

# Early Years Practitioner



Thank you for your interest in applying to join our team at Redcliffe Nursery School. If you have any further questions after reading this document, then please don't hesitate to contact me. Visits to the nursery are warmly welcomed, where you will be able to meet with a member of the senior leadership, have a tour and learn more about the role.

To book a visit please contact Shirley Page on 0117 9030334 or email [Shirley.page@bristol-schools.uk](mailto:Shirley.page@bristol-schools.uk).

Sincerely,

Sam Williams

Headteacher

#### Working at Redcliffe Nursery School:

Redcliffe Nursery School is looking for an Early Years Practitioner to join our team in September 2026. The Nursery School has a team of dedicated staff who are highly experienced, well-qualified and committed to providing a kind and caring place for children and families to experience their first formative years in education.

As a previously designated National Teaching School, Redcliffe actively values and promotes the importance of strong early years pedagogy and seeks to promote this with our children, families and staff, as well as within our local, national, and international communities.

Children's rights are central to our practice. The learning environment we provide for the children is dynamic, intellectual, forward thinking and responsive. Our practice is research led and enquiry based, with a strong focus on play and a significant emphasis on outdoor experiences within our stimulating outside space, the local urban vicinity and wild forest spaces.

There is a strong sense of belonging amongst children and their families at Redcliffe, and families feel integral to their child's experience. We take great care in ensuring the children's transition to the next stage of education is as smooth as possible so that they can go out into the world as curious, confident life-long lovers of discovery and learning.

*"Children flourish at Redcliffe Nursery School. The ambitious curriculum gives children the strongest start to their education. Leaders and staff have a deep understanding of every child's needs. They make learning memorable and interesting. Children's excitement and love of learning shine through. They concentrate exceptionally well on their tasks. Children with special educational needs and/or disabilities (SEND) thrive and achieve highly alongside their peers."* (Last Ofsted report – 2023)

Please have a look at our website to find out more about what we offer - <https://www.redcliffenurseryschool.co.uk>

## We will offer you:

We are committed to supporting our staff team in their personal and professional development. Whether you're just starting out working in early childhood education and care, or have decades of experience, we will provide bespoke support to enable you to thrive in the role and meet your career aspirations. Example of our support include:

- A thorough induction.
- A strong focus on staff welfare as part of our school development plan.
- An opportunity to take part in whole team professional development INSET days.
- Ongoing opportunities for professional development.
- A warm and supportive team.
- Regular supervision with a leader.
- A chance to shape and develop our curriculum offer.
- A chance to learn from our experienced Key People, qualified teachers and SENDOs.
- A chance to contribute your ideas and energy to the nursery and be a valued member of the team.

## Job Description:

Job Title: Early Years Practitioner

Grade: BG8 - £29,064 pro rata

Managed by: A nursery teacher in the 3-4-year old room

Start date: 3<sup>rd</sup> September 2026

Contract type: Term time only permanent contract.

Working hours: Part time 19.25 hours per week (Wednesday – Friday)

Part-time working hours would be Wednesday 12pm-4pm, Thursday 8am-4pm, Friday 8am-4pm with an additional paid staff meeting once every four weeks and weekly 2 ¼ hours of non - contact time on a Wednesday morning for planning, preparation and assessment (PPA).

Closing date: 12pm Monday 6<sup>th</sup> July

Interview date: Tuesday 7<sup>th</sup> July and/or Wednesday 8<sup>th</sup> July

### Purpose of the Job

To lead on the early education of a key group of children, providing exciting and inspiring opportunities that are responsive to their individual needs of the children. Actively participate in the continuing development of the nursery, sharing your passion and ideas to motivate other.

## Key responsibilities:

1. To be responsible for a key group of children in the over 3's room. Understand and embody the key person role and promote a sense of belonging within the nursery.
2. Demonstrate excellent practice that shows that every aspect of provision always offers stimulating, positively challenging and diverse learning opportunities for children.
3. Contribute positively to children's' daily experiences and thoughtfully and reflectively communicate how effective these have been, focussing on the benefits for individual children, groups of children and own practice.
4. To actively participate in ensuring the environment is richly resourced to provide new experiences that stimulate and engage young children. Take part in the effective and creative development of an enabling environment that ensures the appropriate balance of child initiated and adult initiated experiences.
5. To establish and maintain an authentic dialogue with parents / carers about the progress and wellbeing of each key child, understanding the crucial role of parents; helping to grow parent confidence in their role as first educator.
6. Ensure that you are aware of the individual needs of all children and that these are recognised, valued and met through effective practice. Seeking support from within the setting as well as external professionals if necessary.
7. To document and analyse children's learning and thinking through the children's learning diaries and summative assessments.
8. To have a professional responsibility to contribute to staff meetings and INSET days and to the development of the curriculum.
9. Actively participate in all aspects of care, welfare and safeguarding relating to each unique child.
10. To liaise with other agencies as required, attend meetings and contribute to reports where necessary.

Employee Specification:

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> <li>Level 3 qualification in Early Years e.g. NVQ3, BTEC, NNEB or equivalent level of qualification.</li> </ul>	<ul style="list-style-type: none"> <li>Degree level or higher</li> <li>Paediatric First Aid</li> </ul>
Experience, Skills and Knowledge	<ul style="list-style-type: none"> <li>At least 1-years' experience of working in an Early Years setting.</li> <li>Knowledge of educational, emotional, physical, and developmental needs of children under 5.</li> <li>Depth &amp; understanding of an inclusive approach to education.</li> <li>Understanding &amp; experience of child protection issues and ability to follow relevant procedures.</li> <li>Communication skills to promote and develop effective working with children, colleagues, parents/carers and outside agencies at an appropriate level.</li> <li>Ability to communicate verbally and in writing to professional staff, users and other members of the public.</li> <li>Skills of empathy, listening, communication and responding with appropriate language to build rapport with children and parents/carers.</li> <li>Ability to form and maintain appropriate relationships with children.</li> <li>Ability to use initiative as well as showing a willingness to seek advice and support from colleagues.</li> <li>The ability to contribute effectively to planning and assessment cycles.</li> <li>Be able to implement consistent boundaries and routines.</li> </ul>	<ul style="list-style-type: none"> <li>Understanding of the Early Years Foundation Stage.</li> <li>Active engagement in CPD opportunities.</li> <li>Experience of working with children with Special Educational Needs and Disabilities.</li> <li>Experience of working within a trauma informed approach.</li> </ul>

Personal Qualities

- Commitment to safeguarding and promoting the welfare of children and young people.
  - Willingness to undergo appropriate checks, including enhanced DBS checks.
  - Motivation to work with children and create a high quality, stimulating learning environment
  - Flexible, adaptable and positive attitude to working.
  - To be interested in research and current literature, seek training and opportunities to continue your own professional development.
  - Have a willingness to demonstrate commitment to the values and ethos of Redcliffe Nursery School.
- A love for the outdoors.