



**Job Title:** Early Years Practitioner

**Job Purpose:** To provide and maintain an emotionally secure, safe, consistent, supportive and caring environment appropriate to the individual needs of young children and their families.

**Salary:** £18,018 - £19,871 full time salary rising to £21,460 from April 2022  
38.5 hours, pro-rata for part-time hours

**Contract:** Permanent

**Location:** Brenty & Henbury Children's Centres

**Reporting to:** Lead Practitioner

**Responsible for:** Nursery Assistants, Children, Students & Volunteers.

**Hours of work:** Full time and Part time to cover between the hours of 7.45am and 5:30pm, Monday to Friday. This post is all year round.

**Key responsibilities of the role include:**

Take an active role in the planning, delivery & supervision of children in a designated area.

**Duties and responsibilities include, but are not confined to the following:**

### 1. Children

To assist in the day to day planning and delivery of both the curriculum and the all round care of the children in accordance with the Centre policies.

Ensure all activities are appropriately delivered, evaluated and recorded.

Ensure accurate records are consistently maintained for all children & families.

Support and maintain communication throughout the Children's Centres.

Provide a positive training placement to trainees and volunteers.

Promote and value children's experiences within an anti-discriminatory framework.  
Foster respectful and warm relationships with children by taking part in activities with them.

Monitor and maintain records on each child's development in your Keyworker group.  
Liaise with other team members and professionals as appropriate.

Ensure high standards of care and encourage personal hygiene with all of the children being consistently observant of their general health and welfare.

Maintain a child centred environment, reviewing room layout, appropriate displays and play materials to ensure the environment is stimulating and attractive.

Be aware of and implement all of the Centre's Policies including Child Protection, Equal Opportunities and Behaviour Management.

Be responsible for all children left in your care.

## **2. Parents**

Encourage parental involvement in every aspect of your work.

Assist in the planning, delivery and evaluation of family groups and 1-1 tailored support in accordance with the Centres policies.

Ensure good communication with parents by regularly consulting with them and by providing a wide range of activities to meet the wants/needs of the families within each individual group, focusing on their interests.

Show support for parents as stakeholders of the centres, developing an understanding of the workings of the trustees.

Ensure good communication between the team and families.

## **3. Across Centre Responsibilities**

Actively engage in professional supervision.

Work as a member of the team while accepting the individual responsibilities of the post.

Attend staff and other meetings as required.

Participate in fundraising events.

Undertake training and regular appraisals as part of your personal and professional development.

Monitor the conditions of the toys and equipment in terms of health and safety and report any concerns immediately.

Work in compliance with the health and safety policy at all times.

Support students, trainees and volunteers.

Maintain the cleanliness of the Centres.

Undertake any other duties required in keeping with the aims of this post.

## **Individual Specification**

### **Essential**

1. Level 3 qualification in early years (e.g. BTEC National Diploma in Childcare Studies or CACHE Diploma in Childcare and Education, NNEB).
2. 2 years previous experience of working effectively in a day care/education setting.
3. Knowledge of equal opportunities.
4. Knowledge of child protection and safeguarding procedures.
5. Experience in identifying individual children's needs and contributing towards assessment of developmental progress.
6. Good communication with children and families.
7. Effective and accurate verbal and written communication skills.
8. Ability to work towards the creation of a caring and safe environment.
9. Proven skills in organising activity to achieve defined targets.
10. Proven ability to work as part of a team.
11. Ability to attend to children's physical needs effectively.

### **Desirable**

1. Knowledge and understanding of the needs of children with SEN.
2. Proven skills in planning programmes for groups/individual children.
3. Proven skills in developing family support programmes to develop parenting skills.
4. Awareness of the skills required to monitor quality of service/care provided.

## **Application information**

Closing date: Ongoing

Please complete an Application Form which can be found on our website at: <http://bhchildrenscentre.org.uk/job-board/>. Email documents to: [brentry@bhchildrenscentre.org.uk](mailto:brentry@bhchildrenscentre.org.uk).

For further information please call 0117 959 3800

Interview date: To be confirmed

Ideal Start date: As soon as possible

BHCC is an equal opportunities employer. We welcome applications from people of all backgrounds including ex-offenders. We can only accept applications from candidates who have the right to work in the UK.

### **Completing your application**

Candidates are asked to complete all the standard information required on the application form, addressing all of the criteria identified at application stage.

### **Selection procedure**

The selection will be by a panel of the Senior Leadership Team. Candidates will be notified immediately after shortlisting has taken place.

The selection process will take place shortly after the closing date. Shortlisted candidates will be given more details.

**References**

Two references will be required in all cases, both being professional and one being from your current employer. In accordance with Safer Recruitment references will be requested immediately after shortlisting. The offer of employment will be subject to BHCC receiving two satisfactory professional references and an enhanced DBS check.