

JOB DESCRIPTION	
Title:	Early Years Practitioner
Reports to:	Nursery Manager
Location:	Yew Trees Nursery (Tarnock, near Axbridge), may be required to work from other sites with prior arrangement.
Responsible for:	Early Years Assistants and Apprentices (where applicable)
<p>General Overview</p> <ul style="list-style-type: none"> To provide opportunities for children to learn through play experiences that are cohesive with our practice and the EYFS, utilising the outdoors as much as possible. To provide a secure and stimulating environment where children can develop emotionally and intellectually as well as morally, physically, spiritually and socially, at their own pace. To help maintain the safety, security, physical and emotional welfare of the children in our care. To work positively as part of the team, contributing ideas and listening to feedback, to guide development of our practice and care. 	
<p>Workplace values</p> <p>The post holder will be expected to operate in line with our workplace values:</p> <ul style="list-style-type: none"> Value the Individual – Respect others, ourselves and the people we work with in all that we do Giving of our best – Showing commitment in our work and to enable young people Caring Deeply – Have a passion for the work we carry out Providing Creative Solutions – Show innovation in the approaches we take in supporting young people Communicate authentically and truthfully – Show openness in our dealings and approaches to people 	
<p>Duties and responsibilities</p> <ul style="list-style-type: none"> To participate in activity planning and implementation. 	

- To help monitor all-round development of the children through the key person system, regular observations and record keeping.
- To drive your own professional development to ensure your training and knowledge, legislation, compliance of the EYFS, legislation, compliance and YMCA-DG policies is up to date.
- To maintain and monitor high standards of care and Health and Safety throughout your work and the work of the Young Ones team, feeding back or reporting promptly and wider concerns to the Nursery Manager.
- The post holder is responsible for delivering an effective quality service and to promote a tolerant and caring environment consistent with Christian values.
- To undertake any other duties as deemed appropriate to the level of the post by the, Nursery Manager, CEO or Board of Trustees.

Person Specification

Requirement	Essential	Desirable
EXPERIENCE/QUALIFICATIONS:		
To hold a level 3 or above relevant childcare qualification	✓	
To have experience of working with children under the age of 5	✓	
First aid qualification (or willingness to train)	✓	
Working knowledge of health and safety	✓	
Knowledge and understanding of safeguarding good practice	✓	
SKILLS:		
An empathy for and enjoyment of working with children	✓	
Ability to work effectively in a team and independently	✓	
Good organisational and administrative skills and the ability to maintain clear and accurate records	✓	
Excellent verbal and written communication, and interpersonal skills	✓	
The ability to form plans and carry them out in a busy environment	✓	
PERSONAL:		
Ability and willingness to relate positively towards children, parents and staff	✓	
Conscientious and Punctual	✓	
Professional, diplomatic, and non-judgemental approach	✓	

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Motivated and committed to continuing professional development, both personally and in the interests of staff for whom the post has responsibility	✓	
A belief in the value and potential of children and young people as individuals and as a group	✓	
Creative approach to problem solving, exploring ideas and opportunities and a solution focused approach	✓	
Can evidence an understanding of Equal Opportunities	✓	
An ability to work under pressure and remain calm in challenging situations	✓	
Genuine enthusiasm and empathy for the work of the organisation and the individuals we work with	✓	
Able to support the Christian ethos and Values Base of YMCA Dulverton	✓	
An honest and open approach	✓	
Capable of an acceptable result to Enhanced DBS check	✓	
Full driving licence and access to a car		✓

TERMS AND CONDITIONS	
Term:	Permanent
Salary and grade	£17,269.71 - £18,187.43 per annum, dependent on age, experience and responsibilities.
Hours:	40 hours
Hours of Work	
½ hour unpaid lunch break to be taken during the shift on shifts over 6 hours. Working hours may be subject to review according to the development of the operational and business needs.	
Probationary Period	
The post holder will be subject to a 6 months probationary period. During this time an assessment of the post holder's performance, duties and work patterns will be made. Following a satisfactory review at the end of the probationary period, the post holder will be confirmed in post.	
Paid Leave Entitlement	
5.6 weeks per year, plus statutory bank holidays. The line manager will arrange time off in lieu for bank holidays worked.	



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SUPPORT & ADVICE

ACCOMMODATION

FAMILY WORK

HEALTH & WELLBEING

TRAINING & EDUCATION