

Huish Nurseries

Job Description – Nursery Practitioner



Job Title:	Nursery Practitioner
Responsible to:	Nursery Manager / Deputy Nursery Manager
Main purpose of post:	The Nursery Practitioner is responsible for delivering high-quality early years education and care, supporting children's learning and development in a safe, stimulating, and nurturing environment. This role involves planning activities in line with the Early Years Foundation Stage (EYFS), ensuring each child's individual needs are met while promoting their physical, emotional, and social development.

Key Responsibilities and Duties:

Childcare and Education:

- To work alongside the Manager and staff team to ensure that the nursery's philosophy is fulfilled.
- Provide a safe, caring, and inclusive environment for children, promoting high standards of care and early learning.
- Plan and implement age-appropriate activities that stimulate and engage children, supporting their development in line with the EYFS framework.
- Observe, assess, and record children's individual progress, identifying areas for support or extension.
- Foster positive relationships with children, ensuring they feel valued, respected, and encouraged to achieve their potential.
- To ensure the provision of a high-quality environment to meet the needs of individual children regardless of any disabilities, family backgrounds or medical history.

Health, Safety, and Hygiene:

- Ensure the nursery environment is safe, clean, and suitable for children, complying with health and safety policies and procedures.
- Maintain children's hygiene by assisting with toileting, changing nappies and ensuring children are clean and comfortable at all times.
- Support children with daily routines, including handwashing, dressing, and other personal care activities.
- Administer first aid and medication (when required), and manage accidents or incidents, recording details as per nursery policies.
- Follow all safeguarding procedures, ensuring children's well-being is the top priority.

Food Preparation and Mealtime Assistance:

- Prepare, serve, and supervise the consumption of snacks and meals, ensuring dietary requirements and allergies are accommodated.
- Encourage healthy eating habits and support children during mealtimes, including helping with feeding if necessary.
- Follow food hygiene standards when handling and preparing food, maintaining a clean kitchen and eating area.

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Cleaning and Maintenance:

- Maintain a clean, tidy, and stimulating environment by regularly cleaning toys, equipment, and nursery areas.
- Ensure all surfaces, floors, and play areas are hygienic and free from hazards.
- Participate in deep cleaning schedules as needed to uphold the nursery's high standards of cleanliness.

Teamwork and Collaboration:

- Work collaboratively with the nursery team and other Huish nurseries, contributing to the smooth running of the daily schedule.
- Support colleagues with planning, organisation, and delivery of activities.
- Share ideas and practices to continuously improve the quality of childcare and education offered.
- To respect the confidentiality of all information received.
- To be aware of the high profile of the nursery and to uphold its standards at all times, both within work hours and outside.
- To undertake such other duties and responsibilities of an equivalent nature as may be determined from time-to-time by the Nursery manager.
- Read, understand and adhere to all policies and procedures relevant to your role as deemed appropriate by the Manager.

Parent and Carer Engagement:

- Build positive relationships with parents/carers, sharing updates on their child's progress, experiences, and any concerns.
- Encourage parental involvement in the nursery's activities and events, fostering a community atmosphere.
- Attend meetings with parents/carers to discuss children's development when necessary.

Professional Development:

- Stay updated with the latest best practices in early years education and care.
- Participate in training sessions, staff meetings, and professional development opportunities.
- To attend out of working hour's activities, e.g. training, monthly staff meetings, parents evening, fundraising events etc.
- Reflect on and evaluate personal performance, seeking opportunities to improve skills and knowledge.

This job description is used as a guideline to assist you in your duties. It is not an exhaustive list and we would be pleased to discuss any constructive comments you may have. The evolving nature and changing demands of a nursery means that this job may be subject to change. You may, on occasions, be required to undertake additional or other duties within the context of this job description and according to the needs of the nursery.

The Richard Huish Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We will ensure that all

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our recruitment and selection practices reflect this commitment. All successful candidates will be subject to Disclosure and Barring Service checks along with other relevant employment checks. 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.

Agreed:

That the job description is a fair and accurate statement of the requirements of the job:

Job Holder: Date:

Line Manager: Date:

Designated Senior Manager: Date: