



# Stapleford Primary School

## Nursery Practitioner



Stapleford Community  
Primary School

### Candidate Information Pack





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## Welcome from the Chief Executive Officer

Thank you for your interest in the position of Nursery Practitioner at Stapleford Primary School, part of Anglian Learning.

We are an ambitious, outward looking school trust consisting of six secondary schools and ten primary schools, the latest to join our community being Wimbish Primary Academy in September 2023. While each of our academies retains very clearly their own identity and ethos, we are collectively passionate in our belief that all young people deserve to have access to an outstanding education, and which crucially enables them to thrive in the local, national, and global communities in which they live.

Anglian Learning has been founded on strong collaborative and trusting relationships, where everybody is committed to sharing their successes, but equally open to new ideas and alternative perspectives. We also firmly believe that our most important resource is our people, and if you apply and are successful in your application, we promise to develop and support you in your career, as well as providing a caring, friendly environment in which to work.

For an informal discussion regarding this role, please contact Jayne Hore, [jhore@staplefordprimary.org](mailto:jhore@staplefordprimary.org)

I hope that you find the following information useful. If you wish to visit our school or make an application for this vacancy, please see contact information within.

We look forward to hearing from you.

Yours sincerely



Jonathan Culpin  
Chief Executive Officer



## Anglian Learning

Our mission is to build an innovative partnership of academies that excites, inspires, and empowers our people – pupils, staff, and the community in which we work - to be the very best they can be, to have the confidence to think creatively, and embrace new challenges. Through this we will seek to support and inspire our young people to be dynamic learners who will live, grow, and thrive in the local, national, and global community in which they live and will work.

Currently, the Trust educates more than 8000 pupils and employs over 1000 members of staff in 16 schools across three counties, with a 17<sup>th</sup> school due to open in the near future. Several of our schools provide adult education opportunities, reflecting our commitment to lifelong learning and we also operate our own sport centres, under the banner of Anglian Leisure.

We are recent winners of the NGA Outstanding Governance Award; have a unique partnership with Arts Council England, reflecting our commitment to arts education; and are one of the eight National Creativity Collaborative pilot hubs. We are strategic partners in the local teaching school hub, working closely to provide with other trusts to provide professional qualifications in addition to own very extensive professional learning programmes.

We provide school improvement support to our schools, alongside finance, human resources, ICT, and estates support. Many of our leaders, teachers, and professional services staff are involved in networks across the Trust to share best practice and build skills and knowledge, with some taking on cross-trust leadership positions.

Our most recent staff survey indicated that a high proportion of staff:

- ✓ Feel as though they belong within Anglian Learning
- ✓ Agree that they are provided with relevant opportunities for professional development
- ✓ Feel that there is a positive culture of psychological safety within their school
- ✓ Have high levels of job satisfaction and happiness at work
- ✓ Would recommend our organisation as a great place to work
- ✓ Almost all staff who responded to the survey feel part of a team within their school and can rely on colleagues for support when needed.

The core Vision of Anglian Learning is to enable:

Dynamic, empowered learners who thrive and lead in their communities: locally, nationally, and globally.

Our four core values and principles guide our work to achieve our vision:



### Aspiration

We are ambitious for ourselves and all those in our community to be the best we can be



### Community

We underpin our relationships with a culture of support, respect and trust, recognising we are stronger together



### Empowerment

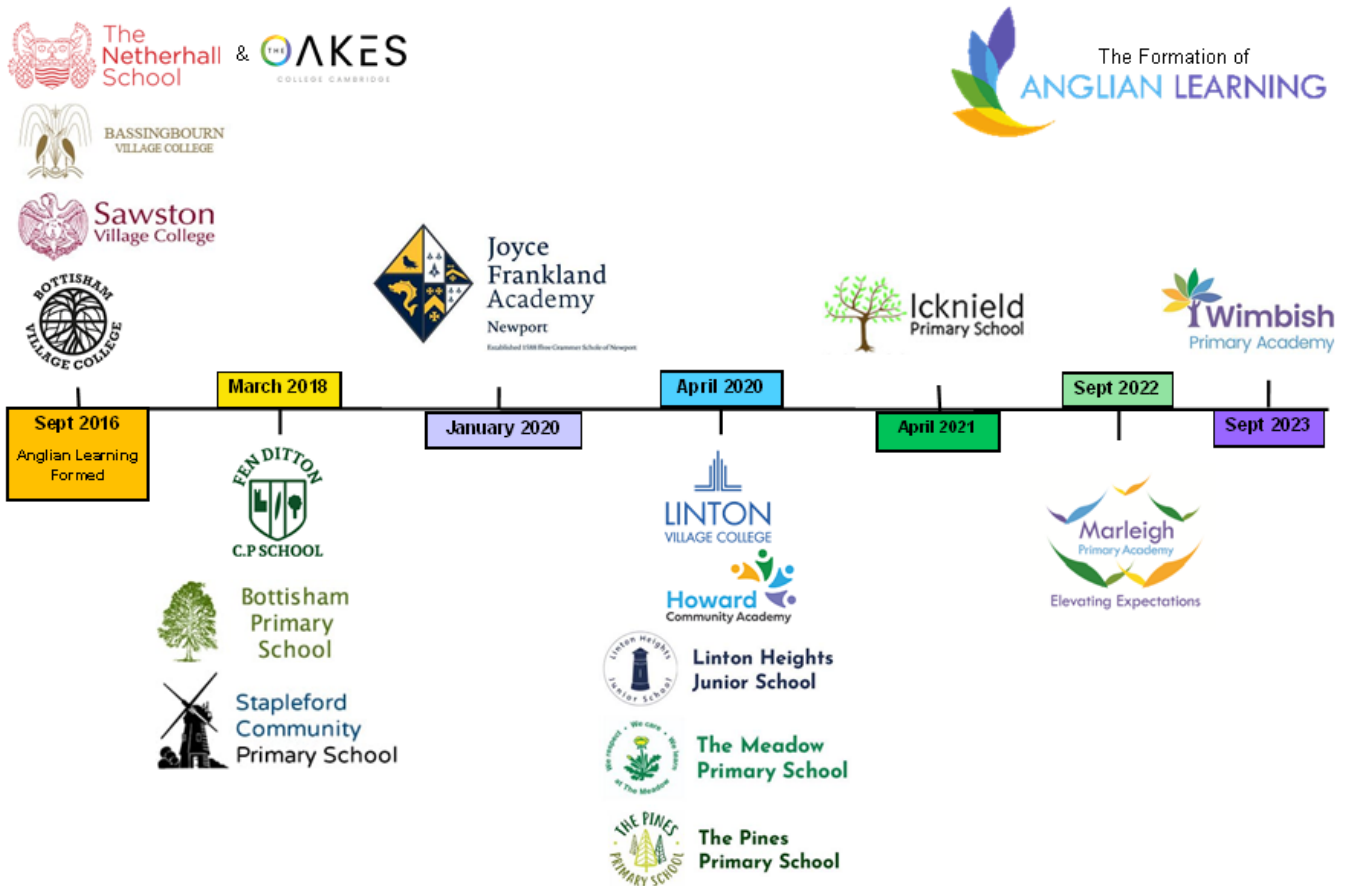
We enable our academies, staff and learners to embrace new ideas and think creatively



### Inclusivity

We believe in equality of opportunity, celebrating everyone's differences and supporting learners of all abilities from all backgrounds

This is our Anglian Learning community. It is an exciting time to join our growing Trust.



We are committed to providing outstanding academies which are a source of pride for the communities that they serve.

We aim to achieve this by raising the educational attainment of all our young people and using the collective energy and cross-school educational fertilisation within the Trust to improve life chances by:

- Developing a dynamic and inspirational culture for teaching and learning excellence.
- Providing pupils with stimulating and valuable enrichment opportunities across the curriculum.
- Building a curriculum and assessment structure that will enable teachers, pupils, and parents to celebrate success and respond swiftly to challenge.
- Encouraging innovation and risk-taking through a focus on research and best practice locally, nationally, and internationally.
- Promoting, enabling, and supporting leadership at all levels to flourish in individual schools and across the Trust.
- Providing high quality professional learning opportunities for staff at all levels in the Trust



Stapleford Community  
Primary School

## Stapleford Community Primary School

Stapleford Community Primary School has entered a new phase in its growth and development with an ambitious vision for its future. We are seeking someone to become an integral part of the team to work with us in leading and contributing to the success of the school.

In our school, children have excellent opportunities within a supportive partnership. At the heart of the village, our school community is vibrant and friendly, and we are continually developing and embracing an exciting future. We became an Academy in 2018 when we joined Anglian Learning Multi-Academy Trust. A commitment to provide outstanding education and learning underpins the Trust's ambition and teamwork to achieve this embodies the ethos of our school.

To have a positive influence over a child's education from Nursery to Year 6 is a real privilege and every team member is valued for their role within this. We encourage our pupils to develop as happy, confident, and resilient learners who take growing responsibility for their learning and behaviour.

Our goal is to create a strong ethos for learning. We are ambitious for our pupils and encourage them to be ambitious for themselves. We are a community in which all can succeed. Our school is an inspiring and exciting place to learn where passionate teachers and support staff develop children's curiosity and independence as learners.

In 2020 we opened our Stapleford Nursery, a stimulating, bright, new learning environment for 3 - 4-year-olds. We are a very well-resourced school, with features that set us apart from other schools, such as a swimming pool and large grounds including a 'moat'. This enriched learning environment inspires our pupils to learn and grow. Our recent Ofsted Inspection (2022) highlighted that.

*"Pupils say that school is a happy and safe place to be. Pupils enjoy talking about what they have learned. They are proud of their work, and they are proud of what they know."*

Our aim is to achieve excellence in all we do through strong teamwork and collaboration. We would love to meet you to see if you are the right candidate to join us on this journey.



Level 3 Nursery Practitioner

**Position start date:** 22<sup>nd</sup> April 2025 (can be flexible on start date).

**Salary:** L2 paid at Scale 3 pt 5 £24,790 pt 6 £25,183 FTE

**Location:** Stapleford Primary School and Nursery

**Contract type:** Part time hours to be agreed

24.5 hours a week, 39 weeks a year (Hours to be worked between Mon – Fri, 8am – 6pm)

**Contract term:** Permanent contract

Closing date: Midnight, Monday 31<sup>st</sup> March 2025.

Interview date: TBC

**\*We reserve the right to close this advert and interview earlier than the advertised date\***

Anglian Learning is a high-performing multi-academy trust responsible for 15 schools in West Suffolk, Cambridgeshire, and Essex, educating over 8,000 pupils and employing more than 1000 staff.

Our vision is for dynamic, empowered learners who thrive and lead in their communities: locally, nationally, and globally. Our schools are at the heart of their communities and as well as providing a broad, rich, and vibrant curriculum to pupils they also provide sporting, community education and other facilities and opportunities to their local community.

We're committed to making Anglian Learning a place where everyone feels valued and has equal access to the opportunities our Trust offers. We are always open to discussing flexible working opportunities or making adjustments to ensure you thrive in your role with us.

As a result of the changes to the UK immigration rules which came into effect on 1 January 2021, Anglian Learning will offer sponsorship for a skilled worker visa under the points-based system, where a role has been deemed to be business critical'. Do contact us to discuss further.

The Vacancy

**Stapleford Primary School are looking to appoint a talented and resourceful Level 3 Nursery Practitioner to:**

- Plan, organise and deliver activities and create learning experience for nursery pupils
- Work to support the development of the children with an early years framework
- Be responsible for the safeguarding and wellbeing of all pupils
- Build positive relationships with pupils, staff, parents and governors which support the work of the academy

## Join Our Team! We Offer:

### **A Supportive and Caring Team**

Become part of a team that truly values collaboration, encouragement, and support. Here, we believe in nurturing each other's strengths and growing together.

### **An Inspiring and Enriching Learning Environment**

Our setting is designed with the highest standards in mind, offering a space where creativity, curiosity, and exploration thrive, ensuring every child's potential is nurtured.

### **Professional Development Opportunities**

We are committed to your growth! Take advantage of continuous learning and development opportunities, including training to become a Forest School Practitioner, so you can expand your skills and make a lasting impact.

### **Engaged and Enthusiastic Children**

Work with children who are excited, eager to learn, and ready to explore the world around them. Each day brings new opportunities to make a difference in their lives.

### **A Happy, Friendly, and Inclusive School Culture**

Our school is built on strong relationships. We prioritise a sense of belonging for everyone – from staff and children to parents. We believe that every individual matters, and we cultivate a warm, supportive atmosphere where everyone feels valued.

## Employee Benefits

Anglian Learning offers the following benefits to staff.

- Career Average Revalued Earnings Pension Scheme (CARE)
- Free membership to all [Anglian Leisure](#)'s Sports Centres - *Bassingbourn, Bottisham, Sawston, Joyce Frankland, Linton and Netherhall*
- 20% Discount on Adult Education Classes run by Anglian Learning School's
- Employee Assistance Programme via Health Assured
- Cycle To Work Salary Sacrifice Scheme
- Discounted Eye Care Vouchers
- Annual Flu Jab Vouchers
- Perkbox



## Application

To apply, please complete the online application process.

Please note that CVs will not be accepted.

*Anglian Learning is committed to safeguarding and promoting the welfare of young people and vulnerable adults. We expect all staff to share this commitment and those in regulated activity will be subject to an Enhanced DBS Check and online checks. Certificate of Good Conduct and other applicable checks may be requested.*

*This post is exempt from the Rehabilitation of Offenders Act. Our policies for Ex-Offenders, GDPR, Safeguarding and Recruitment can be found on our website: [www.anglianlearning.org](http://www.anglianlearning.org)*

*We value diversity and welcome applications from all, including those with protected characteristics under the Equality Act. Flexible working will be considered for all roles deemed suitable.*

*Please note the photo(s) of pupils attached to this notice were used under the legal ground of consent, for the purpose of preparing publications that promote the school.*





## Level 3 Nursery Practitioner

<b>Salary</b>	L2, Point 5-6 £23,500 - £23,893 FTE
<b>Hours</b>	Part time hours to be agreed (24.5 hours/39 weeks). At times there will be a need to work a flexible pattern to meet the demands of the role.
<b>Pension</b>	LGPS is a salary-related, defined benefit scheme and is not affected by stock market changes or performance of investments
<b>Disclosure Level</b>	Enhanced DBS
<b>Location</b>	The post holder will be based at Stapleford Primary School and Nursery
<b>Responsible to</b>	Headteacher and Nursery Manager
<b>Job Purpose</b>	To plan, organise and deliver activities and create learning experiences for a group of children aged between three and five years old. To work within an anti-discriminatory and inclusive environment and support the team to facilitate the all-round development of all children, enabling them to reach their full potential.

### MAIN RESPONSIBILITIES:

#### 1. Support for children

- To plan and organise activities and opportunities that extend learning. Including producing a full and accurate activity plan and evaluation.
- To produce accurate and effective observations so as to assess the children's progress and the effectiveness of the learning environment.
- To work to support the development of the children within the early years framework.
- To manage the children's behaviour and routines in line with our policies and guidelines.
- To work within a key-worker system.
- To work in partnership with parents/carers within the key-person system.
- To maintain objective, accurate and up-to-date records that identify the children's individual needs, abilities and progress, and use these as a focus for future planning.
- To maintain confidentiality at all times. (Please see contract for full terms)
- To work within our health and safety guidelines and undertake specific tasks related to the safety and hygiene of the children and the nursery
- To work within the setting's child protection procedures.
- To work within the setting's equal opportunities policy.
- To share tasks necessary as part of the general upkeep, tidiness and cleanliness of the preschool, and which contribute to the general well-being of the team.
- To plan and participate in outings and trips and be aware of additional responsibilities for the children's safety that these necessitate.

- To participate in and contribute to regular staff meetings, training so as to improve skills and knowledge and develop a positive attitude that enhances practice.
- To assist in the support and supervision of students in the pre-school.
- To undertake specific roles and responsibilities within the nursery that will involve attending meetings, cascading information and receiving relevant training.
- To undertake any other tasks, as requested by the leaders, that are necessary for the smooth running of the pre-school and the welfare of the children in its care

## **2. Support for the wider academy**

- Develop and maintain effective working relationships with other staff and parents or carers.
- Contribute to the maintenance of a safe and healthy environment.
- Attend and actively participate in meetings, as required.
- Participate in and support the professional development of other teaching assistants as required.
- Assist in facilitating events, e.g. school plays, events.
- Undertake supervision of pupils at lunchtimes and break times.
- Carry out first aid where required and when trained to do so.
- Carry out other duties as directed by the teacher and/or headteacher



## Part-time Level 3 Nursery Practitioner

### Person Specification

Criteria	Essential or Desirable
<b>Qualifications</b>	
A minimum Level 3 early years education and childcare qualification (e.g. Pre-school Learning Alliance Diploma in Pre-school Practice, NVQ 3, or equivalent).	E
First Aid Certificate	D
<b>Experience</b>	
Working knowledge of all aspects of the EYFS.	E
Experience of working with children	E
A sound understanding of child development and children's needs with an ability to plan and implement an early years age/stage appropriate curriculum, taking into account the SEN Code of Practice, child protection procedures and equal opportunities' considerations.	E
Experience/understanding of Key worker principles, of observations and record keeping for the children.	E
<b>Knowledge, skills and abilities</b>	
Confident use of English	E
Ability to maintain confidentiality of staff/student information	E
A good understanding of safeguarding	E
A willingness to undertake training	E
Willingness to work with children with behavioral or Special Educational Needs	E
Ability to build good partnership working relationships with staff, children and other professionals.	E
Ability to form good partnerships with parents.	E
Ability to communicate in a variety of ways and with people at all levels and adopt a communication method appropriate for the audience.	E

<b>Personal Qualities</b>	
Pro-active, enthusiastic and self-motivated.	<b>E</b>
Emotionally resilient and able to handle competing demands, remaining calm under pressure.	<b>E</b>
Able to work on own initiative.	<b>E</b>
Suitability to work with children and young people	<b>E</b>
Flexibility	<b>E</b>
Commitment to working with other staff as part of a team	<b>E</b>
Self-motivation and ability to work under own initiative	<b>E</b>
Personable and well presented	<b>E</b>
Desire to learn and take on new challenges	<b>E</b>
All employees of Stapleford Primary School and Nursery share responsibility for the welfare of students in our care and for child protection	<b>E</b>

