

Job Title: Nursery Teacher	Grade: MPS
Hours: Full-Time/Part Time	Responsible to: Head Teacher /Assistant Head Teacher
Work Location: Church Hill/Low Hall Nursery Schools	Accountable to: Governing Body

The Nursery expects all its employees to have a full commitment to the Council's Equal Opportunities Policy and acceptance of personal responsibility for its practical application. All employees are required to comply with and promote the policy and to ensure that discrimination is eliminated in the service of the Nursery School.

JOB PURPOSE

The purpose of this post is to raise the standards of achievement in School and to improve the quality of learning for children in the Early Years Foundation stage by:

1. Teaching the nursery children, aged 2 to 5, providing a rich and stimulating learning environment which meets the overall needs of every child and extends their learning to the fullest potential.
2. Strengthening play-based early learning philosophy and practice in the school.
3. Assisting in developing whole school approaches to raising achievement through working with children and their families.
4. Contributing to school policy development, implementation and training.
5. Identifying and meeting the educational needs of children at the earliest possible stage.

MAIN DUTIES AND RESPONSIBILITIES

- 1 To work closely with other staff in the Nursery School to foster, maintain and develop effective Early Years Foundation stage educational strategies.
- 2 To work directly with the children, promoting the progress and wellbeing of the individual child and groups of children.
- 3 To plan, record, assess and evaluate the children's work and achievements and provide reports and references relating to individual pupils and groups of pupils.
- 4 To be responsible for the organisation and learning environment of the Nursery
- 5 To deploy the highest quality and innovative teaching practices and provide a positive role model to other staff.
- 6 To take a leading part in a school staff meetings, consensus decisions, curriculum planning and implementation.
- 7 To ensure effective partnership with parents and carers.
- 8 To offer parents/carers support, encouragement and guidance in their role as key educator of their children.
- 9 To take responsibility for specific activities to raise the achievement of the children who qualify for the Early Years Pupil Premium and train others to carry out this work effectively.



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- 10 To take responsibility for the Nursery in the occasional absence of both the Head Teacher and Assistant Head Teacher
- 11 To establish and maintain good working relationships with other agencies involved with the families, promoting effective liaison and joint working with other professionals.
- 12 To work as part of the school team, motivating and organising support staff to ensure effective working together, managing the Early Years Practitioners in the learning environment during the school day.
- 13 To work alongside the Head Teacher and colleagues in building the staff team and in promoting a positive image of the schools in the community.
- 14 To support the coordination and integration of early years education and childcare activities e.g. by involvement in local early years liaison groups and by liaising with other early years professionals to disseminate good practice.
- 15 To participate in arrangements for Appraisal of own performance and to support the Head teacher in the Performance Management of support staff according to the line management structure of the Nursery Schools.
- 16 To be a reflective practitioner and encourage self – reflection in all staff.
- 17 To participate in meetings and training sessions, keeping up to date with developments and research in Early Years education, sharing knowledge with staff and parents.
- 18 To take a leading role in the development and monitoring of the Church Hill Nursery School 2 year old provision.
- 19 To supervise and assist with the training of students and volunteers.
- 20 To promote the schools Equal Opportunities Policy to reflect the multi-cultural, multi-lingual and multi-faith community that the Nursery School serves.
- 21 To uphold Safeguarding and Child Protection policies to the highest standards.
- 22 Any other tasks as directed by the Head Teacher.

The post holder will be expected to display the following competencies:

- Acting positively
- Being kind
- Behaving ethically
- Working in a team
- Able to use own initiative
- Striving for excellence
- Be outcome focused
- Managing personal learning and development
- Able to take reasoned decisions
- Able to manage and respond positively to change
- Ability to influence others
- Able to communicate effectively to a range of audiences
- Able to plan and prioritise a varied workload.



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SUPERVISORY RESPONSIBILITY

Early Years Professionals and students

SUPERVISION RECEIVED

Head teacher / Assistant Head Teacher

SPECIAL CONDITIONS

This post will be on teacher pay and conditions.

This job description sets out the main duties of the post at the date when it was drawn up. Such duties may vary from time to time without changing the general character of the post or the level of responsibility entailed. Such variations are a common occurrence and cannot of themselves justify a reconsideration of the grading of the post.

PERSON SPECIFICATION

ATTRIBUTES	ESSENTIAL	DESIRABLE
EXPERIENCE	<ul style="list-style-type: none">• Minimum of 2 years experience of working in the Early Years	<ul style="list-style-type: none">• Experience of working with Under 3s



	<p>Foundation Stage.</p> <ul style="list-style-type: none"> • Experience of working with children learning English in addition to other languages • Experience of teaching in a multicultural environment. • Experience of working with parents/carers/families • Experience of liaison with agencies/community • Groups/professionals • Experience of working with children with a range of special educational needs. • Experience of supervising staff 	
KNOWLEDGE	<ul style="list-style-type: none"> • Knowledge of the link between play and early learning. • An understanding of play and child development of young children from 0-7 years. • Knowledge of the Early Years Foundation Stage Framework. • Understanding of formative and summative assessment and record keeping. • Understanding of the strategies for effective partnerships with parents in order to support children's learning and development • Ability to communicate ideas and policies, to a range of audiences. 	
QUALIFICATIONS &	-Qualified Teacher Status	



TRAINING	<p>(QTS)</p> <ul style="list-style-type: none"> -Evidence of up-to-date knowledge of the Early Years Curriculum -An understanding of Safeguarding and Child Protection. -Relevant and recent INSET 	
COMPETENCIES	<ul style="list-style-type: none"> • High standard of written and spoken English • ICT Literate • Evidence of 'good' to 'outstanding' teaching ability. • Ability to interpret assessment data. 	<ul style="list-style-type: none"> • Ability to speak another community language
DISPOSITION ATTITUDE/MOTIVATION	<ul style="list-style-type: none"> • A positive, 'can do' attitude. • Ability to work in a team consisting of a wide range of professionals. • Ability to establish good effective working relationships and partnerships with colleagues, agencies, parents and carers. • Ability to organise own workload, identify priorities, work to deadlines and to work independently when appropriate • Ability to train others, and to lead staff working groups on policy, curriculum development and project work • Ability to develop new initiatives in partnership with colleagues and/or parents. • Ability to plan monitor, record and evaluate work undertaken • Ability to use assessment Information to plan 	



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	educational provision.	
JOB CIRCUMSTANCES	<ul style="list-style-type: none">• Commitment to the Councils Equal Opportunities Policy and acceptance of responsibility for its practical applications	<ul style="list-style-type: none">• Understanding of the Special Educational Needs Code of Practice