

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
Hours of work	30 hours per week

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.
 - 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.