Early Years Practitioner

Job Description

Reports to: Setting Manager
Hours of Work: Dependent on Setting Requirements
Salary: Dependent upon experience
Location: Any of the Brambles Settings

The Brambles Ethos

Brambles Outdoor Nursery Group is a multi-award winning, Ofsted registered group with multiple settings nestled within the beautiful Wiltshire countryside. We take inspiration from the Forest School ethos and use a nature-based approach to encourage our Bramblers to explore the world using the environment around them to enrich their journey. We believe wholeheartedly in wellness. Our aim is to give children the tools they need to regulate their emotions, feel safe and work together so that they can become resilient adults who are able to deal with whatever life has to offer.

Overall, we aim to provide a joyful experience at Brambles that promotes honesty, positivity and mutual respect. We expect our staff members to aspire to be the very best within our industry and we support them to achieve this through the offering of a positive working environment, peer to peer learning and continuous career development.

Main Duties

- To educate and care for children, offering an appropriate level of support and stimulating play experiences on a daily basis in line with the Brambles ethos.
- To support mealtimes, nappy changing and other routine-based activities within the setting.
- To help set up for the day and to help tidy away at the end of the session.
- To assist in the delivery of the standards of learning and development within the Early Years Foundation Stage framework for the setting, alongside the Manager and Deputy Manager.
- If required, to assist with the planning of the Brambles curriculum using the Early Years Foundation Stage (EYFS) for guidance alongside the Manager and Deputy Manager.
- To read and understand all Brambles policies and procedures, in line with Early Years Foundation Stage welfare requirements.
- To have an excellent working knowledge of the use of loose parts, provocations, and a good general knowledge of outdoor learning such that you can implement the Brambles ethos.
- To actively promote the Brambles ethos and to support and educate more junior staff in implementing this on a daily basis.
- To actively promote Brambles's commitment to safeguarding and promoting the welfare of children and young people at all times.
- Within the role of Key Person to be responsible for recognising and meeting the individual needs of the children in your care and to be able to communicate and interact with the parents and or carers of those children.

- To attend Brambles parent evenings / open days and to communicate with parents and carers about the day-to-day needs of their child and plans for their future learning and development.
- To use the Famly App as a tool to record children's daily activities and progress and to use this to communicate with parents/carers.
- If required, to feel comfortable running a space and dealing with all that comes with that role in managing children and staff alike.
- To advise the Setting Manager of any concerns e.g. the health and well-being of the children, parents, or the safety of the equipment whilst preserving confidentiality, as necessary.
- To participate in staff meetings on a monthly basis.
- To monitor resources and equipment and advise the Manager or Deputy Manager as and when these need replenishing.
- To have a flexible approach to the role so that all tasks which are not in your job description are undertaken by you or your colleagues without prompting from higher management.
- To take on additional duties as requested by the Manager/Directors/Owners at such times as this might be required for the proper running of the setting.
- To maintain an excellent working relationship with all colleagues.
- To support the setting to achieve and maintain a minimum good Ofsted rating at the next inspection.
- To keep personal skills and knowledge up to date with current research and thinking by attending courses, reading, and participating in group discussions to meet any changes in legal requirements.
- To ensure that adequate records are kept and updated regularly.
- To ensure that children are kept safe and that you understand when to follow child protection procedures.
- Have regard for equality of opportunity in delivery, access and attitude in all aspects of service delivery.
- To respect the confidentiality of information received about children and their families.
- Have a commitment to equal opportunities for all.

Essential Criteria

- Good knowledge of the Early Years Foundation Stage (EYFS).
- Full and relevant Level 3 qualification. A commitment to continuing professional development and a willingness to learn and undertake further training.
- Previous experience of working with young children.
- Good knowledge of safeguarding and child protection procedures.
- A good level of understanding of play-based approaches to children's learning and development and the Brambles ethos.
- Sound knowledge of child development from birth to five years.
- Undertake Paediatric First Aid training as required ensuring that all First Aid administered is recorded in line with EYFS welfare requirements.
- To understand the importance of confidentiality and the ability to deal sensitively with difficult situations either in relation to staff or children.

- A friendly and flexible approach at work which facilitates the development of effective relationships.
- Excellent written and oral communication skills.
- The ability to work as part of a multi-disciplinary team.
- Excellent organisational and time management skills.
- A solution focused attitude to all aspects of the role and flexible approach to working.
- Ability to perform under stress.
- This role can be physically and emotionally demanding at times and requires the post holder to be happy in undertaking all that comes with looking after young children in an outdoor environment.
- Good outdoor practical skills; an interest in DIY would be advantageous!
- A good working knowledge of (and love of) the outdoors is essential for all members of the Brambles adult team. All our staff have a passion for outdoor learning through nature. For example – how many trees can you identify, what learning opportunities do the different seasons bring, how can you use the outside environment to encourage play and development in our little Bramblers?

*This job description is not an exhaustive list of duties and the post holder will be required to undertake any other reasonable duties discussed and directed by the Manager or Owners. The post holder is also expected to be flexible and adaptable in their approach to fulfilling their duties.

Benefits

- An employee childcare discount.
- Great hourly rate.
- An additional day holiday for each year of service, up to a maximum of 5 years.
- Private Health Care through AXA once you have passed your probation period.
- The opportunity to use the Brambles Cholderton Family Pass.
- Training and Development Support.
- A yearly performance pay review.
- Mental Health Support Package.
- Christmas Party.

Commitment to Safeguarding and Child Protection

We take the safeguarding and welfare of all children at our Nursery extremely seriously. Therefore, at all times our Practitioners will:

- Safeguard the children's wellbeing and maintain the public's trust in the Nursery.
- Provide a safe environment.
- Identify children who may be in need of extra help or who are suffering or are likely to suffer significant harm.
- Promptly raise any concerns to the Nursery's Designated Safeguarding Lead and work with other services as needed.
- Attend the relevant safeguarding training and relevant training as required.

Pre-Employment Checks
Any offer of employment will be subject to a number of vetting checks including but not limited to a satisfactory Enhanced DBS, a Child barred list check, qualifications, ID check and references.

Training and Development
Child protection, First Aid, Safeguarding and other relevant staff training is mandatory for staff and is provided online via EY Central or an in-house course.