

Job Title: Lead Practitioner – (56 place Preschool Room)

Job Ref: 904

Location: Fairthorne Manor Nursery, Southampton

Salary: £17,500 – 24,500 (dependent on qualifications & experience)

Hours: 37.5 hours per week, Monday to Friday, between the hours of 7.20 – 18.15

Holiday: 25 days per annum (FTE), increasing with length of service

Closing Date: 20th January 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

Fairthorne Manor Nursery in Botley is set in an old manor house and within a beautiful countryside setting, the nursery supports up to 128 children at any one time in a truly inspirational setting. Children are cared and nurtured; supported to challenge and develop themselves, and most importantly allowed to play and enjoy their childhood. The nursery adopts the “YMCA Way” and this defines *how* we deliver our services to ensure each child in our care secure the very best outcomes, and staff are able to excel.

The nursery uses the extensive Fairthorne Manor grounds to full effect. Streams are used for water play and pond dipping; the woods are used for climbing, digging and sites for fire lighting; and the parkland allows children to run with a sense of freedom. We believe this forest school approach allows children to test their boundaries, use their imagination, be physically fit and most importantly, have enormous fun.

Job Purpose

The Lead Practitioner of the 56 place Preschool Room 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 where-ever 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 NVQ4, or L3 willingness to work towards L4.
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 4/5 NVQ
Early Years Professional or Teacher Status.