

Role title: Early Years Practitioner

Department: Childcare

Job family: Customer Service

Job level: 3

About the role:

Welcome to childcare with a difference, set up specifically to nurture the next generation of kind, considerate children. The right candidate will play their part in leading that mission, helping to provide a happy and fun-loving environment for children and colleagues to fulfil their potential. If you're passionate, enthusiastic and can role model and inspire people to deliver fantastic experiences for children and their families, we'd love to hear from you.

We're looking for a special someone who will work their magic to achieve all-round outstanding results and outcomes for our children.

- As Early Years Practitioner you will work and report directly to your Room Manager and Nursery Manager and work in unity with the Quality Training Advisors to achieve all-round outstanding results in the room, and outstanding outcomes for children
- As a key part of the team, you will be responsible for supporting the education and development of your key children, through outstanding quality of teaching and learning
- You will work as part of a professional team to deliver outstanding care, outstanding early education, ensuring performance standards are consistently met, where colleagues, families and children rate us outstanding.

What you'll be doing:

Helping children

- Swiftly address any child protection concerns and ensure they are acted upon immediately and appropriately through early identification, reporting to the designated safeguarding officer

Helping families

- Be confident and knowledgeable in Early Years and be the go-to expert when families require support or advice thus exceeding family expectations
- Ensure the Nursery brings to life the LP parent and member Experience by applying our full range of LP and Society products and services
- Work seamlessly together, providing families with an exceptional experience. Promote partnerships with your key children's families to drive the best outcomes for their children and be there for your families every step of the way
- Promote open and honest partnership with families/carers and other external professionals to support children's individual care and learning needs.

Helping colleagues

- Work with the Room Manager by positively contributing to the success of all aspects of your room, the Nursery, and the Nursery plan
- Work with your team under direction of your Room Manager to Achieve the nursery targets to be safe, regulatory, and compliant
- Request regular check ins and ensure your continuous professional development is at the centre of your conversations to develop yourself and deliver outstanding care and education
- Be a part of a culture where everyone plays as a team, and can achieve their full potential, are ambassadors of the Little Pioneers culture and values and thrives on feedback

Helping yourself

- Keep up to date with new thinking, legislation changes and your own professional development
- Be big on safety ensuring you keep yourself updated on and learn training and keep yourself up to date with all policies and procedures ensuring compliance is always achieved in your room
- Complete your Paediatric First Aid training in line with our Millie's Mark accreditation

Helping Co-op and the wider community

- Actively supporting your Regional Community or Keep it local through personal and team involvement
- Promote learning with a difference through the Little Pioneers Way considering the interactions that take place during learning that intertwines our Co-operative values, initiatives, and accreditations, to best support outstanding child development
- Keep confidential all nursery and other sensitive information both within and outside of work
- Work within the terms of your contract of employment and adhere to Society policies and procedures

What you need:

- To be a role model for exceptionally high standards, never cutting corners
- Minimum Level 2 qualification in Early Years
- Good knowledge of the EYFS and Ofsted Early Education Inspection Framework.

- Evidence of Right to Work in the UK
- You will require a clear enhanced DBS

- Requirement to join the DBS update service
- Relevant safeguarding/child protection training undertaken and a willingness to update training regularly

Characteristics we're looking for:

- Inspiring
- Passionate about Early years and working with children
- Energetic
- Open and honest, constructive when needed, and being able to challenge
- Excellent listening and communication
- Committed
- Excellent customer service skills
- Solution focused and problem solver