



We are looking for an enthusiastic and talented Early Years Practitioner to work predominantly with our pre-school children, as an integral member of our experienced and dedicated teaching team. The successful candidate will be resourceful and enthusiastic and able to demonstrate high levels of independence and teamwork within an Early Years setting.

Working within the fantastic indoor and outdoor learning environments of Westfield School, this is an exciting opportunity to join our friendly team and to develop further your existing Early Years' skills and experience.

The successful candidate should:

- Be passionate about early years education
- Have an excellent understanding of the development and needs of young children
- Have a flexible and creative approach to developing purposeful play, both indoors and out
- Be resourceful, enthusiastic and able to work flexibly as part of the Bright Start team
- Have the self-reliance and confidence to operate independently, together with the foresight and understanding to plan collectively as part of a team
- Be able to work independently with small groups of children and respond positively to the interests of the children themselves

Specific role responsibilities:

- Plan and supervise activities in Early Years.
- Work with Key Stage 1 teachers to share supervision of pupils when necessary.
- Build and maintain effective interpersonal relationships with pupils, staff and parents.
- Help to promote and reinforce independent learning and social skills.
- Assist younger pupils with individual physical and personal hygiene needs.
- Prepare and organise materials and resources, immediately before and after the school day.
- Implement and contribute to planned learning as agreed with Early Years teacher.
- Keep pupils on task and build motivation by modelling good practice.
- Carry out routine classroom assessment/ observation, track outcomes and provide feedback.
- Supervise pupils for specified periods (including lunchtime).
- Assist with escorting pupils on educational visits.

- Implement behaviour management responsibilities.
- Promote inclusion within the school.
- Comply with individual responsibilities in regards to health and safety.
- Share in the school's commitment to safeguarding and promoting the welfare of young people.
- Adhere to all school policies.

Person specification:

Qualifications	Essential	Desirable	Evidenced in
NVQ level 3 in Early Years Care and Education (or equivalent)	X		A
Possess Paediatric First Aid qualification or be willing to undertake training in this area	X		A/I
Possess NVQ Level 2 qualification in food safety, or be willing to undertake training in this area		X	A/I
Experience	Essential	Desirable	Evidenced in
Experience of working in an Early Years' setting	X		A/I
Experience of working specifically with pre-school children		X	A/I
Application of EYFS framework	X		A/I
Knowledge and skills	Essential	Desirable	Evidenced in
Understanding of how to observe and track pupil progress in Early Years		X	O
Understand how as an adult you can create a culture of high expectation	X		I
Understanding of child safeguarding	X		I
Understanding of Development Matters and the principles of Early Years education	X		I/O
Ability to organise and be resourceful	X		A/I/O
Be able to identify next steps in learning		X	I/O
Have a working understanding of phonics	X		A/I/O
Understand how to use desktop software applications to track and record progress		X	A
Be organised and punctual	X		A/I
Personal attributes	Essential	Desirable	Evidenced in
Enjoy working with children	X		A/I/O
Resilience - ability to remain calm and work well under pressure	X		A/I
Proven ability to think creatively		X	A
Ability to use initiative and respond to the unexpected		X	A/I

Ability to work flexibly as part of a team	X		A/I
Hard working, motivated, flexible and open to change	X		A
Able to build and maintain successful and purposeful relationships with adults and children alike	X		A/I
Be able to work towards a shared vision for the school	X		A/I
Display confidentiality and sensitivity at all times	X		I/O
A sense of humour and a sense of perspective			A/I/O

Starting: September 2023

Hours: 8.00 am to 4.00 pm, Monday to Friday (term time only plus specified training days)

Salary: £11.50 per hour for 37.5 hours per week