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**Enquire Learning Trust Application Pack**

**Level 2 Nursery Practitioner**

**Roseberry Academy**Roseberry Crescent  
Great Ayton  
Middlesbrough  
TS9 6EP  
Tel: 01642 722883



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**A group of kids playing outside

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**The Enquire Learning Trust**

We are a multi-academy trust currently responsible for 32 academies in four clusters across the North of England; North East Lincolnshire, Hull, Manchester, Teesside and North Yorkshire.

We work in complete collaboration with each of our academies and place a strong emphasis on school-to-school support and learning. Our academies work in collaboration with one another, sharing both their talent and ideas with others, giving employees the opportunity to learn from individuals within our other academies.

We recognise that the most important assets we have are our employees, and for our academies to succeed we need to ensure we employ the very best people in every single role. Our core values and beliefs are consistent throughout all of our academies, and our keys to success are at the heart of everything we do.

Every role across the Trust is valued, appreciated and purposeful. We believe that the outcome of every role across the Trust should improve the education each of our learners receive. Whether teaching, support or leadership, every single role is vital to the success of our academies.

We also recognise that all of our academies are different, and we encourage individuality. Whilst we believe our academies should work together to support best practice and to share ideas, we don’t believe that implementing blanket priorities and objectives is pertinent to a successful academy, and we encourage autonomy for academy leaders wherever possible.

**Values**

* We believe that all learners can be powerful learners given access to extraordinary learning experiences. We want children and the academies they attend to be confident, successful and ambitious.
* We envisage a Trust where well led, highly skilled and committed professionals collaborate, learn and innovate together to ensure that all academies are successful and where all learners have access to effective and innovative provision that meets their needs and aspirations.
* We want to add value to achievement and raise standards. We also want to change lives. We know this requires our provision and our practice to be world-class – because of the distance we have to travel, we understand that good will not be good enough and that we need to develop a shared appreciation of excellence and then strive to enact this every day.
* We take learning seriously and work together to create a vibrant culture in which this can happen.  We know that it’s what we do that counts and that our thinking must be visible in classrooms if it is to have leverage.  Children are at the forefront of all that we do and aspire to do. We take serious steps to engage them, to hear their voice in authentic ways and then to use their insight and expertise to develop radical pedagogies that tap into their passions and interests and use the potential of emergent technologies.

**Roseberry Academy**

We are a caring village school with a dedicated and committed staﬀ, supportive Governors and parents, an active PTA and happy children! As an Enquire Learning Trust Academy, we strive for the highest standards and have a clear vision for the future.

At Roseberry Academy, we strive to enable our children to become eﬀective and successful learners. We provide an environment with positive and confident attitudes and encourage mutual respect. Children are inspired and enthusiastic about their learning, which is engaging and objective led, building upon previous knowledge and developing new skills.

We believe that children learn when they are engaged end enthused and we aim to provide a range of exciting, high quality learning experiences for all. A variety of teaching and learning pedagogies are used with ongoing assessment to ensure progression. This, in turn enables us to help our children develop as enquiring, reflective, independent learners with high expectations for themselves and their learning.

**Our Vision**

Roseberry Academy is based upon a belief system which values individuals equally. Staff know children well and equal importance is given to academic, social and emotional development and, consequently, relationships within the community of the academy are strong.

Pastoral care is given the highest of priorities with the recognition and understanding that children come from a diverse range of backgrounds and experiences which impacts upon their development. We believe that relationships are key! Warmth, humour and mutual respect are shared behaviours which are evident throughout the school and they, along with high expectations and ambition for all, form the basis upon which foundations for learning are built. The curriculum at Roseberry is enquiry led and children are encouraged to lead their own learning and are seen to be enthused and engaged throughout lessons which inspire them.

Children who leave Roseberry Academy at the end of Year Six do so with a toolkit for life: confidence in themselves as individuals- their understanding of their place in the world, their achievements and aspirations; a love of learning and thirst for knowledge, as well as pride in their academic achievement; a clear understanding of how to reach their aims; a readiness for their next stage in learning; the ability to persevere and find solutions through the development of their emotional intelligence and their own set of values which they are confident to articulate and share.

Our most recent, successful Ofsted inspection (2023) graded our school as good with EYFS provision as outstanding.

**Level 2 Nursery Practitioner**

**Vacancy**

**Contract Type:**

22.5 hours per week

8.30am – 1.30pm

Term time only plus 5 training days

Fixed term contract until 31st August 2026

**Start date:** 1st September 2025

**Salary:** NJC Point 2-4

**Application Deadline:** Monday 7th July 12noon

**What we’re looking for**

Roseberry Academy are expanding their two-year-old provision from September 2025, in order to cater for the increasing number of children wanting to join our ‘outstanding’ Early Years setting.

We are looking for a suitably qualified and experienced teaching assistant to join our friendly and caring team to work within either our two-year-old or three/four year old provision on a daily basis, supporting the children to learn through play and exploration. You will be responsible for supporting the room leader in ensuring the environment is engaging and inviting, supporting children’s welfare and communicating with parents and families.

The successful applicant must be reliable and adaptable, have positive attitudes and be able to engage actively in a wide range of activities. The successful candidate will need to show good levels of initiative.

We are seeking to appoint a highly motivated and energetic professional who:

* Is qualified at Level 2
* Has successful experience working in an early years setting
* Is committed to working in a team environment
* Is caring, compassionate and dedicated to making a difference
* Are highly organised and have a positive attitude towards their role

**What we can offer**

* A fantastic school setting in the beautiful village of Great Ayton, close by to Roseberry Topping.
* Dedicated pupils who love coming to the academy and demonstrate a strong love of learning.
* A happy and successful school that puts children at the heart of everything.
* Excellent relationships with parents/carers and the wider community.
* An enthusiastic and supportive Principal who puts the interests of the children first and is committed to the continual improvement of the academy.
* A supportive and dedicated staff team who care passionately about our school and local community.
* Exceptional professional development opportunities and effective working partnerships between our schools within the Enquire Learning Trust,

**Contact Us**

Visits to the school are welcomed.

Please contact Mrs J Taylor, Business Manager by emailing [office@roseberryacademy.org](mailto:office@roseberryacademy.org)

**Safeguarding**

Roseberry Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

**How to Apply**

Please select the **Apply Now** tab at the top of the job advert.

Important: references will be obtained before interview, please note on your application if you do not wish for your current employer to be contacted before interview.

**Job Description**

**Job Title** L2 Nursery Practitioner

**Location** Roseberry Academy

**Salary Grade** SCP 2 - 4

**Reporting to** Nursery Manager and EYFS Lead

1. **Job Purpose**

A Level 2 Nursery Practitioner, working under supervision, focuses on supporting the holistic development of young children (0-5 years) through care, play, and learning activities, while ensuring a safe and stimulating environment.

1. **Relationships**

* The post holder reports to the Nursery Manager
* The post holder is also accountable to the EYFS Lead and Principal.
* Develop and maintain positive relationships with children, colleagues and parents/carers.

1. **Main Duties**

**Childcare and Well-being:**

* Provide daily care, including feeding, nappy changing, and assisting with personal hygiene.
* Ensure the safety and well-being of children, both indoors and outdoors.
* Recognise and respond to children's individual needs and emotional needs.
* Promote positive behaviour and encourage children's social interaction.
* Support children through transitions, such as settling into the nursery.
* Administer first aid and follow procedures for accidents and emergencies.

**Learning and Development:**

* Support children's learning and development through play-based activities and educational programs.
* Plan and implement age-appropriate activities that encourage creativity, social skills, and cognitive development.
* Observe children's progress and keep records of their learning and development.
* Contribute to the development of learning journals and assessments.

**Communication and Collaboration:**

* Liaise regularly with parents and carers to share information about their child's progress and needs.
* Work collaboratively with other staff members to plan and deliver activities.
* Contribute to the nursery's policies and procedures.
* Attend staff meetings and training events.

**Safeguarding:**

* Recognise and report any concerns about a child's safety or well-being.
* Follow the nursery's safeguarding procedures.
* Be aware of child protection issues and how to respond to incidents, accidents, and emergencies.

**Other Duties:**

* Maintain a clean, safe, and stimulating learning environment.
* Follow the nursery's policies and procedures.
* Undertake any other reasonable duties as directed by the nursery manager.

**Roseberry Academy**

**Level 2 Nursery Practitioner**

**Personal Specification**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Essential** | **Desirable** | **Method of assessment** |
| **Qualifications** | * Full and Relevant Early Years Educator Level 2 qualification.   <https://www.gov.uk/guidance/check-an-early-years-qualification>   * Excellent English and Maths skills. * Willingness to attend Paediatric First Aid course (if not already in possession of this qualification). * Willingness to undertake professional and personal development. | * Full First Aid qualification * Early Years CPD | Application  Certificates  Interview |
| **Skills** | * **Knowledge of Child Development:** Understanding the stages of child development and how to support children's learning and growth. * **Safeguarding:** Recognising and responding to child protection concerns, including abuse and neglect. * **Health and Safety:** Ensuring a safe and healthy environment for children, including understanding and implementing relevant policies and procedures. * **Communication:** Effectively communicating with children, parents, and colleagues. * **Planning and Delivery of Activities:** Supporting the planning and delivery of activities, purposeful play opportunities, and educational programs. * **Supporting Children with Special Educational Needs and Disabilities:** Understanding and supporting children with diverse needs. * **Working with Others:** Collaborating effectively with parents, colleagues, and other professionals. * **Following Procedures:** Adhering to policies and procedures within the setting. * **Recording Observations:** Keeping accurate records of children's progress and development | * **Patience and Enthusiasm:** Maintaining a positive and engaging attitude when working with young children. * **Imagination and Creativity:** Developing and implementing engaging and stimulating activities. * **A Caring and Kind Nature:** Treating children with respect and understanding. * **Willingness to be Part of a Team:** Collaborating effectively with colleagues to provide the best possible care for children. * **Sensitivity and Understanding:** Recognizing and responding to children's individual needs and emotions. * **Flexibility and Openness to Change:** Adapting to different situations and learning new skills. * **Active Listening Skills:** Paying attention to children's communication and responding appropriately. * **Customer Service Skills:** Communicating effectively with parents and other stakeholders. * **An interest in child development:** Showing genuine enthusiasm for working with young children and understanding their needs. | Application  Interview  References |

**Roseberry Academy**

**L3 Nursery Practitioner**

**Personal Specification**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Essential** | **Desirable** | **Method of assessment** |
| **Qualifications** | * Full and Relevant Early Years Educator Level 3 qualification.   <https://www.gov.uk/guidance/check-an-early-years-qualification>   * Must hold a suitable Level 2 English qualification (equivalent to a GCSE at grade C or above); to be included in ratios. Functional Skills Level 2 can be used as an alternative to GCSEs. * Excellent Maths skills. * Willingness to attend Paediatric First Aid course (if not already in possession of this qualification). * Willingness to undertake professional and personal development. | * Full First Aid qualification * Early Years CPD | Application  Certificates  Interview |
| **Knowledge and experience** | * Experience of supporting learning in Nursery or Reception. * General understanding of early years curriculum and guidance. * Secure knowledge of child development. * Understanding of supporting children with their PRIME areas of learning. * Understanding of how to support children with reading, writing and maths. * Experience delivering an early maths programme. * Understanding of children’s developmental milestones and support required * Use of basic ICT – computer, video, photocopier. * Basic understanding of barriers to children’s learning and ways to remove these obstacles. * Awareness of legislation relating to safeguarding procedures. | * Experience of working with children with a range of SEND and delivering interventions (SEMH, Speech and Language, Communication and Interaction) * Understanding of assessing and tracking progress within the Early Years * Experience of working in partnership with parents and outside agencies * Experience of following a key worker approach | Application  Interview  References |
| **Skills** | * Ability to build relationships with children and adults. * Ability to work with an individual or group * Effective communication with colleagues and children * Good organisational skills * Ability to use initiative and retain professionalism. * Positive approach to behaviour management * Model acceptable behaviour * Ability to liaise with external professionals in order to support individual children. * Meet the expectations set out in the job description * Effective team working |  | Application  Interview  References |
| **Personal characteristics** | * Flexible approach * Calmness * Awareness of confidentiality * Show initiative * Enthusiasm for role * Reliable * Have high expectations * Nurturing Personality | * Have a “PACE” approach with all children in school (Dan Hughes) Playfulness, Acceptance, Curiosity and Empathy | Interview  Referees |

**Contact Details:**

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Email: [office@roseberryacademy.org](mailto:office@roseberryacademy.org)

*The Enquire Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All ID and qualification checks will be made prior to appointment, as will online searches of candidates (Keeping Children Safe in Education 2023). Any offer of employment will be subject to receipt of a satisfactory Disclosure & Barring Service check and Disqualification by Association Disclosure.*

**DISCLOSURE AND BARRING AND RECRUITMENT CHECKS**

The Trust is legally obligated to process an enhanced Disclosure and Barring Service (DBS) check before making appointments to relevant posts.

The DBS check will reveal both spent and unspent convictions, cautions, reprimands and final warnings, and any other information held by local police that’s considered relevant to the role. Any information that is “protected” under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 will not appear on a DBS certificate.

For posts in regulated activity, the DBS check will include a barred list check.

It is an offence to seek employment in regulated activity if you are on a barred list.

We’ll use the DBS check to ensure we comply with the Childcare Disqualification Regulations. It is an offence to provide or manage childcare covered by these regulations if you are disqualified.

Any data processed as part of the DBS check will be processed in accordance with data protection regulations and the trusts information governance policy which can be found on the website.

*Please note this post is in regulated activity and exempt from the rehabilitation of Offenders Act 1974 and subject to satisfactory references and an enhanced DBS criminal records and barred list check for work with children. An online search may be undertaken as part of the recruitment process on information available in the public domain. Candidates should disclose anything that may be relevant in line with*[*Keeping Children Safe in Education*](https://assets.publishing.service.gov.uk/media/6650a1967b792ffff71a83e8/Keeping_children_safe_in_education_2024.pdf)*.*

Any job offer will be conditional on the satisfactory completion of the necessary pre-employment checks. Only applicants who have been shortlisted will be asked for a self-declaration of their criminal record or information that would make them unsuitable for the position. Any convictions that are self-disclosed or listed on a DBS check will be considered on a case-by-case basis.

*All* documentation will be treated confidentially and processed in accordance with Data Protection regulations.