



Nursery Practitioner Level 3. Grade: Band 03

The success of the Bridgwater and Taunton College Trust will be underpinned by two fundamental beliefs:

Students come first: First and foremost, the purpose of the Trust is to enable students to achieve their potential, and it is this principle that drives how we make decisions and how we act. It is expected that anyone who joins or forms part of the Trust shares this philosophy.

We are team players: Whilst every colleague has a specific role to fulfil, we expect all staff to communicate with compassion, treat others with positive regard, collaborate and behave with professionalism. In our colleagues we seek energy, passion, initiative and cooperation, as well as acting in a way that promotes a positive image of the Trust in the wider community.

Our values

We are ambitious, collaborative and inclusive.

We believe that every role contributes to our students achieving. We are a values driven organisation and strongly feel a shared sense of purpose. We behave in a way that puts our students at the forefront of our actions and decisions making, we champion equality of opportunity and respect our colleagues, our students and our community. We believe passionately that all individuals are entitled to learn and should be encouraged to do so.

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Core Purpose

- To ensure all children are safeguarded and their welfare and safety is promoted.
- To give support to other team members throughout the nursery
- To work as part of a team in order to provide an enabling environment in which all individual children can play, learn and develop.
- As a member of the nursery team, to work in partnership with staff, parents, carers and their children
- To adopt a flexible, professional approach in promoting the development, welfare and potential of all children attending the nursery.

Main Responsibilities

The responsibilities of this role could vary as a result of new legislation, changes in technology or policy changes. This job description is not an exhaustive list of tasks of the role.

- To contribute to a programme of activities that meet the individual needs and interests of children in your area in conjunction with other team members.
- To keep records of your children's development and learning journeys and share this with parents, carers and other key adults in the child's life.
- To share in the responsibility for safeguarding and promoting the welfare of all children in the nursery and to follow the nursery safeguarding procedure to ensure all children are kept safe, well and secure.
- Liaise with and support parents and other family members.
- To attend out of working hours activities, e.g. training, regular staff meetings, parents evening, fundraising events etc.
- To be flexible within working practices of the nursery. Be prepared to help where needed, including to undertake certain domestic jobs within the nursery, e.g. preparation of snack meals, cleansing of equipment etc.
- Recording accidents in the accident book. Ensure the Duty Manager has initialled the report before the parent receives it.
- Look upon the nursery as a "whole" where can your help be most utilised? Be constantly aware of the individual needs of all children.
- To respect the confidentiality of all information received.
- To ensure that children's interests are followed and promoted.
- To be aware of the high profile of the nursery and to uphold its standards at all times, both within work hours and outside.

Specific Childcare Tasks

- The preparation and completion of activities to suit each individual child's stage of development and interests.
- Supervise meals and mealtimes as appropriate.
- Washing and changing children as required.
- To use a positive approach to the management of children's behaviour, promoting children's self-esteem.

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- To encourage children to engage in a variety of activities, playing alongside children, modelling how to play and developing language.
- To support the children in their group and individual learning and development, eg. extending their thinking skills, discussing their understanding of learning objectives.
- To help children acquire self-help skills including dressing, feeding, toilet training and an awareness of personal hygiene.
- To ensure good standards of safety, hygiene and cleanliness are maintained at all times.
- To support the team in ensuring that a comforting, caring and calm atmosphere is created within the Nursery environment.
- To promote the learning environment by setting out resources.
- To develop and maintain strong partnerships and communications with parents/carers to facilitate day-to-day caring and early learning needs.
- To ensure the provision of a high-quality environment to meet the needs of individual children regardless of any disabilities, family backgrounds or medical history.

Physical Working Conditions

- Working with children in the nursery environment, sitting on the floor, at low tables and furniture, a lot of time will be spent being physically active.
- Daily use of the outside provision, be suitably dressed for all weather conditions.
- Physically carrying and assembling play equipment.
- Use of a range of IT equipment

Other Duties

- To attend mandatory training courses, e.g., Child Protection, Equal Opportunities and Health and Safety related courses
- To promote and celebrate an approach of equality, diversity and inclusion for all colleagues, students and external stakeholders.
- Responsible for the health and safety of themselves and others
- Responsible for the safeguarding of and promotion of wellbeing for both children and colleagues
- To be a team player and contribute towards the vision, culture and ethos of the Trust
- From time to time you may be required to carry out other duties commensurate with the role.

Person Specification

Area to be assessed	Essential criteria	Desirable criteria
Safeguarding	Must be able to demonstrate a commitment to the safeguarding and well-	

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	being of children and young people.	
Qualifications/Experience	<ul style="list-style-type: none"> • A minimum of a full and relevant NVQ Level 2 in Early Years Childcare and Education or Equivalent • Safeguarding Children (Level 1). • Current paediatric first aid certificate. • Have GCSE or equivalent in literacy and numeracy • Experience of working in early years setting. • Experience of working with young children • Knowledge of key person systems and record keeping 	<ul style="list-style-type: none"> • Full and relevant NVQ Level 3 in Early Years Childcare and Education or Equivalent • Current Food Hygiene Certificate.
Knowledge/Skills	<ul style="list-style-type: none"> • Knowledge and understanding of the legal framework (EYFS Statutory Framework), Early Years Outcomes, Birth to 5 Matters and Development Matters. • Good standard of literacy and numeracy. • Ability to be organised and methodical and to work under limited 	<ul style="list-style-type: none"> • A working knowledge of the Special Educational Needs Code of Practice • Awareness of health and safety issues and practical hygiene issues.