

Job Title: Early Years Practitioner – Lunch Cover Hours

Job Ref: 889

Location: Fairthorne Manor Nursery

Salary: £15,268 - £17,500 per annum (pro rata)

Hours: 25 hours per week – 9.30am to 2.30pm

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

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 120 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 Early Years Practitioner will deliver the highest quality of care and curriculum in line with the YMCA Way and Ofsted guidelines. They will inspire our customers through delivering an exciting, child-led, play based curriculum utilising the outdoors where-ever possible. They will also be expected to assist their Lead Practitioner in identifying areas of development and work in cooperation with a view to creating an outstanding Nursery. For this role the successful candidates will also be providing assistance to the children prior, during, and after lunch time.

Duties and Responsibilities

- At all times work within the YMCA Way
- To provide indoor and outdoor play experiences for the children in line with the policies of the Nursery and the guidelines of the Early Years Foundation Stage.
- To participate in activity planning and implementation under the supervision and direction of the Lead Practitioner.
- To help monitor the all-round development of the children through the key person system, regular observations and record keeping.
- To help maintain the safety, security, physical and emotional welfare of the children in the Nursery and garden environments.
- To bring to the immediate attention of the Lead Practitioner and/or Manager, any incidents or accidents, any child's failure to thrive and any equipment that may be of danger.
- To arrange for any individual to receive immediate first-aid and informing the Manager as appropriate.
- To work positively with team members.
- To follow YMCA Fairthorne Group's Safe Guarding, Child Protection and Safer Working practice policies at all times. Taking any concerns regarding a health or/and wellbeing to your line manager or senior management.
- To act in the interests of your own safety & the safety of others at all times
- To attend training sessions and staff meetings as necessary.
- To support, supervise and assist all students in the Nursery, giving practical help and advice with assessments.
- To inform the Manager if staffing levels are not met because of an emergency.
- To maintain an up to date knowledge of current childcare issues, legislation and practices.
- Anything else reasonably requested by the management of the organisation

Person Specification & Key Competencies

Qualifications/Experience

Essential:

- Be a qualified childcare practitioner minimum Level 3
- An understanding of the developmental needs of children.
- Basic Knowledge of health and safety
- Knowledge and understanding of safeguarding good practice

Desirable:

- 2 years childcare experience
- Knowledge of health and safety and ability to complete risk assessments (or willingness to train).
- Paediatric First Aid

Skills / Abilities

- Sympathetic to the aims and purposes of the YMCA.
- An empathy and enjoyment of working with Children.
- Ability to work as part of a team.
- The ability to keep and maintain accurate records.
- The ability to form plans and carry them out in a busy environment.

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