

# Qualified Early Years Educators AMB/919

## An opportunity to make your mark



**CLOSING DATE: Midnight, Sunday 5<sup>th</sup> December 2021**

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# Welcome from the Headteacher

## Dear Candidate

Thank you for your interest in the role of Qualified Early Years Educator at Ambler Primary School and Children's Centre.

Ambler is a unique provision committed to achieving the very best outcomes for children from 6 months to eleven years.

The school was recognised as Outstanding in 2016, and in January 2020 the Children's Centre was too!

Our motto is 'Achieving More', we are always looking towards what is next, and so we know the value of investing in staff training and development.

The successful candidate will be a part of a creative and hardworking team and will work aside colleagues to deliver all aspects of the early years curriculum in and out of the classroom. We actively encourage innovative and collaborative approaches to teaching and learning.

Ambler is an innovative, creative and ambitious place to work. We are a part of a very forward thinking collaborative of 23 schools called The Future Zone, which provides amazing opportunities for staff and pupils on various levels.

We are in a great location, with excellent transport links and in pre-covid (and hopefully again post-covid) we took full advantage of everything on our doorstep; with trips and visits that offer rich first-hand learning experiences for the children and great connections to our local community and organisations that can support the school.

I really hope that you will become as excited as we are about Ambler and you do apply.

Visits to the school are currently unavailable due to COVID restrictions however if you are short listed, a tour will be given as part of the interview process.

Looking forward to meeting you.

**Juliet Benis**  
**Headteacher**



# Why come to Ambler?



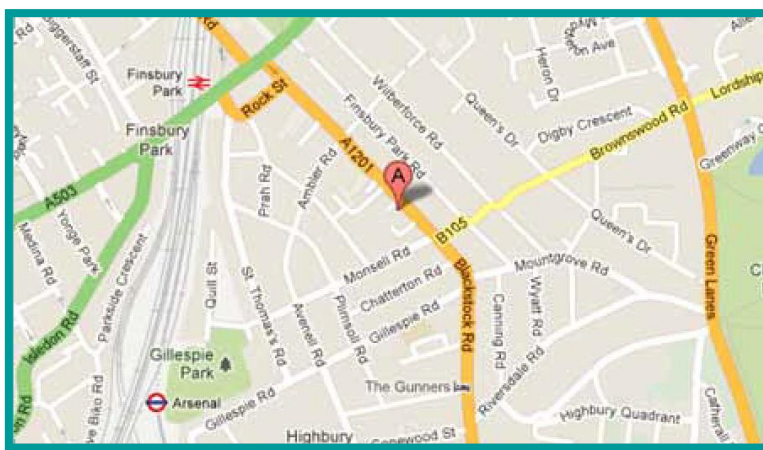
## Information about the school

The Ambler provision of school and Children's Centre provides a seamless integrated service from pre-birth to the end of year 6. We have the privilege of working in a very rich and diverse community which includes many children and families from a range of backgrounds and cultures and this vibrant blend makes the Ambler community a unique and energising place to be.

## Why come to Ambler?

- The prospect of growing as a professional across an outstanding school and an outstanding Children's Centre
- Chance to work with other schools within the Future Zone and the opportunities this brings
- A chance to make your mark within the school and Islington
- Opportunity to be an inspiring subject lead
- Enticing Inner London pay rates
- Engaging and highly motivated team
- Highly supportive staff and dedicated governors
- Further Professional Development
- Excellent location at the heart of Islington

**Ambler Primary School and  
Children's Centre**  
Blackstock Road  
Islington  
London  
N4 2DR  
Tel: 020 7226 4708



## Ofsted Report

For the latest reports on Ambler Primary School and Children's Centre, please [click here](#).

## School Website

Ambler Primary School and Children's Centre website is <http://ambler.islington.sch.uk>.

## Islington

Further information about Islington borough is available at [www.islington.gov.uk](http://www.islington.gov.uk)

# Our Values



Determination



Resilience



Enthusiasm



Ambition



Motivation



Self-belief

## Determination

You can show determination by:

- Trying your best
- Working hard in anything you find difficult
- Focusing on specific steps or targets
- Breaking your goal down into small steps
- Taking one step at a time if necessary
- Accepting that some goals require hard work
- Being persistent and tenacious

## Resilience

You can show resilience by:

- Never giving up
- Persevering when working towards your goal
- Trying to achieve your personal best
- Overcoming the fear of failure
- Keep on going even when it gets tough
- Having the ability to problem solve
- Bouncing back from obstacles

## Empathy

You can show empathy by:

- Being kind to those around you
- Thinking about how other people may be feeling
- Imagining what it would be like walk in their shoes or be in their position
- Be ready to help and support
- Listening to others without judgement.

## Ambition

You can show ambition by:

- Identifying and aiming for a goal
- Knowing the steps to achieving your goal
- Pushing and extending yourself
- Believing that nothing is impossible
- Keeping focused on the 'big picture'
- Articulating your ambition and your progress
- Knowing there are different routes to success

## Motivation

You can show motivation by:

- Being prepared to work hard
- Dealing with failure or setbacks positively
- Really wanting to achieve success
- Understanding why you are doing something
- Being driven and keen
- Accepting and understanding constructive criticism
- Being aware of your own areas of development

## Self-belief

You can show self-belief by:

- Showing bravery
- Taking risks and trying new things
- Recognising what you are good at
- Having confidence that you will achieve
- Saying 'I can do this!'
- Visualising yourself succeeding
- Learning from your mistakes

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## Job Advert – Qualified Early Years Educators

### (All Year Round or Term Time Only posts)

**SALARY RANGE:** Scale 3  
**ACTUAL SALARY:** £23,427 - £24,279 per annum  
**CONTRACT:** Full time - 35 hours per week, permanent, **all year round**  
**REQUIRED FOR** January 2022  
**NUMBER OF POSTS** 3

**SALARY RANGE:** Scale 3  
**ACTUAL SALARY:** £20,217 - £21,325 per annum  
**CONTRACT:** Full time- 35 hours per week, permanent, **Term Time Only**  
**REQUIRED FOR** January 2022  
**NUMBER OF POSTS** 2

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Are you passionate about working with under-fives?

If you are then we could have the job for you!

This is a fantastic opportunity to join our outstanding school and children's centre and become part of the thriving team at Ambler!

We are seeking to appoint 5 dynamic, enthusiastic, creative and committed Qualified Early Years Educators to join our well-established and expanding early years team. The new additional posts will be part of the existing service and are intended to increase our staffing capacity to enable us to further develop children's experiences, outcomes and a lifelong love of learning, from babies right through to Reception.

With the new EYFS reforms, it is an exciting time to join our constantly evolving team as we go on a journey to use the new educational programmes to design an innovative, ambitious, memorable and engaging curriculum, right for the children we work with.

The Ambler provision of school and children's centre provides a seamless integrated service from pre-birth to the end of year 6. The Children's Centre is situated in the Bright Start Central area in a light and large purpose-built space set in the grounds of Ambler Primary School, a beautiful locally listed Victorian building. We have a spacious garden with our very own Forest!

In the children's centre, we provide full wrap around care and education for children from 6 months to five years. We also host a wide variety of outreach services to the local community, supporting our families to achieve successful outcomes. We are open from Monday- Friday from 08:00 to 18:00, 49 weeks per year.

We have the privilege of working in a very rich and diverse community which includes many children and families from a range of backgrounds and cultures and this vibrant blend makes the Ambler community a unique and energizing place to be.

At Ambler, we promote equality, challenge discrimination and recognise the positive value that comes from having a truly diverse workforce. We welcome applications from people of all backgrounds who reflect the diverse community of our school.

We can offer you:

- An established staff team providing excellent services for our community
- A warm, positive working environment where everyone is valued
- An enthusiastic, dynamic and talented leadership and staff team
- The opportunity to be part of develop and drive
- An opportunity to develop and deliver inspiring initiatives



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- Fantastic continuous professional development opportunities and training

*We are looking for candidates with:*

- Excellent knowledge and experience of providing high-quality care and education for babies and young children
- Ability to demonstrate and apply a strong knowledge of the EYFS curriculum
- Ability to plan, prepare and deliver activities for children's individual needs
- Ability to monitor, assess and write quality observations
- Ability to work as part of a team and to follow and embed whole school initiatives
- A commitment to improving outcomes for all our children and families as part of multi-agency team working
- Strong knowledge and understanding of Safeguarding Policies and Procedures for in line with school policies and procedures, and Government guidance

Visits are currently unavailable, however, you can visit via the 'virtual tour' on our website. If you are shortlisted, a tour will be included as part of the interview day.

**Deadline for applications:** Midnight, Sunday 5<sup>th</sup> December 2021

**Short-listing:** Monday 6<sup>th</sup> December 2021

**Interviews:** Thursday 9<sup>th</sup> and Friday 10<sup>th</sup> December 2021

Please apply online at [www.islington.gov.uk/jobs](http://www.islington.gov.uk/jobs) If you need any assistance, please email the Education HR team at [schoolsrecruitment@islington.gov.uk](mailto:schoolsrecruitment@islington.gov.uk) quoting reference: AMB/919.

*Ambler Primary School are committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment; an enhanced DBS check will be required.*

## Job Description

<b>SALARY RANGE:</b>	Scale 3
<b>ACTUAL SALARY:</b>	£23,427 - £24,279 per annum for All Year Round or £20,217 - £21,325 per annum for Term time only posts
<b>CONTRACT:</b>	Full time – 35 hours per week, permanent, all year round or term time only
<b>REQUIRED FOR</b>	January 2022

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### PURPOSE OF THE POST

Under the overall direction and management of the Headteacher, Children's Centre Lead and Early Years Teacher, implement high quality early years practice and provision to support all children to reach their full potential, particularly in the prime areas of learning and development across all centre services.

### MAIN DUTIES AND RESPONSIBILITIES

1. To take joint responsibility for promoting and safeguarding the welfare of children in your care and those you come into contact with.
2. To undertake child protection training at a level commensurate with role.
3. Through hands-on practice under the direction of the lead practitioner and senior workers, contribute to the development and maintenance of developmentally appropriate, child centred, play-based provision for young children which provides the nurturing environment needed to promote children's emotional stability, independence, autonomy and creativity.
4. Contribute and assist in fostering positive relationships and close working links with the range of professionals in the children's centre in order to promote access to wider integrated services for all families and children and support a multi-disciplinary team around the child and family approach. This may include completing and using common assessment frameworks (CAF) and participating in Team around the Child (TAC) meetings where appropriate, with the support of senior practitioners.
5. Develop and maintain a partnership with parents that values their contributions and involves them in their child's education, including support for the home learning environment and for ensuring smooth transitions and continuity for the child and parents into, within and out of the setting.
6. Act as a key person for a small group of children providing each child with continuity of care throughout the child's time at the setting, in partnership with their parent/carers:
  - Develop a loving and secure relationship with each key child.
  - Help each key child to become familiar with and confident in the setting.
  - Look



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after each key child's care and welfare needs e.g. dressing, toilet training, eating, sleeping, being comforted.

- Build trusted relationships with each key child's parents, ensuring there are regular opportunities to share information on the child's development at home and in the setting.
- Support each key child's individual learning journey through on-going observation, assessment and planning in partnership with parents/carers and other colleagues
- Complete reviews of the key child in partnership with multi-agency colleagues and parents/carers as appropriate (eg at aged two; leaver's record).

7. Develop and maintain appropriate positive behaviour strategies with children.
8. Attend and participate in relevant CPD, share the knowledge and ideas gained with colleagues in the setting.
9. Uphold the principles of good practice in inclusion and equal opportunities in all aspects of the role, supporting early identification and intervention strategies at all times.
10. Contribute to the development of relevant policies and procedures.
11. Draw on the expertise of colleagues within the setting, and outside agencies to meet the needs of individual children
12. Keep up to date with best early years practice, local and national policy
13. Undertake other minor and/or non-recurring duties appropriate to this post as directed by the Head of Centre/Deputy and lead practitioner including working flexibly (e.g. weekends and evenings).
14. To undertake other duties commensurate to the grade of the post. Work as part of the staff team under the direction of the senior leadership team/class teachers to support teaching provision and pupils' learning.
15. All Year-Round staff- Two weeks of the annual leave entitlement to be taken during the Centre closure period in summer (specific dates to be confirmed depending on Centre).

## ADDITIONAL

- Be aware of key school plans, policies and procedures, especially the School Priorities, Health and Safety Procedures and Child Protection Procedures.
- Behave professionally and in compliance with the Code of Conduct
- To use and assist others in the use of information technology systems to carry out duties in the most efficient and effective manner.
- To achieve agreed service outcomes and outputs, and personal appraisal targets, as agreed by the line manager.
- To undertake training and constructively take part in meetings, supervision, seminars and other events designed to improve communication and assist with the effective development of the post and post holder.
- The post holder is expected to be committed to the Council's core values of public service, quality, equality and empowerment and to demonstrate this commitment in the way they carry out their duties.

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- Ensure all the services within the area(s) of responsibility are provided in accordance with the Council's commitment to high quality service provision to users.
  - Ensure that duties are undertaken with due regard and compliance with the Data Protection Act and other legislation. In particular, respecting the confidentiality of pupil information and respond sensitively to pupils' needs.
  - Carry out duties and responsibilities in accordance with the Council's Health and Safety Policy and relevant Health and Safety legislation.
  - At all times carrying out responsibilities/duties within the framework of the Council's Dignity for all Policy. (Equal Opportunities Policy).

#### **PLEASE NOTE**

*This job description is a guide to the general duties and responsibilities of this post, which reasonably may vary from time to time according to the needs of the service. It does not form part of the terms and conditions of employment.*

*All staff at Ambler Primary School and Children's Centre are expected to accept reasonable flexibility in working arrangements, including undertaking duties commensurate with the scale of the post and duties normally allocated to posts at a lower scale.*

## Person Specification



The person specification is a picture of skills, knowledge and experience required to carry out the job. It has been used to draw up the advert and will also be used in the short-listing and interview process for this post.

You should demonstrate on your application form how you meet each of the following essential criteria. Please ensure that your address each one of the criteria as this will be used to assess your suitability for the post.

EDUCATION and EXPERIENCE		
<b>E1</b>	Minimum Level 3 qualification in childcare/early years practice with suitable practice placements (e.g. NNEB Certificate, NVQ Level 3 - Childcare/Early Years Care, BTEC Nationals in Childhood Studies or equivalent )	<b>A</b>
<b>E2</b>	For Scale 4 - Level 3 qualification with substantial experience in an early years setting, including experience as a key person.	<b>A/I</b>
<b>E3</b>	Educated to English (GCSE A-C) or equivalent or able to pass the Council's literacy tests	<b>A/T</b>
KNOWLEDGE, SKILLS and ABILITY		
<b>E4</b>	Demonstrate the ability to safeguard and promote the welfare of children, and provide a safe learning environment and recognise when a child is in danger or at risk of abuse.	<b>A/I/T</b>
<b>E5</b>	Knowledge and understanding of the early years framework and the importance of play in young children's development and learning	<b>A/I</b>
<b>E6</b>	Demonstrate the ability to create a stimulating learning environment	<b>A/I</b>
<b>E7</b>	Demonstrate the ability to promote all aspects of children's learning and development, prime and specific areas of learning, through a range of effective strategies	<b>A/I/T</b>
<b>E8</b>	Knowledge and an understanding of the importance of the child's well being and ability to meet the physical and emotional needs of young children, including those with additional social, emotional or special education needs.	<b>A/I</b>

<b>E9</b>	Knowledge of how to share information appropriately	<b>A/I</b>
<b>E10</b>	Knowledge of how a range of factors can inhibit children's learning and development and how these can be overcome	<b>A/I</b>
<b>E11</b>	Demonstrate the ability to effectively contribute to and work with the observation, assessment, tracking and planning systems in place.	<b>A/I</b>
<b>E12</b>	Knowledge of how to keep children safe and the requirements of safety in the workplace	<b>A/I</b>
<b>E13</b>	Demonstrate the ability to relate easily and communicate effectively with children aged birth to 5, listening and responding sensitively.	<b>A/I</b>
<b>E14</b>	Demonstrate the ability to develop effective relationships with parent/carers and support them in promoting their child's learning and development at home	<b>A/I</b>
<b>E15</b>	Demonstrate the ability to communicate effectively with staff and to work as part of a team	<b>A/I</b>
<b>E16</b>	Knowledge of and ability to contribute to multi-agency working	<b>A/I</b>
<b>E17</b>	Commitment to developing and maintaining the ethos of the setting as a partnership of children, professionals, parents/carers and the community.	<b>A/I</b>
<b>E18</b>	Good level of written and verbal communication and interpersonal skills.	<b>A/I/T</b>
<b>E19</b>	To have relevant IT skills, be willing to develop these skills as necessary and be familiar with relevant software.	<b>A/I</b>
<b>COMMITMENT TO EQUAL OPPORTUNITIES</b>		
<b>E20</b>	Demonstrate the ability to adhere to the Council's Dignity for All policy.	<b>A/I</b>
<b>SPECIAL REQUIREMENTS OF THE POST</b>		
<b>E21</b>	This post will require satisfactory clearance from an Enhanced Disclosure and Barring Service (DBS) check.	✓
<b>E = Essential</b>		
<b>*Assessed by: A= Application I= Interview T= Test</b>		

# Details of Selection Process



## Application deadline

Completed application forms must be received by Midnight, Sunday 5<sup>th</sup> December 2021. Apply online at [www.islington.gov.uk](http://www.islington.gov.uk), following the jobs link.

Please note that application forms should not be returned to the school.

If you need any assistance, please email the Schools HR Team at [schoolsrecruitment@islington.gov.uk](mailto:schoolsrecruitment@islington.gov.uk) quoting job ref: AMB/919.

## Completing your application

Candidates are asked to complete all the standard information required on the application form, and to submit a supporting statement, addressing all of the criteria identified at application stage.

## Visits

Due to current restrictions we are currently unable to host visits to our school and children's centre but please take a look on our website and at our virtual tour to find out more about us. If you have any questions, get in touch!

## Selection process

The selection process will be a combination of tasks, activities, assessment tools and interview. Further information will be provided to the candidates shortlisted for interview.

## References

Candidates are advised that references will be taken up immediately after shortlisting. Candidates are asked to ensure that their referees are warned of the need to respond within the timescale set. In all cases at least one professional reference is required.

The post will be offered subject to satisfactory completion of pre-employment checks.

## Safeguarding children

Prior to appointment, formal checks will be made in accordance with the current statutory requirements relating to child protection.

Call **020 7226 4708** or email [childrenscentre@ambler.islington.sch.uk](mailto:childrenscentre@ambler.islington.sch.uk)

