

**JOB DESCRIPTION FOR**  
**EARLY YEARS PRACTITIONER**

<b>Job Title</b>	<b>Early Years Practitioner</b>
<b>Responsible to:</b>	Nursery Manager
<b>Responsible for:</b>	Early Years Team, Students, Volunteers
<b>Hours of Work:</b>	Negotiable
<b>Hourly Rate:</b>	£9.75 or above depending on experience
<b>Holiday Entitlement:</b>	9 weeks (pro rata including Bank Holidays) which must be taken at specified times during school holidays.

**About the Role:**

Rainbow Hub has an exciting opportunity for an experienced Early Years Practitioner who is passionate about delivering high quality services to children, particularly those with disabilities and special educational needs. In their new role, the successful candidate will work closely with the Nursery Manager and the Chief Executive Officer to develop this new provision for Rainbow Hub.

**Main responsibilities:**

- To deliver a high standard of learning, development and care for children aged 0-5 years.
- To ensure that the nursery is a safe environment for children, staff and others.
- To develop partnerships with parents/carers to increase involvement in their child's development.
- To be responsible for any tasks delegated by the Nursery Manager.

**Main activities:**

- To provide a safe, caring, stimulating educational environment, both indoors and outdoors, at all times.
- To deliver an appropriate play based Early Years Foundation Stage (EYFS) curriculum that enables children to make individual progress.
- To help ensure the nursery meets Ofsted requirements at all times.
- To undertake designated officer roles as directed.
- To work with other professionals in the local area for the benefit of children and families.
- To understand and work to nursery policies and procedures, including how to deal with child protection issues appropriately and how to respond to incidents, accidents, complaints and emergencies
- To plan activities which ensure each child is working towards the early learning outcomes.
- To be a key person.

- To ensure records are properly maintained, e.g. daily attendance register, accident and incident book, risk assessments
- To liaise closely with parents/carers, informing them about the nursery and its curriculum, exchanging information about children's progress and encouraging parents' involvement.
- To work in partnership with senior management to update and review the self-evaluation and improvement plan.
- To undertake any other reasonable duties as directed, in accordance with the nursery aims and objectives

**PERSON SPECIFICATION FOR EARLY YEARS PRACTITIONER**

<b>Attributes</b>	<b>Essential Criteria</b>	<b>Desirable Criteria</b>
<b>Education &amp; Qualifications</b>	<ul style="list-style-type: none"> <li>- Childcare qualified to minimum Level 3 from a recognised awarding scheme.</li> <li>- Paediatric First Aid.</li> <li>- Fully trained in safeguarding children, special needs, health and safety and keyperson.</li> </ul>	<ul style="list-style-type: none"> <li>- Food Hygiene Certificate</li> </ul>
<b>Experience / Knowledge</b>	<ul style="list-style-type: none"> <li>- Excellent working knowledge of the Early Years Foundation Stage and current OFSTED statutory guidance.</li> <li>- Excellent working knowledge of the SEN Code of Practice and meeting the needs of children with SEN.</li> <li>- Knowledge and proven practical experience of implementing good quality learning opportunities.</li> <li>- Experience of working with children 0-5 in a private or maintained setting with an understanding of their development and needs.</li> </ul>	<ul style="list-style-type: none"> <li>- Working alongside children with SEN.</li> <li>- Experience of successfully passing an OFSTED inspection to good or outstanding levels.</li> <li>- An awareness of other child education philosophies such as Montessori.</li> </ul>
<b>Skills and Abilities</b>	<ul style="list-style-type: none"> <li>- Knowledge and practical understanding of child development and parenting.</li> <li>- Knowledge and understanding of legislation and regulations relating to nurseries and the inspection process of OFSTED.</li> <li>- Ability to think critically and make decisions.</li> <li>- Able to work independently and manage own time efficiently.</li> <li>- Ability to communicate effectively both verbally and in writing.</li> <li>- To promote an effective team environment and best practice.</li> <li>- Excellent organisational skills.</li> <li>- Ability to work under pressure.</li> </ul>	
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>- A keen interest in working with children with SEN and disabilities</li> <li>- Warm, caring, friendly and approachable for children and families.</li> <li>- Reliable.</li> <li>- Enthusiastic.</li> </ul>	

### **How to apply**

To apply for this exciting opportunity please visit [www.rainbowhub.org/vacancies](http://www.rainbowhub.org/vacancies) to download our application form, full job description and person specification or email the nursery manager Karina at [k.plumb@rainbowhub.org](mailto:k.plumb@rainbowhub.org).

Application forms, together with a full CV should be submitted to [info@rainbowhub.org](mailto:info@rainbowhub.org) by no later than 5pm on the closing date.

Closing date for applications is Friday 4<sup>th</sup> February 2022. Interviews w/c 7<sup>th</sup> February 2022.