



Nursery Teacher with Leadership Responsibilities Recruitment Pack



Thank you for your interest in applying to join our team at Knowle West Nursery School. If you have any further questions after reading this please do not hesitate to get in touch.

Visits to the school are warmly welcomed as part of recruitment – you will be able to meet with a member of the senior leadership team, have a tour of the school and learn more about the role.

To book a visit please contact the school office on 0117 9030214 or email us on: knowlewestns@bristol-schools.uk

Best wishes

Jenny

Jenny McDonald – Head Teacher

Working at Knowle West Nursery School:

We are one of twelve local authority-maintained nursery schools in Bristol and we offer high quality early years provision in a beautiful learning environment.

One of our core values is ‘*we all matter – we all belong*’ which promotes our inclusive culture and is a key element of our high-quality provision where each child is valued, nurtured and gets what they need to thrive and succeed.

Knowle West Nursery School is looking for an experienced Early Years Teacher to join our team in September 2025. The school has an experienced staff team who are highly qualified and dedicated to delivering high quality provision and learning experiences for all children.

At Knowle West Nursery school we are committed to practices which are attachment aware, trauma informed and relationships-led. We work in partnership with parents/carers and external agencies and we put the child at the centre of everything we do.

In March 2024 we received the Trauma and Mental Health Informed School Award:

Knowle West Nursery School is a beacon of excellent trauma informed practice. It is a lighthouse and a beacon for its community. The work they are doing with the children and parents is transformational and they are healing intergenerational trauma.

This school is incredible, and the staff are rightly proud of their achievements and the long journey which has led them to this point. They will never rest on their laurels, and are on a quest for constant improvement. Parents, as well as their children are true partners in this work. (TISUK March 2024).

Please visit our website to learn more about our school

<https://knowlewestnurseryschool.co.uk>

Job Description:

Job Title: Nursery Teacher with Leadership responsibilities

Grade: Teachers MPS

Managed by: Headteacher

Start date: 1st September 2025

Contract type: Full time Monday – Friday, Term Time Only (Job Share considered).

Closing date for applications: Friday 25th April 2025 at midday

Interview date: Tuesday 13th May and/or Wednesday 14th May 2025

Please indicate in your application if you are wanting part time, full time, or if you will consider both options.

Purpose of the Job

To carry out the professional duties of a school teacher as set out in the current School Teachers' Pay and Conditions Document. Due regards should also be paid to the Teacher Standards (2012), against which teacher performance will be assessed as a part of the appraisal process.

Key Responsibilities:

1. Understand and embody the key person role and promote a sense of belonging within the nursery.
2. Demonstrate excellent practice that shows that every aspect of provision always offers stimulating, positively challenging and diverse learning opportunities for children.
3. Contribute positively to children's' daily experiences and thoughtfully and reflectively communicate how effective these have been, focussing on the benefits for individual children, groups of children and own practice.
4. To actively participate in ensuring the environment is richly resourced to provide new experiences that stimulate and engage young children. Take part in the effective and creative development of an enabling environment that ensures the appropriate balance of child initiated and adult initiated experiences.
5. To establish and maintain an authentic dialogue with parents / carers about the progress and wellbeing of each key child, understanding the crucial role of parents; helping to grow parent confidence in their role as first educator.
6. Ensure that you are aware of the individual needs of all children and that these are recognised, valued and met through effective practice. Seeking support from within the setting as well as external professionals if necessary.
7. To know and understand children and families stories and personal history through building trusting relationships.

8. To use your in-depth knowledge of child development to make accurate assessments of children in your care.
9. To have a professional responsibility to contribute to staff meetings and INSET days and to the development of the curriculum.
10. Actively participate in all aspects of care, welfare and safeguarding relating to each unique child.
11. To liaise with other agencies as required, attend meetings and contribute to reports where necessary.

Nursery teacher and leadership responsibilities:

To be a pedagogical leader within the Nursery, with shared duties including:

- In consultation with the Headteacher and colleagues, to lead & take responsibility for curriculum and assessment.
- To lead on the professional development of other key people.
- To communicate effectively with the team – sharing information and ensuring that everyone is listened to.
- To lead on the continuing development of an enabling environment.
- To have a thorough knowledge of the Early Years Foundation Stage and be actively involved in its successful implementation in the 3-4-year old room.
- To lead team planning meetings, staff meetings and parent information sessions.
- To advise colleagues and contribute to the monitoring of the quality of teaching and learning.
- To contribute to updating the teaching and learning policy (and other relevant policies) in consultation with staff and governors.
- To ensure consistency of approach, values, planning and provision. This includes the whole Nursery and liaising with leaders in the 2-3-year old room.
- To lead the team in innovative pedagogy.
- Keep abreast of current educational thinking and development – nationally and internationally.
- Participate in and contribute to whole school strategic development.
- To have shared management responsibility for the nursery provision and the wider learning environment. This means ensuring that:
 - with colleagues, the children's learning experiences are of the highest possible quality at all times of the day.
 - all staff and other adults are deployed effectively involved to their fullest capacity.

- the rooms are welcoming, tidy and efficient, including monitoring displays appropriate to the children, parents and carers.
- to be an excellent role model of best practice.
- To support successful transition procedures to Primary School.
- To supervise and support the work of students on placement.
- To be a line manager for other key people, setting appropriate appraisal targets, monitoring and supporting progress.

Wider Professional Duties

- To ensure core values and ethos of the school are reflected in practice.
- To promote equality in all areas of school life and to treat everyone with fairness, respect and dignity.
- To take responsibility for the health and safety of pupils.
- To take responsibility for one's own health and safety, complying with the School's Health and Safety Policy, and any other policies or procedures which pertain to this role.

Professional Development

- Regularly review the effectiveness of one's own teaching and assessment, refining approaches where appropriate, responding to feedback and advice from colleagues.
- Take responsibility for one's own professional development opportunities provided by the school, or identified through the appraisal process.
- Proactively engage with arrangements for appraisal.

Other:

- To have professional regard for the ethos, policies and procedures of the school, and to maintain high standards in one's own attendance, punctuality and performance;
- To perform any reasonable duties as requested by the Head Teacher.

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the teacher will carry out. The postholder may be required to do other duties appropriate to the level of the role, as directed by the headteacher.

Employee Specification: Essential Desirable Qualifications

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Qualified Teacher Status (QTS) or Early Years Teacher Status (EYTS). • Additional qualifications and/or CPD related to Early Years pedagogy. 	<ul style="list-style-type: none"> • Degree in Early Years or education
Knowledge	<ul style="list-style-type: none"> • At least 2 years previous experience of working within the birth – 5 age phase or Early Years Foundation stage. • A strong pedagogical knowledge and understanding of how young children learn in the EYFS. • Experience of implementing developments in the curriculum. • Depth & understanding of an inclusive approach to education. • Understanding & experience of child protection issues and ability to follow relevant procedures. • Communication skills to promote and develop effective working with children, colleagues, parents/carers and outside agencies at an appropriate level. • Knowledge and understanding of needs of children with SEND and the SEND Code of Practice. • Knowledge of effective practice that supports the emotional wellbeing of children and their families. • Skills of empathy, listening, communication and responding with appropriate language to build rapport with children and parents/ carers. • Experience in identifying individual children's needs and contributing towards assessment of developmental progress. • Experience of forming and maintaining appropriate relationships with children. 	<ul style="list-style-type: none"> • Experience of delivering continuous professional development to colleagues. • Experience being a line manager and leading the appraisal process for members of support staff. • Experience of effective strategic improvement planning, monitoring and evaluation. • Leadership experience and an understanding of how to motivate a diverse team. • Experience of working with children with Special Educational Needs and Disabilities. • Experience of working within a trauma informed approach. • Experience of working across the birth to 5 age range. • Experience of supporting vulnerable children and families.

Personal Qualities

- Experience of using initiative as well as showing a willingness to seek advice and support from colleagues.
- Can lead on planning and assessment cycles.
- Be able to implement consistent boundaries and routines.

- Commitment to safeguarding and promoting the welfare of children and young people.
- Willingness to undergo appropriate checks, including enhanced DBS checks.
- Motivation to work with children and create a high quality, stimulating learning environment
- Flexible, adaptable and positive attitude to working.
- Ability to communicate verbally and in writing to professional staff, users and other members of the public
- Demonstrate commitment to the values and ethos of Knowle West Nursery School.
- Emotional intelligence to develop authentic empathic and empowering relationships.
 - Ability to work towards the creation of an inviting, stimulating, caring and safe environment.
 - Proven skills in organising staff teams and activities to achieve defined targets.
 - Ability to attend to children’s physical needs effectively.
 - Ability to use initiative, be creative and solution focused in response to the ever changing EYs landscape.

- A love for the outdoors.

- Proven skills in planning innovative teaching and learning experiences in the EYFS for groups/individual children.

- Ability to specialise in an area of expertise supporting further development of the School.
- Ability to solve problems