

Job Description

Job Title	Early Years Lead Practitioner
Reports to	Head

Job purpose

The purpose of this role is to oversee the quality of the early education for the children in the nursery and effectively deliver the group's high educational standards. This role will focus on promoting teaching and learning to ensure that children progress in their development to achieve their full potential and become ready for school.

It is a leadership role that includes: a) setting accurate intentions for the curriculum that has been planned for the children (**intent**), b) overseeing the implementation and teaching strategies used in the classroom (**implementation**) and c) measuring the impact of the curriculum to ensure children are progressing in their learning (**impact**). This will also ensure that children experience an overall rich curriculum that provides a broad range of learning opportunities to the children that enable them to develop their knowledge and skills as a foundation for good future learning. As well as being an experienced early years' professional, you will work effectively with the Head and parents to develop positive and effective relationships.

Duties and Responsibilities

- To be accountable for the delivery of high quality inclusive early education, which is responsive to the needs of children and their families.
- To lead practice within the classroom. This includes:
 - establishing and sustaining a safe, welcoming and stimulating environment through the provision of appropriate resources
 - planning a balance of continuous provision and adult-led experiences,
 - promoting the development of children's prime areas of learning so they provide the right foundations for the development of the specific areas of learning.
 - organising learning materials and resources by using them creatively
 - developing children's curiosity, interests, and knowledge
- To monitor systems of assessment, recording and reporting on the progress in children's development and learning
- To ensure that all practitioners understand the principles and content of the Early Years Foundation Stage and know how to put them into practice.
- To ensure that practitioners have high expectations of all children and demonstrate commitment to ensuring that they can achieve their full potential.
- To influence and shape the policies and practices of the setting and share in collective responsibility for their implementation.

- To ensure that the service delivery is maintained within current legislative requirements including the Safeguarding and Welfare Requirements, Health and Safety and Safeguarding and the Learning and Development Requirements.
- To work in partnership with parents / carers and other family members, providing formal and informal opportunities through which information about children's well-being, development and learning can be shared to improve their outcomes.
- To contribute to the work of a multi-professional team and, where appropriate, coordinate and implement agreed programmes and interventions on a day-to-day basis.
- To work in partnership with specialist agencies or professionals to ensure the safety and well-being of all children, identifying child or family support needs, as necessary.
- To take responsibility for staff professional development including apprentices and sessional staff by role modelling best practice, providing mentoring support sessions
- To conduct termly observations of practice and report findings to the Head
- To conduct termly monitoring of learning records and feedback to the practitioners about how they can improve the quality of their observations and the accuracy of their assessments.
- To undertake any other duties as may be appropriate and required from time to time.

Qualifications, Skills and Experience

Essentials

Qualifications

- The post holder must have hold EYTS or a graduate early years' qualification. For applicants with QTS, this should be specific to the foundation stage age group. Where this is not the case, the applicant should be able to demonstrate training and recent experience of working in at a leadership level with the foundation stage age group or should be willing to undertake relevant CPD training.
- Extensive experience of working with young children, particularly 2–5-year-olds
- Experience of leading teams in delivering high quality early education
- Experience of working with families, identifying support, and working in partnership with them to promote learning.
- Experience of working in partnership with other agencies and organisations when identifying and meeting the needs of children and families and in response to safeguarding concerns

Knowledge and Understanding

- A thorough knowledge and understanding of the EYFS, Ofsted Education Inspection Framework and relevant current legislation.
- A good understanding of the developmental needs of young children, 2- to 5-year-olds
- A good understanding of what constitutes a quality early education environment.
- An up-to-date knowledge and understanding of safeguarding requirements and procedures.
- A good understanding of making accurate assessments of children's learning and development and devising appropriate next steps for their learning.
- A commitment to inclusive and non-discriminatory working practice with children, families, colleagues, and the community.

Skills and Abilities

- Ability to design and develop early education environments and programmes and built on the children's interests and the characteristics of effective teaching and learning.
- Flexibility, initiative, and the ability to vary and structure the curriculum according to children's needs.
- Good observational skills and the experience to support staff in knowing when and how best to intervene to support children's learning, development, and interactions.
- Ability to communicate with colleagues and parents effectively.

- Active listening skills
- Good ICT skills that will allow the candidate to use effective e-monitoring systems.

Signature & Date of post holder

Job Holder:

Signature:

Date:

APG is committed to safeguarding and promoting the welfare of children and young people and as an employee of APG you are expected to share this commitment. We are committed to equality of opportunity for all staff and applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage and civil partnerships.
