



Lochinver House School is a highly regarded boys, day preparatory school situated in Little Heath on the outskirts of Potters Bar in Hertfordshire. The School's mission is to inspire pupils through the highest level of quality teaching and learning, in partnership with their parents. There is a particular emphasis on spiritual, moral, social, and cultural development, whilst also creating a safe, happy community that is conducive to learning in its broadest sense.

The School, founded in 1947, recently celebrated its 75th anniversary and has just had its maximum roll extended to 370 pupils. An ISI Focused Compliance and Educational Quality Inspection in February 2022 found the School to be fully compliant and judged 'Excellent' in every area; a result which was also achieved during the School's two previous inspections. In the same year, and again in 2023 the School was amongst five finalists in the Pre-prep category of the Independent Schools of the Year Awards.

Lochinver prepares pupils for entry to many world class schools at both 11+ and 13+ and is noted for high attainment academically and its delivery of a strong programme of co-curricular pursuits. These accomplishments have been supported by excellent governance, strong leadership, sound financial management, ample resourcing, a highly regarded staff team and a positive home/school partnership.

Our staff are kind, thoughtful, considerate, inclusive and are celebrated as individuals. Whilst our staff may be in different buildings, departments or on different timetables, we all work collaboratively, supporting the School's ethos and pride ourselves in the warm community we have at Lochinver House.

Post Summary – Nursery Teacher

We are seeking to appoint an experienced, talented and caring full time Nursery Teacher, from September 2024. This is an exciting time to join our team. In September we welcome our first cohort of boys aged 3-4 into our new Nursery setting, 'Little Lochies'. This will be a pre-School, term time only setting.

The appointed candidate, may, at a later date, apply for the position as Head of Early Years, which will be a new managerial role taking effect from September 2024.

Main Duties and Responsibilities

- Provide a safe, secure and stimulating environment ensuring the individual welfare and development of all pupils.
- Promote the School's Core Values of honesty, kindness, and respect.
- Embed the School's Learning Powers across pupils' social, emotional, and academic development.
- Inspire pupils to develop an enthusiasm for learning.

- Develop, plan, prepare and deliver a Nursery curriculum, with an international focus, that is underpinned by enquiry, exploration, and inclusion.
- Promote high expectations, progression, continuity, and quality of learning.
- Ensure excellent progress across all curriculum areas through effective observation, assessment, planning, and execution.
- Differentiate learning, teaching, resourcing, and activities to challenge and interest all pupils, being mindful of age, needs and skill-level.
- Use summative and formative assessment to monitor pupil progress.
- Create a stimulating, age-appropriate learning environment which promotes strong outcomes.
- Write comprehensive pupil reports summarising progress and next steps in learning and development.
- Develop a strong and effective home/School partnership with parents.
- Promote the wellbeing, health, and happiness of the children, fostering positive self-esteem.
- Promote high standards of behaviour and motivate and encourage pupil independence.
- Work collaboratively alongside a full-time Level 3 teaching assistant and other members of the wider school team.
- Engage with positivity in the School's EYFS Supervision, Appraisal process and performance management programmes.

All staff are expected to:

- Work towards and support the School's vision, ethos, aims and the development plan.
- Support and contribute to the School's responsibility for safeguarding and promoting the welfare of children and young people, adhering to all safeguarding policies and procedures.
- Value, promote and advance equality and diversity.
- Work within and adhere to the School's health and safety policy to ensure a safe working environment for staff, pupils and visitors.
- Adhere to Data Protection principles and policy, ensuring confidentiality of the School's activities is maintained in order to protect the integrity of the organisation and its people.
- Maintain high professional standards of attendance, punctuality, appearance, conduct and positive, courteous relations with pupils, parents and colleagues.
- Engage actively in the School's appraisal process.
- Undertake other reasonable duties commensurate within the grade as required from time to time.

Lochinver House School is committed to safeguarding and promoting the welfare of children. The successful applicant will be required to undertake an enhanced criminal record check through the DBS. The interview will include questions about safeguarding children and our Child Protection and Safeguarding Policy and Procedure (incorporating Staff Behaviour and Code of Conduct) which can be found on the School's website.

The School is committed to eliminate unlawful discrimination and to promote equality for pupils, staff and the extended school community.

Applications

To apply for this position please use the TES online application form or complete the Lochinver House School application form which can be obtained from our website www.lochinverhouse.com and email to Sam Cottenden, HR and Compliance Manager, scottenden@lochinverhouse.com.

If you would like more information about this role, Lochinver House School or would like to visit our School please contact Sam Cottenden on 01707.620044.

Closing date for applications:

Wednesday 31st January 2024

Selected candidates will be asked to interview:

Friday 9th February 2024

Person Specification

- Shares the School's commitment to excellence, high standards and expectations.
- Contributes to the School's positive, purposeful and professional culture.
- Demonstrates imagination and an innate sense of fun, energy, and enthusiasm for learning.
- Demonstrates drive, energy, and enthusiasm.
- Demonstrates flexibility, adaptability, innovation, and creativity.
- Commands a strong presence and with a positive, happy personality and a good sense of humour.

	Essential Requirement These are qualities without which the candidate could not be appointed	Desirable Requirement Extra qualities which can be used to choose between applicants who meet all the Essential Requirements
Qualifications	<p><i>The professional, technical or academic qualifications that the applicant must have to undertake the role or the training that they must have received:</i></p> <p>Hold QTS and/or EYPS</p>	<p><i>The professional, technical or academic qualifications that the applicant would ideally have to undertake the role or the training that they ideally have received:</i></p> <ul style="list-style-type: none"> • Forest School Level 3 qualification • Evidence of further professional development synthetic phonics and 'Maths Mastery' • Paediatric First Aid certificate
Experience	<p><i>The categories of work or organisations, types of achievements and activities that would be likely to predict success in the role:</i></p> <ul style="list-style-type: none"> • An extensive knowledge of the Statutory Framework for Early Years Foundation Stage, including the 2024 regulatory Safeguarding and Welfare requirements • Recent experience of teaching pre-School children • Experience of leading Forest School for EYFS pupils • A sound understanding of child development • An understanding of observation and assessment to track progress and inform next steps in learning 	<p><i>The categories of work or organisations, types of achievements and activities that would be likely to contribute to success in the role:</i></p> <ul style="list-style-type: none"> • Experience of delivering outdoor learning programmes to support the Prime and Specific Areas of learning • Experience of working in Key Stage 1 • Experience as a Deputy Designated Safeguarding Lead • An understanding of digitalised adaptive testing and an ability to analyse standardised data to review and track children's progress, as well as to inform future learning
Skills	<p><i>The skills required by the applicant to perform effectively in the role:</i></p> <ul style="list-style-type: none"> • Inspiring communicator • A strong command of spoken and written English • Well-organised and efficient • Able to prioritise and manage workloads to secure successful outcomes • Collaborative and a constructive team player • Positive attitude • Strong interpersonal skills with children and adults alike • Able to reflect constructively on practice • Able to offer a range of activities to support the extra-curricular provision within the School 	<p><i>The skills that would enable the Applicant to perform effectively in the School.</i></p> <p>Willingness to "go the extra mile" and get involved with whole school initiatives.</p>
Knowledge	<p><i>The knowledge required by the applicant to perform effectively in the role:</i></p> <p>Knowledge and understanding of the teaching methods most appropriate for children of this age.</p>	<p><i>The knowledge that would enable the applicant to perform effectively in the role:</i></p> <ul style="list-style-type: none"> • Ability to be innovative in teaching methods • Awareness of developments in pedagogy / teaching and learning • Ability to offer a variety of extra-curricular activities.