

## Job Description

<b>Job Title:</b>	Nursery Practitioner
<b>Contract Type:</b>	Permanent - Full Time
<b>Hourly rate of pay:</b>	Subject to Age in line with National Minimum Wage
<b>Hours of work per week:</b>	37.5 (inc. occasional evenings)
<b>Responsible to:</b>	Nursery Manager
<b>Location:</b>	YMCA North Tyneside, North Shields.

### Organisational Context:

YMCA North Tyneside is a Voluntary Sector Organisation undertaking youth and community programme work in areas of North Tyneside, South Tyneside, and Teesdale. We are part of the worldwide YMCA movement, which started in London in 1844 has grown to become the world's largest and oldest youth movement. Now, more than 175 years later, YMCA is operating in 119 countries, with 64 million people reached annually around the world. Guided by our Christian values, we believe everyone has potential, and we serve our communities so that all can hope, belong, contribute and thrive.

Our nursery offers children aged 0 - 5 a warm, safe and caring environment in which they can grow, learn and develop. As part of our ever-evolving nursery staff, you'll become a part of a team that is committed to ensuring all children have the best chance of reaching their potential.

### Job Purpose:

To work throughout the nursery rooms to support the room lead, carry out planning and delivery of activities with individuals or groups of children to bring about effective learning.

The role of the Nursery practitioner is to deliver the service at an appropriately high standard.

### Main Duties & Responsibilities:

- To promote, at all times, high standards of care and education of children in accordance with statutory requirements
- To understand the principles and content of the Early Years Foundation Stage and know how to put them into practice
- To practice and promote current legal requirements, national policies and guidance on health and safety, safeguarding and the well-being of children
- To deliver high quality provision within the setting
- To have high expectations of all children and have commitment to them achieving their potential



- To provide a safe, welcoming, purposeful, stimulating and encouraging environment where children feel confident and secure and are able to develop and learn
- To provide safe, appropriate, child-led and adult initiated experiences, activities and play opportunities in indoor, outdoor and in out-of-setting contexts, which enable children to develop and learn
- To organise the environment inside and outside to ensure that resources and equipment are available and appropriate to meet the needs of the individual children in the group
- To actively support the development of children's language and communication skills
- To monitor and evaluate children's learning through a range of assessment and monitoring strategies.
- To promote positive behaviour, self-control and independence through implementing our behaviour policy
- To promote children's rights, equality, inclusion and anti-discriminatory practice in all aspects of the setting
- To maintain a safe environment and employ practices that promote children's health, safety and physical, mental and emotional well-being
- To recognise when a child is in danger or at risk of harm and know how to act to protect them
- To ensure that any identified development needs are raised with the Management team

#### Relationships with children:

- To develop fair, respectful, trusting, supportive and constructive relationships with children, communicating sensitively and effectively with them
- To listen carefully to children, paying attention to what they say and valuing and respecting their views
- Demonstrate the positive values, attitudes and behaviour which the setting expects from children communicating and working in partnership with families and carers
- To maintain fair, respectful, trusting and constructive relationships with families and parents/carers, and communicate sensitively and effectively with them
- To work in partnership with parents / carers and other family members, to share information with them about their child's well-being, development and learning in order to improve outcomes
- To ensure that all children are treated as individuals and that this is supported through the approach to planning and requirements of the EYFS.

#### Teamwork and collaboration:

- To work collaboratively and cooperatively with colleagues
- To assist in shaping the policies and practices of the setting and share in collective responsibility for their implementation
- To join in the work of a multi-professional team and, where appropriate, coordinate and implement agreed programmes and interventions on a day-to-day basis
- To develop and use your skills in literacy, numeracy and information and communication technology to support your work with children and for wider professional activities
- To be proactive in the continuation of your own learning to improve outcomes for children and their families
- To support the Nursery management in leading the nursery to reach an Outstanding grading with OFSTED.
- To embrace, understand and implement the mission of the nursery.



### Health and Safety:

- The post holder must carry out his/her duties with full regard to the settings Health and Safety procedures.
- Check premises daily ensuring a safe and secure environment for staff and children. To remove or action any potential hazards
- To ensure the health and safety of all staff, children and visitors by ensuring policies on security and safety are adhered to at all times e.g ensuring visitors have signed in and ID checks have been carried out.
- To have an understanding of all aspects of health and safety e.g risk assessment, COSHH etc

### General:

It is in the nature of the work at YMCA North Tyneside that tasks and responsibilities are in many circumstances unpredictable and varied, therefore, this job description is not an exhaustive list of duties and responsibilities but is intended to reflect a range of duties the post-holder will perform in line with their remuneration. The job description will be reviewed regularly and may be changed in the light of experience and in consultation with the post-holder.

This post requires proof of right to work in the UK, satisfactory references and a satisfactory enhanced DBS Disclosure.

### Equal Opportunities:

YMCA North Tyneside is committed to eliminating discrimination and encouraging diversity amongst the workforce. We aim to be an equal opportunities employer and we are determined to ensure no applicant or employee receives less favourable treatment on the grounds of gender, age, disability, religion, belief, sexual orientation, marital status, or race, or is disadvantaged by conditions or requirements which cannot be shown to be justifiable.

### Job Description Agreement:

Job Holder Name:	
Job Holder Signature:	
Date:	

Manager Name:	
Manager Signature:	
Date:	

Job Description prepared by:	Helen Noble
Name:	HR Coordinator
Date:	05/03/2021

