



KENT COLLEGE
CANTERBURY



Nursery Practitioner



APPOINTMENT DETAILS

Job Title:	Nursery Practitioner
Reporting to:	Nursery Manager
Employment Status:	Part-time or full-time positions available
Job Location:	Garden Cottage Nursery, Kent College Junior School
Start Date:	As soon as possible

If a pool of suitable candidates becomes available before the closing date Kent College reserves the right to interview and appoint without further notice

OUR NURSERY

Kent College's Garden Cottage Nursery is a small, independent day nursery caring for babies from 0 to 3 years. Rated Outstanding by Ofsted, we offer bespoke and personalised childcare, providing a home-from-home atmosphere where the happiness and development of our children is our top priority.

Garden Cottage Nursery is open from 7.30am-6.30pm, Monday to Friday, 50 weeks of the year. The nursery is closed for one week at Christmas, and one week at Easter.

We offer flexibility with the possibility of a condensed working week, with positions available at 22 hours/2 days per week, 33 hours/3 days per week or 44 hours/4 days per week.

THE ROLE

A Nursery Practitioner at Kent College will contribute to a safe, high quality and developmentally appropriate environment for babies and toddlers. They will support and motivate other team members, be enthusiastic and passionate about working with children, and will work in partnership with parents, staff and other professionals.

JOB DESCRIPTION

Main Duties and Responsibilities:

- To contribute to the day to day organisation of the nursery in line with the requirements of the Early Years Foundation Stage (EYFS), Safeguarding and Welfare requirements, the Childcare Act 2006 and Health and Safety legislation.
- Ensure close supervision of all children within the nursery at all times
- Carry out regular head-counts helping to ensure that staff within the area know how many children are present at any given time.
- Work to Garden Cottage Nursery procedures for safeguarding children and supporting others in this.
- Help to establish an ethos where children are encouraged to express views, formulate rules and contribute to the planning and organisation of the day.
- In order to provide a high quality play and learning environment for the children, help to ensure that the staff are properly deployed and that they are interacting appropriately with the children to meet their individual physical and developmental needs.
- Help to support and mentor other practitioners and students / volunteers in their daily practice.
- Act as a key person to a small group of children modelling good practice for other members of staff.
- Make secure bonds with children and help others to do so, particularly when settling new children.
- Contribute to curriculum delivery in line with whole setting practice and with reference to the EYFS.
- Maintain and record observations of children's play, behaviour and developmental progress, to inform future planning, the writing of journals and to support children in reaching their full developmental potential.

SAFEGUARDING DUTIES & RESPONSIBILITIES

The successful candidate will need to satisfy the conditions appertaining to a satisfactory Disclosure and Barring Service (DBS) check before taking up their appointment. They will be required to complete a medical questionnaire and produce evidence of all qualifications cited on the application form.

Kent College is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be expected to uphold this duty with regard to all children and young persons for who they are responsible and with whom they come into contact. All members of staff are expected to share this commitment and abide by the safeguarding policies in place and undertaking relevant training to ensure they remain up to date with Safeguarding policies and best practice.

This role is a student specific support role involving extensive contact with and responsibility for children.

For the avoidance of doubt, the duties and responsibilities contained within this job description indicate only the main responsibilities of the post and may change from time to time according to the requirements of the role. It is not intended as an exhaustive list, or to have contractual effect.

References will be taken prior to the interview. One of the referees should normally be the applicant's current or most recent employer.

Please note that Keeping Children Safe in Education (KCSIE) asks schools to carry out online searches on shortlisted candidates as part of the process of assessing suitability. All shortlisted candidates will be required to provide social media information as part of their application.

Kent College staff and pupils are proud to be part of a welcoming international boarding community. We value diversity and promote equality at all levels, and we are passionate about attracting a diverse pool of applications through an inclusive appointment's process. Reasonable adjustments will be made at each stage of this process for any candidate with a disability. We warmly welcome applications from professionals of all backgrounds, communities, and industries, including ethnicity, gender, transgender, age, disability, sexual orientation, or religion, and particularly encourage applicants who identify as Black, Asian, or Minority Ethnic groups as these groups are currently underrepresented in our community.

PERSON SPECIFICATION

Qualifications and Experience:

- Early Years Level 3 Qualification
- Experience in providing professional childcare for children from birth to 3 Years

Personal Attributes:

- Strong interpersonal skills
- The ability to adapt to changing circumstances and needs
- Ability to build a good rapport with children, parents, staff and other professionals
- A readiness to maintain high expectations and standards for self and others
- Punctuality and reliability, patience and resilience, enthusiasm, and a good sense of humour
- A positive approach to inclusive practice, with children and colleagues

THE PACKAGE

Hours: 7:30am to 6:30pm, full year, for either*:

2 days per week, 22 hours per week,

3 days per week, 33 hours per week, or

4 days per week, 44 hours per week

****Please specify the hours you would prefer in your application***

Salary: £24,939 Full Time Equivalent (£10.90 per hour)

Pension: Contributory Pension Scheme*

Annual Leave: 20 days plus bank holidays, pro-rata

Benefits:

- Generous training and mentoring package
- Benenden health care
- Free lunch in term-time*
- Tuition fee remission*
- Free car parking

**Conditions apply*