

## **Nursery Practitioner**

**Based at the Beacon Campus - IG4 5LP**

**40 hours per week, 44.8 weeks per year**

**Competitive salary dependent on qualifications and experience**

**Start date negotiable, the employee nursery is scheduled to open April 2024**

### **Benefits Include:**

Benenden Private Healthcare - as a taxable benefit – responsive medical care which may be extended to include family and friends

Generous leave for full-time support staff

Two weeks' full pay paternity leave

Retained STPCD 2012 including automatic main scale progression for teaching staff

16% PPA minimum for teaching staff

Access to Teachers or Local Government Pension scheme

Busy Beacons - Access to an on-site, non-profit, term time only nursery for school staff (opening 2023-24)

Staff forum

A focus on staff well-being and welfare – Carnegie Gold Mental Health Award status

24/7 Employee Assistance Programme – 365 days a year helpline and additional support with legal, financial advice and counselling

Investment in training and professional development including NPQs

A range of career opportunities across the Trust

Free access to a fully fitted on-site fitness suite on both campuses

EV installation programme 2023

Cycle to work shower facilities

Team building and sports events to build cohesion and BMAT community

Winter well-being holiday

Free on-site parking

Free hot drinks

Access to 'Beacon Bargains' our online swap shop for staff to give away, sell and swap items between them

**Beacon Education Services Trading Ltd are currently seeking to appoint a Nursery Practitioner.**

**The successful applicant will have:**

**A commitment to early years education**

**Confidence and experience in taking part in play-based activities**

**Willing to commit to the forest school principles and curriculum**

**A commitment to providing a high quality of education for all learners**

The Trust is committed to safeguarding and promoting the welfare of young people and expects all members of staff to share this commitment.

Enhanced DBS (with list checks) is required for this post.

The below documents must be read prior to applying for this role and will be factored into interviews:

[Keeping Children Safe in Education](#)

[BMAT – Safeguarding and Child Protection Policy](#)

Further information and an application form can be found at <https://nelta.co.uk/vacancies/>

Please forward your electronic applications to [recruitment@beaconacademytrust.co.uk](mailto:recruitment@beaconacademytrust.co.uk)

Please note we reserve the right to close or extend this position depending on application numbers, therefore we would urge candidates to submit an application as soon as possible.



Beal High School



The Forest Academy



Beacon Business Innovation Hub



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BEAL SIXTH FORM

### Overall Responsibilities

All practitioners employed at Busy Beacons must ensure that they provide high quality childcare, within a positive, safe and happy environment. Practitioners are responsible for liaising with other staff members to plan and create a programme of play-based activities that are fun, link to our curriculum and give children awe and wonder about the world we live in. Practitioners must share the same ethos and have high expectations of what children can achieve.

### General Duties and Responsibilities

All practitioners have the responsibility to demonstrate a high level of professionalism when carrying out their work.

### Quality of Education

To provide high quality education by:

- Supporting the implementation of the curriculum in line with the requirements of the Early Years Foundation Stage (EYFS) Framework, Ofsted registration and inspection criteria.
- Planning, providing, and taking part in play-based activities that stimulate and support children's intellectual, physical, social, emotional and language development.
- Listening to, encouraging, enabling, stimulating and ensuring the safekeeping of the children.
- Ensuring that children are encouraged to eat healthy foods and promote a healthy lifestyle.
- To implement and update policies and procedures in line with Ofsted and the EYFS Framework.
- Assessing what children can do and make plans to teach them things that they cannot do.
- Completing documentation which ensures better outcomes for children.
- Liaising with parents so they can work in partnership with the setting.
- Attend meetings to further develop knowledge.
- Liaise with different services to ensure that children have the best opportunities that they can have.
- Educating yourself on special educational needs so that children can be supported effectively.
- Demonstrating a good understanding of the areas of learning as outlined in the EYFS Framework and the Characteristics of learning.

### Health & Safety

To ensure a safe environment for children by:

- Completing risk assessments, risk assessments should be reviewed on a regular basis to ensure they reflect nursery policy.
- Ensuring equipment is well maintained, age appropriate and safe to use.
- Ensuring good hygiene standards are met.
- Following all safety procedures (including Child Protection Policy)
- Ensuring that accidents, emergencies and the administering of medication are dealt with according to policy and the necessary paperwork completed.

## Relationships and Communication

- To build and maintain positive and professional relationships with parents/carers, schools, toddler groups, children's centres, childminders, and any services related to the children.
- To always deliver a high level of customer service.
- Ensure good working relationships with all staff.
- To ensure communication skills are modified according to audience.
- Ensure that appropriate communication methods are
- Used when communicating with children, parents, carers and fellow professionals.
- Listen and value what other people say.

## Safeguarding

Safeguarding and child protection is at the centre of what we do. We expect all practitioners to:

- Report any concerns to the designated safeguarding lead.
- Be able to articulate the types of abuse that cause children to be at risk of harm and name the signs and symptoms associated with them.
- Have a good understanding of the PREVENT Duty, FGM and Breast Ironing and be able to discuss why these are relevant to a nursery setting.
- Demonstrate understanding around the British values.
- Show understanding of county lines and the changes in behaviour that we may see when we suspect this is happening.

## Training

- Be willing to undertake Forest School Association L2 training
- All staff are required to be knowledgeable with regards to child development and be proactive in seeking training opportunities when gaps in knowledge arise.
- Be prepared to attend training sessions that are not on regular working days.

## Equality

- All staff must understand their duty to be inclusive and must understand the Equalities Act 2010. They must be able to demonstrate their knowledge of the protected characteristics within the Equalities Act.

The above mentioned duties are neither exclusive nor exhaustive, duties and responsibilities of the post may change as requirements and circumstances change.

The post holder may be required to carry out such other duties as requested by management that are broadly within the level of the post.



Person Specification				
	Essential (E) Desirable (D)	App Fm	Intv w	Ref
<b>Qualifications</b>				
Level 3 in Children and Young Peoples Workforce or equivalent	E	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Paediatric First Aid	D	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Forest School Association L2 for Forest School Assistants	D	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Safeguarding / child protection training	E	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Food hygiene	D	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Designated safeguarding lead	D	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Knowledge / Skills / Experience</b>				
Experience working in an early years' setting	E	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Excellent knowledge of the EYFS framework and current Ofsted guidance	E	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Knowledge and good practical experience of implementing good quality learning opportunities	E	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Understanding of the different developmental stages that children go through	E	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Working in a senior role such as room leader	D	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Experience of Ofsted inspection	D	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Forest school trained	D	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Attributes</b>				
Empathy towards children and adults	E	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Excellent communication with children, staff, and parents	E	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ability to write reports and keep clear and accurate records	E	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Able to work as part of a team and use own initiative	E	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Administrative and basic ICT skills	E	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Calm and caring nature	E	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Reliable, enthusiastic, and flexible	E	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
High levels of motivation and think creatively	E	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Able to perform in a busy, stressful environment	E	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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Enhanced DBS Disclosure is required for this post.



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