

Nursery Practitioner Job Description

Job Title:	Nursery Practitioner
Contract Type:	Permanent
Salary (FTE)/Hourly rate of pay:	26,227.70 37.5hrs
Responsible to:	Nursery Manager
Location:	YMCA North Tyneside, Church Way, North Shields, NE29 0AB

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.

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 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.
- 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.

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 role will involve liaison with senior management, CEO and the board of trustees to review and assure exceptional delivery of the strategic plan and the organisational mission and vision.

This post requires proof of right to work in the UK, satisfactory references and a satisfactory enhanced DBS Disclosure (the cost of which will be met by the employer).

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.



Person Specification			
No.	Essential	Desirable	Assessed by
Education/Qualifications			
Level 3 childcare qualification – NNEB, BTEC, NVQ, CACHE or similar	X		Interview/CV
Experience			
At least 2 year post-qualifying experience in a daycare setting.		X	Interview/CV
Experience of working in a culturally diverse area and a commitment to equal opportunities in the workplace which creates a welcoming environment for people of all faiths and of none.		X	Interview/CV
Skills & Abilities			
Detailed knowledge and understanding of Ofsted Standards.	X		
Detailed knowledge and clear understanding of the Early Years Foundation Stage.	X		
Ability to plan, implement and evaluation age appropriate learning opportunities	X		
Clear and demonstrable leadership skills	X		
Must be able to work effectively as a team member			X
Excellent customer care skills.			X
Ability to work flexibly to ensure that the nursery operates effectively at all times.			X
Excellent communication & interpersonal skills with the staff team			X
Excellent interpersonal skills			X



Personal Skills & Abilities			
Full clean driving licence	X		
Current first aid qualification	X		

