



Early Years Practitioner Recruitment Pack



Thank you for your interest in applying to join our team at Knowle West Nursery School. If you have any further questions after reading this please do not hesitate to get in touch.

Visits to the school are warmly welcomed as part of recruitment – you will be able to meet with a member of the senior leadership team, have a tour of the school and learn more about the role.

To book a visit please contact the school office on 0117 9030214 or email us on : knowlewestns@bristol-schools.uk

Best wishes

Jenny

Jenny McDonald – Head Teacher

Working at Knowle West Nursery School:

We are one of twelve local authority-maintained nursery schools in Bristol and we offer high quality early years provision in a beautiful learning environment.

One of our core values is ‘*we all matter – we all belong*’ which promotes our inclusive culture and is a key element of our high-quality provision where each child is valued, nurtured and gets what they need to thrive and succeed.

Knowle West Nursery School is looking for Early Years Practitioners to join our team in September 2024. The school has an experienced staff team who are highly qualified and dedicated to delivering high quality provision and learning experiences for all children.

At Knowle West Nursery school we are committed to practices which are attachment aware, trauma informed and relationships-led. We work in partnership with parents/carers and external agencies and we put the child at the centre of everything we do.

In March 2024 we received the Trauma and Mental Health Informed School Award:

Knowle West Nursery School is a beacon of excellent trauma informed practice. It is a lighthouse and a beacon for its community. The work they are doing with the children and parents is transformational and they are healing intergenerational trauma.

This school is incredible, and the staff are rightly proud of their achievements and the long journey which has led them to this point. They will never rest on their laurels, and are on a quest for constant improvement. Parents, as well as their children are true partners in this work. (TISUK March 2024).

Please visit our website to learn more about our school

<https://knowlewestnurseryschool.co.uk>

Job Description:

Job Title: Early Years Practitioner

Grade: BG8 - £26,873 - £28,770 pro rata

Managed by: A member of the leadership team

Start date: 1st September 2024

Contract type: Term Time Only on a fixed term contract until 31st August 2025.

Working hours: To be confirmed

Full time working hours are Monday to Friday 8am – 4pm

Part-time working hours would be Monday and Tuesday 8am – 4pm, Wednesday 8am – 12noon / Wednesday 12noon to 4pm, Thursday and Friday 8am – 4pm.

Please indicate in your application if you are wanting part time, full time, or if you will consider both options.

Interview dates: Tuesday 9th July and/or Friday 12th July 2024

Purpose of the Job

To lead high quality provision for groups of children providing exciting and inspiring learning opportunities that respond to children's needs and interest. Actively participate in the continuing development of the nursery, sharing your passion and ideas to motivate other.

Key Responsibilities:

1. To be responsible for groups of children in your provision. Understand and embrace the key person role and promote a sense of belonging within the nursery.
2. Demonstrate high quality practice that shows that every aspect of provision always offers stimulating, positively challenging and diverse learning opportunities for children.
3. Contribute positively to children's' daily experiences and actively engage in reflective practice focussing on all children as unique individuals.
4. To actively participate in ensuring the environment is richly resourced to provide new experiences that stimulate and engage young children. Contribute to the effective and creative development of an enabling environment that ensures the appropriate balance of child initiated and adult initiated experiences.

5. To establish and maintain an authentic dialogue with parents / carers about the progress and wellbeing of each key child, understanding the crucial role of parents; helping to grow parent confidence in their role as first educator.
6. Ensure that you are aware of the individual needs of all children and that these are recognised, valued and met through effective practice. Seeking support from within the setting as well as external professionals if necessary.
7. To record, monitor and interpret children’s learning and development using a range of assessment tools.
8. To have a professional responsibility to contribute to staff meetings and INSET days and to the development of the curriculum.
9. Actively participate in all aspects of care, welfare and safeguarding relating to each unique child.
10. To liaise with other agencies as required, attend meetings and contribute to reports where necessary.

Employee Specification:

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Level 3 qualification in Early Years e.g. NVQ3, BTEC, NNEB 	<ul style="list-style-type: none"> • Foundation degree • Paediatric First Aid
Knowledge	<ul style="list-style-type: none"> • At least 1-years’ experience of working in an Early Years setting. • Knowledge of educational, emotional, physical, and developmental needs of children under 5. • Depth & understanding of an inclusive approach to education. • Understanding & experience of child protection issues and ability to follow relevant procedures. • Communication skills to promote and develop effective working with children, colleagues, parents/carers and outside agencies at an appropriate level. 	<ul style="list-style-type: none"> • Understanding of the early year’s curriculum. • Active engagement in CPD opportunities. • Experience of working with children with Special Educational Needs and Disabilities. • Experience of working within a trauma informed approach.

Personal Qualities

- Ability to communicate verbally and in writing to professional staff, users and other members of the public.
- Skills of empathy, listening, communication and responding with appropriate language to build rapport with children and parents/ carers.
- Ability to form and maintain appropriate relationships with children.
- Ability to use initiative as well as showing a willingness to seek advice and support from colleagues.
- The ability to contribute effectively to planning and assessment cycles.
- Be able to implement consistent boundaries and routines.

- Commitment to safeguarding and promoting the welfare of children and young people.
- Willingness to undergo appropriate checks, including enhanced DBS checks.
- Motivation to work with children and create a high quality, stimulating learning environment
- Flexible, adaptable and positive attitude to working.
- To be interested in research and current literature, seek training and opportunities to continue your own professional development.
- Have a willingness to demonstrate commitment to the values and ethos of Knowle West Nursery School.

- A love for the outdoors.