



**JOB TITLE: Early Years Lead Practitioner (0-2 years)**

**REPORTS TO: Nursery Manager**

**Job Purpose:**

Under the overall direction and management of the Manager, Deputy, Early Years Teacher, to implement high quality early years practice and provision to support all children to reach their full potential, particularly in the prime areas of learning and development.

To work along side colleagues, to guide and advice on practice, to develop strengths and support weakness within the team through appropriate training.

Develop and Lead high quality practice and provision for 0-2year olds.

Identify Children in need of additional support, to meet age related outcomes and support the implementation of a range of intervention and support strategies.

Support and encourage budget-related decisions effectively, and be accountable in ensuring that toys, equipment and soft furnishings both indoors and outdoors are at the required standard to support high quality practice.

To support and actively promote the safety, security and well-being of all children, staff and visitors at all times.

**Main Duties and Responsibilities:**

1. To take joint responsibility for promoting and safeguarding the welfare of children in your care and those you come into contact with. Ensure that any safeguarding concerns are always appropriately acted upon immediately, following Bowlers and LBI guidelines and procedures.
2. To undertake child protection training at a level commensurate with role.
3. Through hands-on practice under the direction of EYP / QTS, to contribute directly to the delivery of ECM (every child matters) agenda both for individual children and young people. To develop and maintain a developmentally appropriate, child-centred, play-based provision

for 0-2year olds which provides the nurturing environment needed to promote children's emotional stability, independence, autonomy and creativity.

4. Contribute and assist in fostering positive relationships and close working links with the range of external professionals in order to promote access to wider integrated services for all families and children and support a multi-disciplinary team around the child and family approach. This may include participating in Team around the Child (TAC) meetings where appropriate, with the support of senior practitioners.
5. Develop and maintain a partnership with parents that values their contributions and involves them in their child's education, including support for the home learning environment and for ensuring smooth transitions and continuity for the child and parents into, within and out of the setting.
6. Support the establishment of a culture of reflection through continuous review of strengths and areas for development which leads to actions for improvement which impact on quality.
7. Play a key role in leading, developing and evaluating effective systems for planning, observation and assessments, drawing on the knowledge of the key person, parent, other professionals and staff to support the development of and make an accurate and informed assessment of the individual child.
8. Act as a key person for a group of children providing each child with continuity of care throughout the child's time at the setting, in partnership with their parent/carers:
  - Develop a loving and secure relationship with each key child.
  - Help each key child to become familiar with and confident in the setting.
  - Look after each key child's care and welfare needs e.g. dressing, toilet training, eating, sleeping, being comforted.
  - Build trusted relationships with each key child's parents, ensuring there are regular opportunities to share information on the child's development at home and in the setting.
  - Support each key child's individual learning journey through on-going observation, assessment and planning in partnership with parents/carers and other colleagues
  - Complete reviews of the key child in partnership with multi-agency colleagues and parents/carers as appropriate (eg at aged two; leaver's record).
9. Develop and maintain appropriate positive behaviour strategies with children.
10. Attend and participate in relevant CPD, share the knowledge and ideas gained with colleagues in the setting.
11. Uphold the principles of good practice in inclusion and equal opportunities in all aspects of the role, supporting early identification and intervention strategies at all times.
12. Contribute to the development of relevant policies and procedures.
13. Keep up to date with best early years practice, local and national policy in order to disseminate to colleagues in the setting.

14. Draw on the expertise of colleagues within the setting, and outside agencies to meet the needs of individual children.
15. Undertake other minor and/or non-recurring duties appropriate to this post as directed by the Manager/Deputy and lead practitioner including working flexibly.
16. To undertake other duties commensurate to this post.

#### **ADDITIONAL**

- To use and assist others in the use of information technology systems to carry out duties in the most efficient and effective manner.
- To achieve agreed service outcomes and outputs, and personal appraisal targets, as agreed by the line manager.
- To undertake training and constructively take part in meetings, supervision and other events designed to improve communication and assist with the effective development of the post and post holder.
- The post holder is expected to be committed to Bowlers Community Nursery core values of quality, equality and empowerment and to demonstrate this commitment in the way they carry out their duties.
- Ensure that duties are undertaken with due regard and compliance with the Data Protection Act and other legislation.
- Carry out duties and responsibilities in accordance with Bowlers Community Nursery Health and Safety Policy and relevant Health and Safety legislation.
- At all times carrying out responsibilities/duties within the framework of Bowlers Community Nursery Dignity for all Policy. (Equal Opportunities Policy).

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