KENT COLLEGE

CANTERBURY

Nursery Practitioner



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KEY APPOINTMENT DETAILS

Job title:	Nursery Practitioner
Reporting to:	Nursery Manager
Employment status:	Full time, Permanent
Job location:	Garden Cottage Nursery, Kent College Junior School
Closing date:	13 November 2026
Start date:	As soon as possible

If a pool of suitable candidates becomes available before the closing date, Kent College reserves the right to interview and appoint without further notice



THE NURSERY

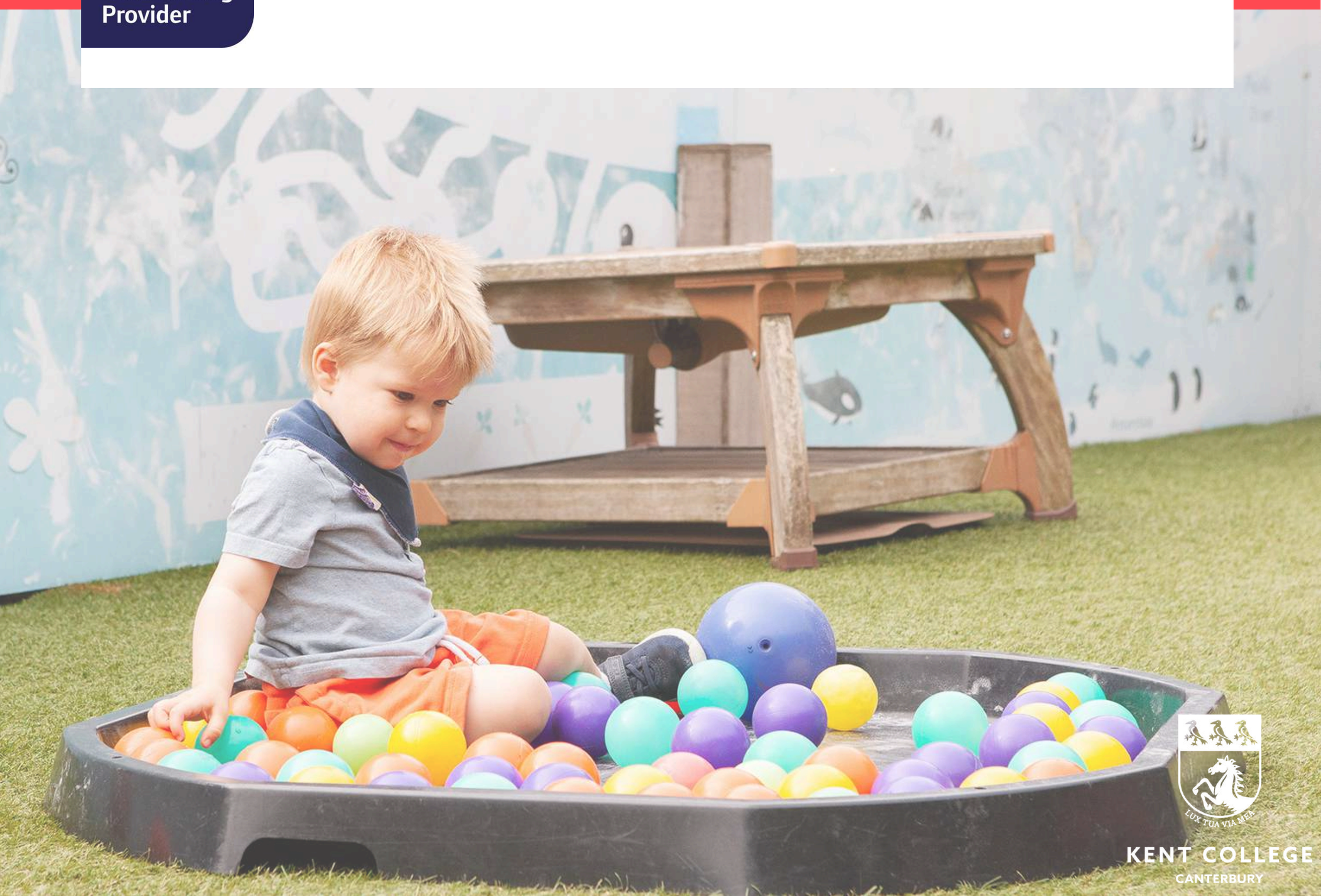
Kent College's Garden Cottage Nursery, located in Canterbury, offers the warmth and security of an extended family environment to babies and children from 0 – 3 years old.

Children benefit from the socialisation and other advantages that come with the highest standards of nursery care, within the kind of relaxed home-from-home atmosphere you would expect with a nanny or childminder.

We know that each child is unique and will develop and learn in different ways and at different rates. We focus on three developmental areas: physical, language and communication, and personal, social and emotional development.

This is a great opportunity to join a fantastic team of experienced Practitioners in a purpose-built and Ofsted 'Outstanding' environment.

Ofsted
Outstanding
Provider



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THE ROLE

A Nursery Practitioner at Kent College will contribute to a safe, high quality and developmentally appropriate environment for babies and toddlers. They will support and motivate other team members, be enthusiastic and passionate about working with children, and will work in partnership with parents, staff and other professionals.

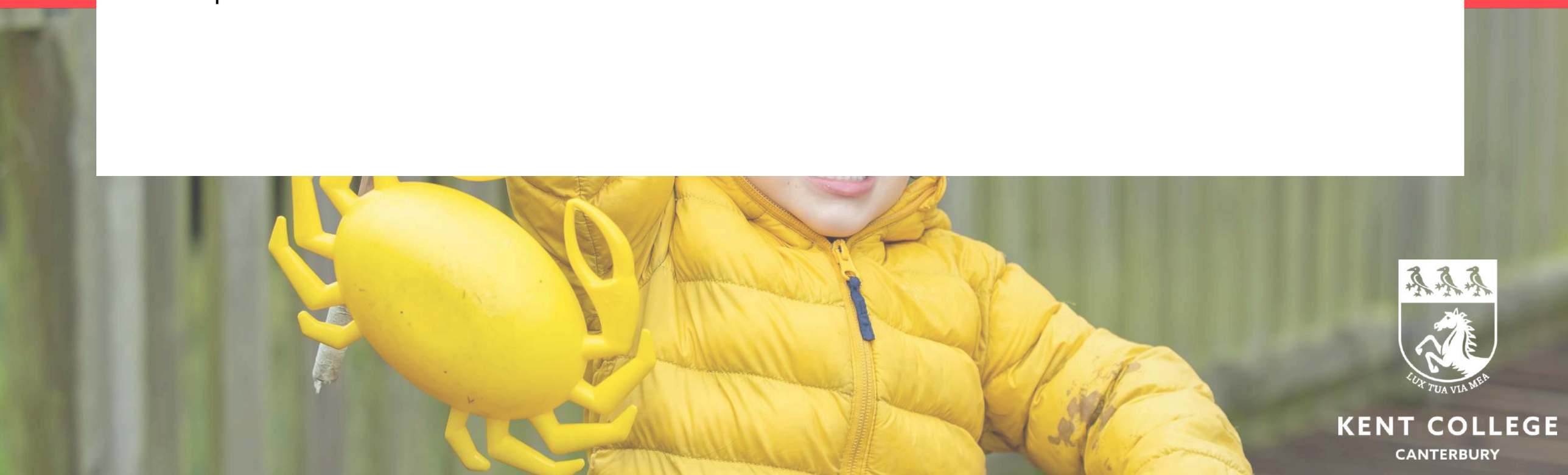


JOB DESCRIPTION

The following list is not exhaustive but serves as an indication of what the role encompasses. It is not intended to have contractual effect.

The Nursery Practitioner will:

- Contribute to the day to day organisation of the nursery in line with the requirements of the Early Years Foundation Stage (EYFS), Safeguarding and Welfare requirements, the Childcare Act 2006 and Health and Safety legislation
- Ensure close supervision of all children within the nursery at all times
- Carry out regular head-counts helping to ensure that staff within the area know how many children are present at any given time.
- Work to Garden Cottage Nursery procedures for safeguarding children and supporting others in this
- Help to establish an ethos where children are encouraged to express views, formulate rules and contribute to the planning and organisation of the day
- Provide a high quality play and learning environment for the children, help to ensure that the staff are properly deployed and that they are interacting appropriately with the children to meet their individual physical and developmental needs
- Help to support other practitioners and students / volunteers in their daily practice
- Act as a key person to a small group of children modelling good practice for other members of staff
- Make secure bonds with children and help others to do so, particularly when settling new children
- Contribute to curriculum delivery in line with whole setting practice and with reference to the EYFS
- Maintain and record observations of children's play, behaviour and developmental progress, to inform future planning, the writing of journals and support children in reaching their full developmental potential



PERSON SPECIFICATION

Qualifications and Experience:

- Early Years Level 3 Qualification
- Experience in providing professional childcare for children from birth to 3 years

Personal Attributes:

- Strong interpersonal skills
- The ability to adapt to changing circumstances and needs
- The ability to build a good rapport with children, parents, staff and other professionals
- A readiness to maintain high expectations and standards for self and others
- Have good punctuality and reliability, patience and resilience, enthusiasm, and a good sense of humour
- Have a positive approach to inclusive practice with children and colleagues



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SAFEGUARDING DUTIES & RESPONSIBILITIES

The successful candidate will need to satisfy the conditions appertaining to a satisfactory DBS check before taking up their appointment. They will be required to complete a medical questionnaire and produce evidence of all qualifications cited on the application form.

Kent College is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. The successful applicant will be expected to uphold this duty with regard to all children and young people for whom they are responsible and with whom they come into contact. All members of staff are expected to abide by the safeguarding policies in place and undertake relevant training.

This role is a teaching or teaching support role involving extensive contact with and responsibility for children.

References will be taken prior to the interview, and one of these referees should usually be the applicant's current or most recent employer.

Keeping Children Safe in Education asks schools to carry out online searches on shortlisted candidates as part of the process of assessing suitability.

Applications must be made via Kent College's online application system. CVs or details sent directly to us cannot be considered.

EQUAL OPPORTUNITIES

Kent College staff and pupils are proud to be part of a welcoming international boarding community. We value diversity and promote equality at all levels, and are passionate about attracting a diverse pool of applications through an inclusive appointment process. Reasonable adjustments will be made at each stage of this process for any candidate with a disability. We warmly welcome applications from professionals of all backgrounds and ethnicities, and particularly encourage applicants who identify as Black, Asian or Minority Ethnic groups as these groups are currently underrepresented in our community.



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THE PACKAGE

Hours: 44 hours per week worked over 4 days

Salary: £30,773 per annum

Benefits:

We offer a range of great benefits at Kent College, including:

- Workplace Pension Scheme / Contributory Pension Scheme
- Generous training and mentoring package
- Free lunches in term-time plus hot drinks and snacks*
- Free car parking
- Employee Assistance Programme
- A variety of discounts and benefit schemes including Cycle to Work, Home & Tech and Octopus Electric Vehicles

**Conditions apply*

We are a Living Wage Employer



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