

School: Caverstede Nursery School

Job Title: Nursery Assistant

Grade: Grade 2, SCP 2

Reports to (job title): Class Teacher/Class Deputy

Jobs reporting to this post. Class Teacher/Class Deputy

DBS Check applicable? Enhanced

Is post exempt under the Rehabilitation of Offenders Act 1974 in respect of declaration of spent convictions?

No

Line Management responsibility for: No. of direct reports: None

No. of indirect reports: None

Size of budget: None

Job Purpose: To assist and support in the Nursery Classes

Main Duties and Responsibilities:

1. Internal Responsibilities

- Responsible to the Class Teacher and Class Deputy
- To assist the Class Teacher and Class Deputy in creating a happy and stimulating environment for the children.
- To work with and support the classroom teacher and Class deputy in planning and delivery of the daily curriculum.
- To pursue actively and to assist with the implementation of the aims and policies of the School
- To assist the Class Teacher and Class Deputy in creating a happy and stimulating environment for the children.
- To prepare snacks, and snack areas
- To know the children for whom you are responsible ensuring their safety and welfare at all times
- To understand the additional needs involved and to work with colleagues to develop strategies to aid the children to learn as effectively as possible both in group situations and on his/her own. Allocate time for thinking and reflection.
- To become the Key Person for a small number of children forming a sound and professional relationship with their parents/carers.
- To supervise small groups of children for example storytelling, singing, outdoor activities, under the guidance of the Class Teacher and Class Deputy.
- To work in partnership with parents/carers to support their child's play and learning
- To plan the work programme with the Class Teacher and Special Educational needs Coordinator for each child within your care and to deliver this programme
- To be aware of, and in empathy with, the particular needs of these children.

- To plan and deliver the required and appropriate programme for each child in your care.
- To make the necessary arrangements for each child to have access to the accommodation and equipment as required for the action of their daily programme
- To promote the development of listening skills and communication and to ensure that the child understands your instructions.
- To ensure that the child is able to use the equipment and materials provided.
- To motivate and encourage the child as required.
- To promote an inclusive culture for all pupils.
- To encourage a healthy lifestyle ethos e.g. healthy eating, fresh air, physical activity.
- To record the progress of each child as required by the policy of the School.
- To be part of the extended provision providing late clubs to 4pm.
- To be part of the extended provision providing early club 8am – 9am if 35 hour per week contract.
- To change nappies and clothing of children as required.
- To role model positive behaviour for children and parents/carers
- To be sensitive to the needs of children and their families
- To monitor and maintain the safety and cleanliness of the nursery environment (indoors and outdoors) on a daily basis
- To be aware of child protections issues and report any signs of illness, neglect or apparently non-accidental injury.
- To understand basic first aid for the children as required.
- To have an awareness of the role of external agencies and their involvement with these children, and to work with them to obtain the maximum benefit for each child.

2. Responsibilities as a Nursery School Team Member

- To comply with all the policies, practices and procedures of the Nursery School and to carry out all duties with full regard to the agreed equal opportunities principles
- To comply with all Risk Assessments
- To work with professionalism and confidentiality at all times
- To attend the School meetings when appropriate
- To play a full and active role in the School's Professional Development including dedicated days
- To actively promote the work of the School at all times
- To undertake any other reasonable duties the Head Teacher and Senior Teacher may require

Generic

Responsibilities:

Governors of this school are committed to safeguarding and promoting the welfare of children and young people and requires all staff to share this commitment.

To carry out all responsibilities with regard to the Council's Equalities Policy and Procedures and Customer Care Policy.

To comply with all Health & Safety at work requirements as laid down by the employer.

Flexibility

Clause:

Other duties and responsibilities express and implied which arise from the nature and character of the post within the department (or section) mentioned above or in a comparable post in any of the Organisation's other sections or departments.

Variation Clause:

This is a description of the job as it is constituted at the date shown. It is the practice of this Authority to periodically examine job descriptions, update them and ensure that they relate to the job performed, or to incorporate any proposed changes. This procedure will be conducted by the appropriate manager in consultation with the postholder.

In these circumstances it will be the aim to reach agreement on reasonable changes, but if agreement is not possible the Head Teacher reserves the right to make changes to your job description following consultation.

DATE:

15th September 2023

COMPLETED BY:

Business Manager

Person Specification

JOB TITLE:	Nursery Assistant	SCHOOL:	Caverstede Nursery School
HOURS	<i>Term time 38 weeks plus 5 training days – 32.5 or 35 hours per week</i>	GRADE:	Grade 2, SCP 2
DIVISION:	Children's Services	HEADTEACHER:	Debbie Hayes
DATE:	15 th September 2023	COMPLETED BY:	Business Manager

ATTRIBUTES	ESSENTIAL CRITERIA	DESIRABLE CRITERIA
KNOWLEDGE	<ul style="list-style-type: none"> A knowledge and understanding of how schools are organised and operate An understanding of the value of parent/carer involvement Knowledge and understanding of the Early Years Foundation Stage Curriculum 	<ul style="list-style-type: none"> An understanding of how to safeguard and promote the health, safety and welfare of children A knowledge of the Early Help Assessment process
SKILLS & ABILITIES	<ul style="list-style-type: none"> Ability to plan and lead purposeful play opportunities and educational programmes/ activities with individual and groups of children that enables them to progress to the next stage of learning Ability to work as part of a team Ability to work with enthusiasm and initiative Effective communication skills, verbal and written The ability to converse at ease with staff, children, families and members of the public and provide advice and information in accurate spoken English Ability to use email 	<ul style="list-style-type: none"> Ability to organise own workload Ability and experience of writing accurate reports for parents and other agencies Awareness and experience of the SEN Support process
EXPERIENCE	<ul style="list-style-type: none"> Experience of working with young children Experience of early years development of children Experience of assessing and recording the progress of children in continuous provision and the ability to plan next steps Commitment to training to be a first aider 	<ul style="list-style-type: none"> Experience of working with children with special educational needs and disabilities Experience of being a Key Person to a group of children
QUALIFICATIONS	<ul style="list-style-type: none"> NVQ Level 2 or above or equivalent in Early Years or Childcare. Must meet the requirement under the 'Early Years Qualifications pre or post September 2014' checker. Qualification must include direct observation of your performance in the workplace https://www.gov.uk/government/publications/eyfs-staffchild-ratios-dfe-approved-qualifications 	<ul style="list-style-type: none"> Paediatric First Aid Working towards or commitment to work towards a Level 3 qualification in Early Years or Childcare Forest School awareness / qualification English and Maths GCSE Grade C (Grade 4) or above or Functional Skills Level 2 or equivalent
PERSONAL QUALITIES / CIRCUMSTANCES	<ul style="list-style-type: none"> Professional, hardworking and dedicated Enjoy working with children Have a sense of humour Be committed, flexible, positive and enthusiastic Patient and Caring 	<ul style="list-style-type: none"> Driving licence and business insurance
EQUALITY	Candidates must demonstrate understanding of, acceptance & commitment to the principals underlying equal opportunities.	

Fluency Duty: In accordance with Part 7 of the Immigration Act 2016 (Fluency Duty), the ability to converse at ease with customers and provide advice in accurate spoken English is essential for the post.