

## JOB DESCRIPTION AND PERSON SPECIFICATION

Job Title – Advanced Early Years Practitioner			
Responsible to:	Senior Early Years Practitioner	Salary Payscale £26,045.36 Per annum	Pro rata if part time
Date Job Description Last Updated: March 25		By who: BSM	

### Purpose of post

- To provide supervision and responsibility for delegated staff within the designated area of the nursery provision
- To support the children’s learning, with regard to their individual social, emotional, physical and intellectual needs.
- To help promote and maintain a warm, welcoming, safe and attractive environment for the children within the hub. To provide high quality integrated care and education for young children.
- To participate in the work, organisation and development of the hub, in accordance with the aims of the hub, under direction from the Senior Management Team

### Key areas

- To make decisions within established policy and practice of the hub with regard to the intellectual, physical and emotional wellbeing of the children
- To work individually and as part of a team in meeting the social, emotional, physical and educational needs of the children and their families in the hub under the guidance of the Senior Management Team
- To contribute towards the planning of programmes of appropriate learning experiences during planning meetings with family hub manager, deputy manager or senior early years practitioner, and to monitor each child’s progress through keeping appropriate observation and assessment records, as well as health and safety and fire safety records when required
- To have a clear understanding of safeguarding policies and procedures, and to act appropriately should areas of concern arise, in line with the hub’s policies and procedures.

### Responsibilities

- Supervisory responsibility for the children in the hub. In the absence of a member of the Senior Management Team to be responsible for the day-to-day supervision of staff, students and volunteers
- To be responsible for line management and supervision of designated members of staff
- To be responsible and accountable for a defined key area in the nursery
- To take delegated responsibility for the nursery within the hub in the absence of other members of the Senior Management Team

### Main duties

- To participate in the development of day-to-day running of the hub and provide a warm, welcoming and secure environment in line with the current Child welfare requirements.
- To work in partnership with parents and carers in the care of their children and to encourage participation in hub activities.
- To offer support, advice and guidance to parents and carers when appropriate.
- To encourage the involvement of the local community in hub activities
- To assist in preparing reports for the Senior Management Team that may be required for other agencies, as requested.
- To assist in the liaison with other professional staff involved in meeting the needs of the child.
- To attend and contribute to team meetings, discussions and case conferences as appropriate.
- To keep up to date with current legislation and childcare practice, and attend training as required.
- To work with other members of the management team to develop and deliver training for staff, parents and service users

***Any other duties and responsibilities appropriate and relevant to the post, including:***

- To ensure that the Equal Opportunities policies are proactively implemented so as to promote inclusion, equality and valuing diversity throughout all aspects of the hub.
- To perform the duties specified and other duties as required from time to time under the guidance of the Area Management Team or line manager.
- To have a clear understanding of safeguarding policies and procedures and to act appropriately should areas of concern arise, in line with the North Halifax Partnership (NHP) policies and procedures.

***North Halifax Partnership Ltd is an equal opportunity employer. We are committed to safeguarding and promoting the welfare of children and we expect all staff and volunteers to share this commitment. A disclosure and barring service check is undertaken for all staff – a caution or conviction does not automatically prevent an offer of a job and any issue may be discussed with a prospective employee.***

<b>POST TITLE:</b>		<b>Advanced Early Years Practitioner</b>
<b>Criteria No</b>	<b>Attributes</b>	<b>Criteria</b>
	<b>Relevant Experience</b>	Essential <ul style="list-style-type: none"> <li>• Substantial experience of working in an early years group setting</li> <li>• Substantial experience and understanding of the developmental needs of babies and young children</li> <li>• In depth knowledge of key worker systems and record keeping</li> <li>• Experience of working in partnership with other agencies</li> <li>• Demonstrable experience of leading and developing on a key area or project across the nursery.</li> </ul>
		Desirable <ul style="list-style-type: none"> <li>• Awareness of the needs of the local community.</li> </ul>
	<b>Education, qualifications and Training Attainments</b>	Essential <ul style="list-style-type: none"> <li>• Must hold an approved qualification in early years (level 3 or above) as defined by the Department for Education on the Early Years Qualifications (list published on GOV.UK: <a href="https://www.gov.uk/guidance/early-years-qualifications-finder">https://www.gov.uk/guidance/early-years-qualifications-finder</a> which also includes information on overseas qualifications).</li> <li>• Hold suitable level 2 literacy and numeracy qualifications if level 3 qualification was started after Sept 2014</li> </ul>

		<ul style="list-style-type: none"> <li>• Demonstrable experience of additional training linked to developing a key area or project across the nursery.</li> <li>• Willingness to undertake training.</li> </ul>
	<p><b>General and Special Knowledge /Ability</b></p>	<p>Desirable</p> <ul style="list-style-type: none"> <li>• Current First Aid Qualification</li> <li>• Current Basic Food Hygiene Certificate</li> <li>• Other related training</li> <li>• Experience of delivering training to staff, parents and service users</li> </ul> <p>Essential</p> <ul style="list-style-type: none"> <li>• Knowledge and understanding of safeguarding practice</li> <li>• Knowledge and understanding of the current Early Years curriculum</li> <li>• Knowledge of Child Development</li> <li>• Ability to communicate well with adults and children</li> <li>• To be able to demonstrate the ability to work as part of a team</li> <li>• Ability to write legibly and good presentation skills</li> <li>• Computer literate</li> <li>• Good organisational skills</li> <li>• Awareness of equality and diversity.</li> <li>• Awareness of health and safety in relation to the role.</li> <li>• Willingness to undergo full recruitment checks including enhanced DBS disclosure.</li> <li>• Must be eligible to work in the UK.</li> <li>• Able to work occasional evenings and weekends.</li> <li>• Ability to travel in connection with work.</li> </ul> <p>Desirable</p> <ul style="list-style-type: none"> <li>• Knowledge of Children’s Family Hub and Nursery services.</li> </ul>

