

JOB FAMILIES ~ Early Years Nursery Worker
Level descriptor – Level 4 (JG4)

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| <p>Role purpose: To actively contribute and support high quality care and education to children aged 0-5 years attending the nursery, ensuring developmental needs are met. Working positively in partnership with parents/carers whilst creating a safe and nurturing environment as part of the nursery team. To take the lead in an area of learning and development across the nursery.</p> | |
| <p>Typical activities</p> <p>To assist with the planning of the curriculum and delivery of the Early Years Foundation Stage; providing safe, creative and inclusive opportunities for children to learn and progress; organising equipment, setting up and facilitating activities.</p> <p>Under the guidance of the Room Lead, act as a Keyworker to a group of children (Approx.14 children based on 1fte), liaising closely with parents/carers to ensure needs are met and progress is made.</p> <p>To take a lead on a Prime area of the nursery curriculum, and/or one other area, for example, health and safety development across the nursery – supporting provision, experiences and knowledge.</p> <p>To be responsible for making observations of children’s learning and development and determining the most appropriate next steps, (ensuring holistic practice is always considered)</p> <p>To ensure activities are carried out safely and responsibly in accordance with statutory requirements, informing management of concerns.</p> <p>To follow all policies and procedures and to be mindful of risk assessments throughout day to day duties.</p> <p>Contribute to the settings Quality Improvement within own practice, lead area of learning and development – ensuring evaluations are reflective and support improvement/areas to develop.</p> <p>To ensure the nursery offers the highest standards of physical, emotional and personal care, health and safety and food hygiene at all times.</p> | <p>Knowledge, skills & experience</p> <p>Relevant Level 3 Childcare/Early Years qualification essential</p> <p>Maths and English GCSE grade C or above, or equivalent. (or must be prepared to work towards this within 12 months of start date)</p> <p>An ability to observe and record children’s learning and development; when required produce reports relating to this, i.e. IPP’s (Individual Progress Plan).</p> <p>Experience of working with children aged 0-5 and their families.</p> <p>Understanding of North Somerset’s Early Help process and how early intervention can support child development. (Common Assessment Framework)</p> <p>Understanding of child protection/safeguarding and how this can impact on all aspects of child development, including completion of Safeguarding course.</p> <p>Level 2 Food Handling course.</p> <p>Paediatric First Aid course.</p> <p>Reflective approach with a commitment to personal development.</p> <p>Has an understanding and awareness of relevant legislation and guidance including, but not exclusively, EYFS, Statutory guidance, SEND, Prevent Duty, relevant safeguarding documents.</p> <p>Ability to work independently using own initiative.</p> |

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| <p>To interact with children to provide stimulating activities to promote all areas of learning, nurturing children’s holistic needs through equality of opportunities.</p> <p>To work as part of a wider multi-disciplinary team (i.e. other professionals and agencies involved with the child/family).</p> <p>To consistently attend staff meetings, CPD, family/nursery events outside of normal working hours. (Dates will be advised in advance and TOIL will be given in return)</p> <p>To be committed to continuous professional development, attending mandatory training and other courses to enhance knowledge and further meet the needs of children and families.</p> <p>To competently use technology i.e. computers, iPads, cameras.</p> <p>To provide, value and promote the indoor and outdoor environments.</p> <p>To actively promote and support the safeguarding of children, ensuring policies and procedures are observed at all times.</p> <p>To promote positive values, attitudes (including British Values) and child behaviour, dealing promptly with conflicts and encouraging children to independently find solutions/become problem solvers.</p> <p>The work requires kneeling, bending and crouching for periods of time, lifting/holding children during planned activities, preparing snacks, cleaning and changing nappies/toileting duties.</p> | <p>Ability to work effectively as part of a dynamic team.</p> <p>Ability to demonstrate and promote outstanding practice in line with the nursery’s ethos.</p> <p>To be a caring, friendly, approachable, inclusive professional with a strong enthusiasm towards working holistically with children and their families.</p> |
| <p>Performance measures</p> | <p>Competencies</p> |
| <ul style="list-style-type: none"> • Line manager assessments (1:1’s, appraisals) • Audits of learning diaries • Feedback from service users, colleagues and the leadership team • Observations of practise from Room Leads and Deputy Manager | <p><u>Team working</u> – co-operation and flexibility, contributes positively by sharing information and supports team consensus. Reflective. Work across all 3 local authority nursery sites as needed.</p> <p><u>Outcome focused</u> – makes specific changes in work methods to improve outcomes and experiences for the service user.</p> <p><u>Problem solving and judgment</u> – confident in making decisions within guidelines.</p> |

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| | <p><u>Planning and organising</u> – prioritises what is important in line with team plan service goals; putting service uses central to all work.</p> <p><u>Business awareness</u> – understands the role of others in relation to the impact on own role and recognises how decisions made in other areas can impact on theirs.</p> |
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Suggested posts: LSA (Qualified), Deputy Play Leader, Nursery Worker, Intermediate Care Assistant