

**Job Title:** Early Years Practitioner

**Job Ref:** 932

**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

**Closing date:** 18<sup>th</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**

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 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

- 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.