils, students and staff. We hope you will community.



### **Woodpecker Hall Academy – Edmonton**

A four form entry primary academy serving pupils from Nursery through to Year 6.

"We are a Trust that has a very strong community ethos. That is what connects the Headteachers, the teaching and learning staff, and the schools together – serving our communities and inspiring the children who live at the heart of those communities."

**Ms N Ross | Headteacher | Woodpecker Hall Academy**  
**NSCT Leader of Primary Education**



### **Kingfisher Hall Academy – Enfield**

A two-form entry primary academy serving pupils from Nursery through to Year 6.

"Being part of North Star Community Trust is a huge opportunity for schools to support one another, to share what they do well, and to work together to share our very best practice to the benefit of every child in the Trust. We're all committed to that."

**Miss G Vincent | Headteacher | Kingfisher Hall Academy**



### **Enfield Heights Academy – Enfield**

A one-form entry primary academy currently serving pupils from Reception through to Year 6.

"Being part of a family of schools is exciting and empowering, as we can learn from each other, while at the same time retaining a good level of autonomy. Shared central services keep costs down and we are able to buy in bulk with the purchasing power of a Trust."

**Mrs J Powrie | Headteacher | Enfield Heights Academy**





## **Heron Hall Academy – Ponders End**

**TES Headteacher of the Year 2022**

**Finalists for the Pearson 'Secondary School of the Year' award 2021**

A new and growing secondary school, serving pupils from Years 7 through to 11.

"Many of our students come from the Trust's primary schools, which means we know a great deal about them when they join us. Our mission and purpose is clear and supported by all our staff. The Trust approach is having a transformational impact on the lives of these young people."

**Mr A Barzey | Headteacher | Heron Hall Academy**

# North Star Community Trust

## Staff Benefits Summary

This is a taxable employee benefit; however, the cost is met by the Trust. Our Scheme provides cover for routine healthcare such as optician checkups, dental treatment, physiotherapy, acupuncture and specialist consultations. This cover includes a range of benefits designed to help support your overall health and wellbeing such as specialist scans. The North Star Wellbeing Scheme gives access to a virtual GP service, GP Anytime which is provided 24 /7, 365 days a year. In addition to tax-free cover for you, the North Star Wellbeing Scheme also covers your dependants up to the age of 18 years old. There is no extra cost to add child dependants. Our scheme also gives you the option of upgrading your level of cover or adding a partner at an additional cost.

### Dental

Covers items such as check-ups, braces, dentures, crowns, bridges, white fillings, veneers and teeth whitening. Also covers a practice's dental plan premiums.

### Optical

Cashback on eye tests, prescription glasses, sunglasses, laser eye surgery and contact lenses.

### Chiropody

Covers items such as gait analysis assessments and podiatry treatments.

### Prescriptions

Covers NHS prescriptions charges or the NHS cash equivalent for private prescription treatments.

### Health & Wellbeing

Covers 22 alternative therapies including allergy testing, cognitive behavioural therapy, counselling fees, hypnotherapy and sports massage.

### Health Screening

Cashback for a full health screen, or a Well Man, or Well Woman screen. This allowance is separate to the workplace screening programme we offer as a bolt-on.

### Combined Physiotherapy

Cashback for pain relieving and preventative treatments such as physiotherapy, chiropractic, osteopathy, acupuncture and homoeopathy.

### Specialist Consultation and MRI Scans

Provides cashback for specialist consultation charges, including X-rays and MRI scans, as well as PMI excess charges (excludes company paid PMI).

### Dental Accident

Cover for damaged teeth following a direct blow to the head. Members can claim for veneers, dentures and crowns.

### 24/7 Counselling and Support Helpline

24 hour telephone advice, guidance and support from trained counsellors, legal and medical professionals on a variety of lifestyle issues.

## Employee Assistance Programme

Provides up to 8 face to face counselling sessions and includes a Serious Illness and Accident Support service.

## Fitness and Exercise

Access to offers and discounts on a wide range of fitness clubs and gyms via Health Shield's reward website PERKS.

## Online Health Assessment and Personal Coaching

Instant access to online health assessments and personal coaching tools including videos, factsheets and questionnaires.

## GP Anytime including Private Prescriptions

GP consultation service via phone or webcam, where a GP can also prescribe a private prescription to be delivered to a member's home or workplace.

## PERKS

Members have access to Health Shield PERKS, a website with a large range of discounted retail products and services, offers on travel, cash back on purchases and much more.

Discounts for the brands you love, all year round. Unlike voucher and flash sale sites, you'll always get great deals from brands like Apple, M&S, Virgin Media, GAP & more!

## Advice Services

Our Employee Assistance Programme offers free and confidential advice which is available 24hrs, 7 days a week to you and your immediate family. You will also have access to structured counselling of up to six sessions available either face-to-face or over the phone. The service covers, but is not limited to, Family Issues, Financial Information, Legal Information, Stress & Anxiety and Bereavement.

## Pension Schemes

Pension scheme (Local Government Pension Scheme for Support Staff and Teachers Pension Scheme for Teachers) - both schemes include 3 x salary life assurance cover whilst you remain in service. You don't pay tax or national insurance on your contributions and North Star Community Trust adds a generous employer contribution. All staff are entitled to opt-out of the pension scheme should they wish to do so.

## Holiday Entitlement

Our support staff on 52 weeks a year contracts benefit from a holiday allowance of a minimum of 24 days. This entitlement is in addition to any Bank or Public holidays. Teaching staff and term time only support staff receive the standard school holiday allowance.

## Training and Development

North Star Community Trust believes in training and developing people to achieve their potential. Whatever your aspirations, our training provision offers a range of courses and qualifications. These courses include a suite of National Professional Qualifications (NPQML, NPQSL, NPQH and NPQEL) and apprenticeship opportunities (in disciplines including IT, HR, Business Administration). North Star Community Trust have formed a partnership with The Skills Network, one of the most successful providers of online learning. As part of the partnership several FREE courses are available including: Childcare, education, enhancing skills, digital and wellbeing.

Continued professional development and opportunities across the Trust, including Masters Degrees through our partnership with Warwick University.

## Affordable Accommodation

Access to affordable North Star key worker accommodation from £550 per month all inclusive of rent, utilities, internet access and maintenance.









## Stronger Together

We look forward to receiving your application, and hopefully be part of our wonderful team at North Star Community Trust.



## Job Description

<b>Job Title</b>	<b>Early Years Practitioner Level 3</b>
<b>Reports to</b>	<b>Nursery Teacher/ Senior Leadership Team</b>
<b>Location</b>	<b>Kingfisher Hall Academy</b>
<b>Hours</b>	<b>36 hours per week, 39 weeks per year</b>
<b>Contract Type</b>	<b>Permanent</b>
<b>Salary</b>	<b>NSCT pay point 22, Actual salary £24,437.90 gross per annum</b>

### **Kingfisher Hall Academy Safeguards its pupils.**

A fantastic opportunity has arisen for an ambitious Nursery Practitioner to work in our schools. The successful candidate will be a Confident, competent and empathetic person who is highly organised and efficient, who can work collaboratively and who is resilient.

To support the EYFS and Leadership team in the day to day running of the nursery. To maintain a high standard of quality care, teaching and learning through an excellent balanced, varied, and fun Early Years Foundation Stage curriculum. To supervise other staff where necessary and ensure safeguarding practice and health and safety are adhered to, and ensure compliance and that the nursery meets its statutory legal obligations.

You will need some experience in working in a nursery, be passionate and enthusiastic in working with young children with excellent interpersonal skills. You will need to be committed to providing an excellent teaching and learning opportunities for our children, which support the aims and objectives of North Star Community Trust as a provider who are developing a centre of excellence.

Our goal is to provide outstanding education and life changing opportunities for all our children. We want to be recognised for academic excellence and having a reputation for giving pupils the critical skills and knowledge necessary to be successful in education, employment and life.

Kingfisher Hall is welcoming, friendly and inclusive. We share a clear vision for improving our children's life chances through providing equality of opportunity, an engaging and purposeful curriculum and high-quality teaching and learning.

The academy is committed to your professional development. You will have ongoing support from the senior leadership team and will attend appropriate training and development opportunities. You will be given support, time and space to grow as a leader and improve the Nursery provision across the school. You will have the support of a dedicated senior leadership team to ensure you are able to focus on delivering outstanding teaching and learning.



## Main Duties and Responsibilities

### **Purpose of the job:**

To support the EYFS and Leadership team in the day to day running of the nursery. To maintain a high standard of quality care, teaching and learning through an excellent balanced, varied, and fun Early Years Foundation Stage curriculum. To supervise other staff where necessary and ensure safeguarding practice and health and safety are adhered to, and ensure compliance and that the nursery meets its statutory legal obligations.

### **Skills and Experience**

- Ability to plan an age-appropriate, exciting and varied curriculum that supports children's unique developmental needs.
- Ability to build positive relationships with children and their families, colleagues and the wider Trust and stakeholders.
- Take responsibility for health, safety, safeguarding and wellbeing of children at all times.
- Experience in observing, monitoring and recording the development of children, and delivering learning activities in line with the EYFS framework.
- Ability to identify children's needs and assist in organising interventions.
- Knowledge and understanding of delivering high quality teaching and learning environment.
- Knowledge and understanding of children's needs from the age of 3 to 5 years old.

### **Main duties, responsibilities and expectations:**

- Settle in children using this period to gain valuable information, and build a positive relationship with the Parents/Carers;
- Maintain 'Key Person' duties and responsibilities and give the appropriate level of attention and care to children supporting their development;
- To ensure daily, weekly plans are implemented and up to date reflecting on planning in the moment
- Work with the team to monitor and evaluate the quality of learning experiences for children, modelling good practice.
- Ensure each child's safety within the nursery setting.
- Devise care plans for children to include medical and additional needs, with agreement from senior staff, parents/carers when appropriate.
- To ensure activities, plans, etc are correctly carried out and evaluated.
- Work with the leadership team and nursery staff to ensure the nursery is appropriately resourced to meet the needs and interests of the children.
- To deal with any concerns brought to your attention, appropriately and professionally and as soon as they arise, reporting them to your line manager.
- Ensure the nursery is safe and tidy and adhere to rotas, etc. that may be in place.
- To introduce new staff, students to Parents/Carers and keep informed of changes, and give feedback continuously with regards to the child's day.
- Support the team in delivery the EYFS.
- Ensure that all SEND, Child Protection and progress reviews are up to date and factually correct.
- Work closely with support services such as Speech and Language and Community Outreach teams to ensure holistic support to the family.
- Promote Equal Opportunities, social inclusion and celebrate diversity.

- Be aware of Safeguarding issues and attend relevant training to support this.
- To attend regular team, planning, and Management meetings and ensure correct ratios are maintained when doing so.
- To ensure breaks are taken at suitable times and run on time.
- To ensure all children's individual needs are met, and activities are inclusive, and age/stage appropriate.
- To ensure notice board is up to date and displaying current information, and plans etc.
- To adhere to the nursery policies and procedures.
- To ensure displays are bright, presented well, and titled, and are changed regularly, and all staff participate in turn.
- To ensure positive behaviour is maintained, through praise, encouragement, and valuing every child's contribution and communicating continuously with Parents/Carers.
- To undertake any other duties that may arise that can be reasonably expected of the Nursery Nurse.

**Working at NSCT Academies brings many additional benefits for our dedicated and valued staff, including:**

- Continued Professional Development opportunities.
- Health shield membership (support with everyday wellbeing costs).
- Generous Local Authority Pension scheme.
- Cycle scheme.
- Free onsite parking.

*The above duties are neither exclusive nor exhaustive and the post holder may be required to carry out such other appropriate duties as may be required by the Headteacher within the grading level of the post, the competence of the post holder and the context of the duties of the post holder.*

*This job description is subject to annual review.*

## Person Specification: Early Years Practitioner Level 3.

### **You will need to be:**

You will need to be experienced in working in a nursery, passionate and enthusiastic in working with young children with excellent interpersonal skills. You will need to be committed to providing an excellent teaching and learning opportunities for our children, which support the aims and objectives of North Star Community Trust as a provider who are developing a centre of excellence.

Confident, competent and empathetic person who is highly organised and efficient, who can work collaboratively and who is resilient.

<b>Qualifications and Training</b>	<b>Essential</b>	<b>Desirable</b>
Minimum L3 in childcare	X	
Knowledge and experience of EYFS	X	
Safeguarding/First Aid training	X	
Food and Nutrition Qualification		X
<b>Knowledge and Skills</b>		
Strong IT skills		X
Knowledge of Ofsted standards	X	
Understanding of SEN and Child Protection	X	
Knowledge of how a key person system works	X	
Competent at observations, assessing and planning for individual needs	X	
Understanding of Equal Opportunities	X	
Some experience of working in a school		X
Knowledge and understanding of safeguarding	X	
Inclusive and collaborative approach	X	
<b>Personal Qualities</b>		
Confident but calm nature	X	
Effective personal organisation skills	X	
Strong written and verbal communication skills	X	
Ability to work as part of a team	X	
To be flexible, friendly and Approachable	X	
Encourage positive behaviour through a consistent team approach	X	



## Next Steps

To apply please visit TES via the green quick apply button shown on the advert. You can view the roles available at the school and apply via the TES by clicking on the link here:

[Early Years Practitioner Level 3, Enfield - Tes Jobs](#)

**Closing date for applications is Friday 31<sup>st</sup> May 2024 at 12pm**

*We are dedicated to safeguarding and promoting the welfare of children and expect all staff to share this commitment. The successful candidate will be subject to enhanced clearance through the Disclosure and Barring Service.*

*In line with KCSIE updates, an online search will be conducted as part of our due diligence checks on shortlisted candidates.*

*We reserve the right to close this vacancy early if we receive sufficient applications for the role. Therefore, if you are interested, please submit your application as early as possible.*