

**Job Title:** Lead Practitioner – 12 month Fixed Term Contract

**Job Ref:** 925

**Location:** Newtown Pre-School

**Salary:** £17,500 – 20,500 pro rata (dependent on qualifications & experience)

**Hours:** 35 hours per week, Monday to Friday, between the hours of 8.00am - 4.00pm, Term Time Only (38 weeks per year)

**Closing Date:** 25<sup>th</sup> January 2019

**Interview Date:** 1<sup>st</sup> February 2019

### **Organisational Context**

YMCA Fairthorne Group is a community-based charity with a serious ambition to grow our already successful social enterprise model. Our purpose allows people the opportunity to lead happy, healthy lives. We achieve this through bringing **people** of all backgrounds and abilities together in YMCA **places** and delivering effective **programmes**.

We operate throughout Hampshire, Isle of Wight, Portsmouth and Southampton from 30 venues. Our programmes include 13 early years settings, Daycamps, community activities and housing for young people.

### **Early Years Setting**

YMCA Nursery Newtown is a 30 place preschool open for children accessing 2 and 3 year old funding. It is based next to Newtown Infant School and Pre-school and also next to an adventure playground. The nursery is fully equipped with a large outside area and access straight into the adventure playground. The setting has one large room which is bright and welcoming. This setting has a very diverse community, with varying needs.

### **Job Purpose**

The Lead Practitioner will lead on ensuring the highest quality of care and curriculum offered to the children within their own staff team. They will manage and inspire our early years practitioners to deliver an exciting, child-led, play based curriculum utilising the outdoors wherever possible. They will also be expected to oversee the everyday practice, identify areas of development and work in cooperation with the nursery manager and nursery staff to raise and embed high standards.

## Duties and Responsibilities

- Provide high quality indoor and outdoor play experiences for children in line with Nursery policies and the guidelines of the Early Years Foundation Stage.
- Be responsible for the overall running of the nursery room, ensuring the children are well cared for, their development supported, and the staff team managed. On a daily basis, this includes ensuring routines are planned and delivered effectively, staffing ratios are maintained, and the children's needs met.
- Monitor the development of the children through regular observations uploaded onto Connect, our online learning journal system, and use these to plan the children's next steps.
- Ensure a diverse curriculum of activities for all children in your room based on their individual needs and The Early Years Foundation Stage curriculum. This should consider the indoor and outdoor environment and should challenge and stretch the interests of the children and allow them to become confident, capable and have a positive self-image.
- Contribute towards continually improving the nursery's practice and environment, using room audits and reviews.
- Promote and role model best nursery practice, particularly in social interaction and relationships with children.
- Support a nominated group of key children.
- Provide SENCO/INCO cover to the nursery as required.
- Provide a safe environment with risk assessments in place.
- Line manage and support Early Years Practitioners, Apprentices and Volunteers working in your room, assisting when needed with their development and using tools such as peer observations and regular reviews.
- Deputise for the manager as required, including the opening and closing of the nursery in accordance with YMCA procedures.
- Ensure safeguarding is of the highest priority and report any concerns immediately.
- Attend any training courses, conferences and nursery meetings as required, some of which may be outside of the normal working hours, and continually update knowledge of current childcare issues, legislation and practices.
- Ensure you act in the interests of your own safety and the safety of others at all times.
- Follow YMCA Fairthorne Group's Safeguarding, Child Protection and Safer Working practice policies at all times and take any concerns regarding health and/or wellbeing to the senior management team.
- Anything else reasonably requested by the senior management team or the YMCA Fairthorne Group.
- At all times work within the YMCA Way

## Person Specification & Key Competencies

### Personal Attributes

An inspirational approach to helping young children develop through play  
Demonstrable leadership qualities able to motivate and develop others.  
Enthusiasm for the work and values of the organisation.  
Ability and willingness to relate positively to customers, including children, parents and staff.  
A creative and flexible approach to the work of the organisation.  
Ability to work under pressure and to strict deadlines.

### Qualifications and Experiences:

#### Essential

Be a qualified childcare practitioner minimum Level 3  
Minimum of 2 years experience of an appropriate childcare setting  
Strong understanding of the developmental needs of children.  
Experience of leading a team  
First aid qualification (or willingness to train)  
Knowledge of health and safety and ability to complete risk assessments  
Knowledge and understanding of safeguarding good practice.

#### Desirable

Qualified with Level 4 NVQ  
Early Years Professional or Teacher Status.