



Post – Nursery Teacher

Reports to – Nursery Manager

Main Purpose – To ensure that the highest standards of care, and supervision is maintained within the nursery.

Job Purpose- The Nursery teacher leads and manages a room within the nursery and oversees all key person activities. They are responsible for managing their team to deliver exceptional care and education for children. The NT leads a team to ensure the nursery is compliant in all areas. The role of the NT is to support Children’s development in partnership with parents. The NTs responsibility is to ensure the quality of observations, planning for next steps and evaluation is of a high standard and meets the needs of all children in attendance.

This role requires working in collaboration with others and taking responsibility for working in line with regulatory requirements of Dovecote policies and procedures to develop the strength and reputation the Dovecote brand retains.

Responsibilities

- Support and promote diversity and equality
- Lead and inspire the team to work towards a common goal sharing ideas and feedback to create consistency
- Be available and approachable to spend time role modelling and supporting staff teams to reflect on practice and improve the quality of care and education
- Demonstrate the HEART principles in everyday working life
- Demonstrate a proactive approach using your initiative and showing resilience to take responsibility for getting things done
- Contributing to yearly performance appraisals establishing training and development needs including supervisions and regular one to ones
- Work collaboratively, supporting all staff including learners, demonstrating appropriate behaviour and expectations
- Work in partnership with parents/ carers and other professionals
- Establish an open forum for communication ensuring time is always made available to

- meet with parents if necessary
- Create the right environment to offer a unique experience for our parents and children
- Demonstrate and ensure good practice and compliance with the revised EYFS Framework through adherence to Dovecote policies and procedures
- Understand the importance of keeping everyone safe and the part you play
- Practice positive behaviour management techniques
- Meeting the individual dietary, health, comfort and care needs of each individual child
- Have a child centered approach, ensuring through monitoring that the observation and planning process meets the needs of all children and their interests.
Maintaining accurate and effective children's records and completion of progress checks
- Attend staff meetings and training sessions including all mandatory training for continuous Professional Development
- Drive own development through a range of sources including active participation in appraisals, one to ones and requesting supervisions where required
- Promote the nursery to current parents and potential customers, taking a BOLD approach to stand out amongst competitors
- To consistently identify and reflect on new ideas and initiatives including feedback from external professionals and take action
- Deploy staff effectively to maintain staffing ratios in accordance with statutory regulations
- Encourage a learning environment with an open thought process where all ideas are valued

Environment

- To ensure that the Nursery environment is WARM and welcoming for both children, staff and parents
- To assist the Nursery Manager in ensuring it is safe and secure and that the space is well organise, compliant with relevant regulations and used appropriately

Management of Resources

- To assist managers by keeping them fully informed of condition and quantities of resources held by the nursery.

Nursery Development

- To support the Nursery Development plan and contribute towards the continuing maintenance and improvement of premises and accommodation in other areas of the site.

Person Specification

Qualifications - Essential
<ul style="list-style-type: none">• A full and relevant level 3 qualification
Qualifications - Desirable
<ul style="list-style-type: none">• A University Degree In any subject.• First Aid 8 hour pediatric first aid qualification• A good record of on-going training and/or mini qualifications since qualifying
Experience - Essential
<ul style="list-style-type: none">• Post qualified experience working in an early year setting
Experience - Desirable
<ul style="list-style-type: none">• Substantial experience in any role, which includes face to face work directly with children, within an early year's context• Experience working with babies either in a professional home base or early years provision
Knowledge - Essential
<ul style="list-style-type: none">• Understand issues around child development in order to support all children including children with disabilities.• Recognise the importance of observation to inform playing for individual children's needs and interests. Be able to organise staff to enable effective observations and plans to happen.• Good knowledge of the Revised Early Years Foundation Stage (Curriculum frameworks) and Welfare Requirements• Understand the importance of and fulfil the role of a key person• An understanding of your role in keeping everyone safe and how to apply child protection procedures• Able to work in partnership with parents and other professionals• Understand the importance of ensuring equality and diversity in a nursery setting• Understanding what is important in determining high quality care and learning for young children.• Understand and support children's transitions• An understanding of confidentiality and its importance in the early years setting• A basic understanding of wider legislative requirements for working with children
Skills and Competencies - Essential
<ul style="list-style-type: none">• Able to have empathy and an ability to understand a child's view• Coach, mentor and manage other staff when required• Show resilience and determination to succeed in the face of pressure and difficulties. Ability to identify concerns and resolve complex dilemmas in a fair, open and reasoned manner.• Ability to communicate clearly with both children and adults using a variety of techniques.• Ability to lead and encourage team effort, support cohesion and champion motivation.• Have the ability to reflect on and respond positively to direction to improve own performance. Know when to seek advice and support.• Demonstrate a proactive approach and take responsibility for getting things done.• Ability to self-manage, manage own time, be flexible, adaptable and embrace new ways of doing things.• Demonstrate a good standard of literacy, numeracy and effective ICT skills• Information search skills gather many kinds of information by a variety of means