



WE ARE ASTREA

**EARLY YEARS PRACTITIONER (BABY
ROOM)
APPLICANT BRIEF**

THE HILL PRIMARY ACADEMY
Part of
ASTREA ACADEMY TRUST





Open Letter from Principal

The Hill Primary Academy is a primary school in the heart of its community. As Principal, I am immensely proud to lead such a welcoming, hardworking and caring team. Also, to be able to work with kind, respectful children who want to learn and develop their understanding of the world is a privilege!

We are a vibrant, friendly two form entry primary school. We are proud to be a part of the Astrea Academy Trust, a family of 27 schools across South Yorkshire and Cambridgeshire with a proven track record of school improvement. 'Inspiring Beyond Measure' embodies The Trusts passion by stating our commitment to 'educate, not just school'.

The Astrea dispositions of Resilience, Empathy, Aspiration, Contribution and Happiness are encouraged and nurtured in all of our students in our academy and also in our staff – at both the academy and Trust level.

With over 370 pupils aged between 3-11 at The Hill Primary Academy, we have a strong ethos of inclusion. We encourage all children to be confident, independent learners, caring for themselves as well as others around them. We set ourselves high standards of respect, resilience and achievement. As a team we are constantly striving to provide our children with the best possible education and a range of opportunities.

At The Hill Primary Academy, our aim is to empower children in a life full of choices. We hope to provide experiences and the knowledge so that children can make informed decisions, encouraging children to take risks and to learn from their previous choices to help them to make better, informed choices as they move through life. We aim to foster a love of learning and develop enquiring minds through a curriculum especially tailored to our school and the needs of the children. Our curriculum drivers; heritage, knowledge of the world, cultural diversity, aspiration and healthy minds and bodies help our curriculum take shape. These drivers are our passions. We also place a high emphasis on the development of basic skills to support our children. We ensure that our children value themselves as unique individuals, respecting the differences and working together as a community to enable our children to develop as responsible citizens.

Last year the school opened a successful community hub that supports adult learning, mental health and wellbeing and a number of opportunities for members of the community to come together for a collective cause. We hope to continue our work on this over the coming years to strengthen our community links. Parent partnerships are regarded with upmost importance at The Hill. Only when working with parents and carers and sharing a common goal, do we achieve the very best for our children.

Mrs Emma Cadman
Principal at The Hill Primary Academy



JOB DESCRIPTION

SALARY	£18,562 - £19,698 pro rata
CONTRACT TYPE	Fixed term contract (Until August 2022)
WORKING PATTERN	Monday to Friday, 39 weeks
HOURS PER WEEK	37 hours

Purpose

- Establishing positive relationships with children.
- To offer children a safe, secure, caring and supportive environment
- Alongside the Manager, provide opportunities to foster their growth and development.

Key Responsibilities

- To work within our Hilltoppers Team, supporting the planning and implementation of activities with individual or groups of children; promoting effective teaching and learning.
- To be part of our Hilltoppers Team that provides a purposeful, stimulating environment rich in learning opportunities, both indoors and outdoors.
- To use professional knowledge of the individual and diverse ways that children learn and develop, to meet their differing needs.
- To be responsible for organising the environment inside and outside to ensure that resources and equipment are appropriate to meet the needs of the individual children in the group.
- To meet the physical needs of children, encouraging good standards of personal hygiene, whilst promoting independence.
- To provide support for the children's emotional and social needs.
- To encourage children to interact and work co-operatively with others.
- To work with the Manager to plan, develop and deliver the appropriate curriculum in order to meet all learning interests and needs of children, extending them where necessary.
- To use observation as well as reflective practice to contribute to planning and evaluation in the setting.
- To provide objective, accurate feedback for reports to parents, carers as well as other professionals on children's achievements, progress and related matters.
- To develop positive, sensitive relationships with parents and carers to support their role in children's learning.
- To provide constructive feedback on children's progress/achievement, on a day-to-day basis or through parent meetings.
- To undertake lunchtime duties on a contracted regular basis.
- Demonstrate a commitment to their own development, to take advantage of education and training opportunities and develop their own competence.
- Support and encourage harmonious internal and external working relationships.
- Make a positive contribution to raising the profile of the School.



PERSONAL SPECIFICATION

Experience

- Experience of working with children under the age of 5
- Experience of working with children with additional needs
- Experience of providing play and learning opportunities for children

Qualifications

- A recognised level 3 childcare qualification
- Paediatric First Aid Training Qualification (desirable)

Behaviours

- Knowledge of and ability to implement effective systems and practices to promote good behaviour and develop a positive ethos
- Knowledge of EYFS Curriculum / Early Years Outcome
- Knowledge of observing, monitoring, assessment, recording and reporting of pupils' progress
- Ability to work on own initiative and prioritise work to given deadlines
- Excellent written and oral communication skills
- Ability to work accurately and methodically under pressure
- Ability to respect and maintain confidentiality
- Ability to work individually and as part of a team
- Commitment to the safeguarding and promotion of the welfare of young people
- Ability to maintain appropriate relationships with staff and students
- Ability to deal appropriately with a range of sensitive issues

This is not exhaustive.

Astrea Academy Trust is committed to safeguarding and promoting the welfare of children and young people. We expect all staff and volunteers to share this commitment. Posts are subject to enhanced DBS checks. For further details on the recruitment process, please review our Recruitment Pack. This can be found attached to each vacancy or requested by emailing recruitment@astreaacademytrust.org