

Senior Early Years Practitioner Role Description

The Kids Love Nature Values

It is expected that employees of Kids Love Nature uphold the following core values of the company at all times and that these are reflected in all aspects of their work:

Inspiring...passion, positivity, high expectations, motivated focusing on strengths, enthusiasm.

Considered...responsible, thoughtful, give and take time, be aware, careful investigation, proactive.

Love...compassion, joy, commitment, patience, happiness, trust, respect

Learning...enjoying the journey, always developing, embrace change, evolve, studious, researcher

Context and Purpose of the Role

To provide an outstanding developmental environment for children, guided by the Early Years Foundation Stage, Company approach, Staff Handbook, Company Policies and Operational Plan. In addition, to lead, motivate and guide colleagues in the provision of this environment and in their work with children.

The Senior Early Years Practitioner has Responsibility for:

- Take a lead in developing and maintaining the Considered Space
- Taking a lead in supporting and nurturing the Considered Child
- Taking a lead in supporting others to become the Considered Adult
- Meeting the statutory requirements and the expectations of the Company as laid out in the relevant documentation (see Context and Purpose of the Role above)

Main Duties (list is not exhaustive, but shows range of duties required)

The Considered Space:

- Preparing the environment and rotating activities & books
- Preparing the environment at the beginning of the day
- Maintaining the environment during the day
- Cleaning the environment at the end of the session and day
- Letting the manager know when new supplies when needed
- Making new materials (following discussion with colleagues and manager)

The Considered Child:

- Ensuring that safeguarding and health and safety procedures are being followed at all times
- Treating each child as a unique individual.
- Supporting new children in settling into the environment
- Carrying out observation, assessment and planning for own key children (in own time), and all the children in the nursery, including statutory assessment requirements and the completion of child profile books neatly, accurately and regularly.
- Presenting activities to the children, based on their interests and developmental needs
- Supporting children to find and engage in constructive activity
- Changing nappies and clothing as needed, and assisting with toilet learning as appropriate
- Taking responsibility for ensuring the completion of records such as accident, incident and medical forms as well as sleep and nappy charts
- Discussing any concerns about a child's welfare or development with the nursery management

The Considered Adult:

- To be punctual and professional at all times, interacting with children, parents and colleagues in a friendly, happy and considered manner
- Following all Company policies and the Operational Plan at all times
- Supporting the nursery management in ensuring that the Company's philosophy and standards are fulfilled
- Supporting colleagues to ensure that the Company's philosophy and standards are fulfilled

- Feeding back to the nursery management regarding needed training or suggested developments for the nursery
- Looking upon the nursery as a "whole": considering where your help can be most utilised, not just with your key children, so that you are constantly aware of the individual needs of all children and colleagues, in order to improve their and your experience. Guiding colleagues in relation to this.
- Working in partnership with parents at all times: communicating about a child's time at nursery at drop-off and collection times
- Working in a respectful, effective and positive way with colleagues
- Engaging in continuous professional development opportunities (at least three days of training each year) including supervision, appraisal and staff meetings
- Liaising with outside agencies as appropriate
- Maintaining confidentiality at all times
- Attending parent meetings and parent talks as well as open days (these will usually be held during evenings and on Saturdays)
- Acting as a role model at all times in behaviour, manner and appearance
- Working as a full member of the team, showing adaptability and flexibility to situations, and effective communication with colleagues
- To support colleagues with less experience or training and to support students
- Asking for help and support when needed
- To communicate directly with the nursery management team in the event of any concerns, short falls or inappropriate conduct.

In all of the above duties, it is expected that senior early years practitioners will not only show a high level of practice in their work, but also take a lead in guiding and supporting their colleagues in these responsibilities.

Required Qualifications, Experience and Knowledge

- Level three qualification in early years
- At least two years experience
- A commitment to excellence in early years care and education
- Knowledge of the EYFS and of high quality early years practice including statutory requirements
- Knowledge of and commitment to: child protection, health and safety, equal opportunities and SEN/Inclusion
- Ability to lead and motivate colleagues
- A love of the outdoors as a learning environment

Desirable Qualifications and Experience

- Knowledge of the EYFS and of high quality early years practice including statutory requirements
- Knowledge of the Company approach to early years

Skills and Abilities

- A team player with a resilient and flexible approach to deal with unforeseen events
- Approachable manner
- Excellent communication skills, both oral and written
- Ability to ensure tasks are completed in a timely and effective manner
- Effective leadership skills including organisation, time-management and delegation

Physical Requirements

- This position requires an ability to perform the following job requirements, with or without reasonable recommendations:
 - Kneeling - Bending -Sitting on the floor -Pushing/Pulling - Jumping
 - Running - Dancing - Sweeping - Singing

- Standing - Twisting at the waist - Raising arms above the head
- Rising from kneeling/sitting position - Lifting and carrying children up to the age of 6.

Kids Love Nature Safer recruitment statement.

Kids Love Nature are committed to safeguarding the welfare of all children in our care. All applicants therefore must be willing to undergo effective child protection and safeguarding screening, this will include references from previous employers and a DBS check and then registered with the Update service. We shall also seek compliance with sections 15-25 of the immigration, Asylum and Nationality Act 2006 (eligibility to work in the United Kingdom of Great Britain).

All staff must confirm they are not included on Children's barred list or PoVA or barred by the Independent Safeguarding Authority; or disqualified from working with children, or live with someone who has been disqualified from working with children, or been refused registration or had it cancelled; subject to sanctions imposed by a regulatory body, e.g. the Teaching Agency or Health and Care professions council and Ofsted.

All our posts are exempt from the Rehabilitation of Offenders Act 1974 and therefore all convictions, cautions, reprimands and warnings including those regarded as 'spent', must be declared.