

### Early Years Practitioner Job Description

Position Title	Early Years Practitioner
Setting	Dunalley Nursery & Preschool
Reporting to	Preschool Room Leader and EYFS Leader
Salary	Grade 5: Point 11 -14 <u>Job Evaluated 15079</u>

#### An Early Years Practitioner must:

#### 1. Support the healthy growth and development of children from birth to the age of five.

- Know and understand how children learn and develop and how this can be affected by individual circumstances.
- Support individual children through all areas of learning and development as outlined in the EYFS.
- Encourage and support children's learning in ways that are appropriate to their development.
- Support children through a range of transitions.
- Know when a child is in need of support and when to refer to other relevant services.

#### 2. Work directly with children and in partnership with their families to facilitate learning and support development.

- Understand the important influence of parents/carers, engaging them effectively to support their child's wellbeing, learning and development.
- Communicate effectively with children from birth to age five, listening and responding sensitively.
- Promote positive social and emotional behaviour, attitudes and independence.
- Know and understand the significance of attachment and how effectively to promote it.
- Develop and sustain respectful relationships with children and their families.

#### 3. Safeguard and promote the welfare of children.

- Know the legal requirements and guidance on health and safety, safeguarding and promoting the welfare of children and the implications for early years settings.
- Establish and sustain a safe environment and employ practices that promote children's health and safety.

- Know and understand child protection policies and procedures, recognise when a child is in danger or at risk of abuse, and know how to act to protect them.

#### **4. Set high expectations which inspire, motivate and challenge every child.**

- Establish and sustain a stimulating and inclusive environment where children feel confident and are able to learn and develop.
- Engage in sustained shared thinking with children.
- Give constructive feedback to help children evaluate their achievements and facilitate further learning.
- Demonstrate the positive values, attitudes and behaviours expected from children.

#### **5. Make use of observation and assessment to meet the individual needs of every child.**

- Observe, assess, record and report on progress in children's development and learning, using this to plan next steps.
- Engage effectively with parents/carers and wider professionals in the ongoing assessment and appropriate provision for each child.
- Differentiate provision to meet the individual needs of the child and provide opportunities to extend their learning and development.

#### **6. Plan provision taking account of the individual needs of every child**


- Provide balanced and flexible daily and weekly routines that meet children's needs and interests and enable them to learn and develop.
- Plan and provide appropriate adult led and child-initiated play and experiences that enable children to learn and develop.
- Select, prepare and use a range of resources suitable for children's ages, interests and abilities, which value diversity, and promote equality and inclusion.

#### **7. Fulfil wider professional responsibilities by promoting positive partnership working to support the child.**

- Understand the importance of and contribute to multi-agency team working.
- Take a lead in establishing and sustaining a culture of cooperative working between colleagues and wider professionals.
- Support colleagues to understand the part they play to enable every child to reach their full potential.

#### **8. Lead practice and foster a culture of continuous improvement.**

- Model and implement effective practice, and support and mentor other practitioners.

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- Reflect on the effectiveness of provision, propose appropriate changes and influence, shape and support the implementation of policies and practices within the setting.
  - Take responsibility for improving practice through appropriate professional development, for self and colleagues.
  - Promote equality of opportunity through championing children's rights and anti-discriminatory practice.
  - Understand the implications of relevant legislation, statutory frameworks, including the EYFS, and policy for early years settings and apply in practice.