

Job Title: Early Years Practitioner – SEN

Job Ref: 910

Location: Andover Nursery

Salary: £15,268 - £17,500 (dependent on qualifications & experience)

Hours: 37.5 hours per week, Monday to Friday, 7.30am – 6.15pm

Holiday: 25 days per annum (FTE), 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

Opened in October 2017, our nursery offers high quality childcare for children aged 0-5 years in the local community. The purpose built building offers exciting spaces for children to learn, develop and, most importantly, have fun in spacious rooms. Our impressive outdoor area can be accessed from each room allowing children to explore and create their own adventure.

In all our nurseries, children are cared and nurtured; supported to challenge and develop themselves, and most importantly allowed to play and enjoy their childhood. Staff use the “YMCA Way” to ensure every child in our care secures the very best outcomes and staff are able to excel

Job Purpose

The Early Years Practitioner SEN 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.

Duties and Responsibilities

- Work with individual children on a 1:1 basis to maintain an in-depth focus on their needs, interests and development. Ensure all their planning, profiles and paperwork is kept up to date in accordance with EYFS, Ofsted requirements and YMCA standards
- At all times to work within the YMCA Way
- To work in cooperation with other team members to provide a caring and supportive environment in which children can thrive.
- Provide inspirational opportunities for children's play and care, incorporating planned, routine and spontaneous activities which meet the needs of all children.
- Ensure that the development of each child is recognised, recorded and shared appropriately with parents and colleagues
- Ensure that the physical and emotional welfare of the children remains the highest priority at all times, and report areas of concern to the nursery SENCO or leadership team.
- Ensure that staffing ratios are maintained, assisting colleagues where needed
- To work in compliance with the organisation's childcare policies and procedures.
- Report to your line manager any potential risks to which the Charity is or may be exposed
- To take part in training courses, conferences and nursery meetings as directed by management, some of which maybe outside of normal working hours.
- To continually update knowledge of current childcare issues, legislation and practices
- Anything else reasonably requested by the management of the organisation
- To act in the interests of your own safety & the safety of others at all times
- 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.

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.

Your local
community
charity

For more information about our wider services please visit our website at www.ymca-fg.org If you have any other questions, please do not hesitate to email eyrecruitment@ymca-fg.org or call 02382 145463.



www.ymca-fg.org