

Job Description and Person Specification



BEACON EDUCATION SERVICES TRADING LTD

Company number 10877387

Woodford Bridge Road,

Ilford, Essex, IG4 5LP

Tel: 020 8551 4954

Email: BEST@beaconacademytrust.co.uk

Nursery Practitioner

Based at the Beacon Campus - IG4 5LP

Full Time— 40 Hours per week, 44.8 weeks per year, Term time only

£13.94 per hour

Start Date: As soon as possible

Beacon Education Services Trading Ltd are currently seeking to appoint an experienced Nursery Practitioner.

The successful applicant will have:

A commitment to early years education

Confidence and experience in taking part in play-based activities

Willing to commit to the forest school principles and curriculum

A commitment to providing a high quality of education for all learners

The Trust is committed to safeguarding and promoting the welfare of young people and expects all members of staff to share this commitment.

Enhanced DBS (with list checks) is required for this post.

The below documents must be read prior to applying for this role and will be factored into interviews:

[Keeping Children Safe in Education](#)

[BMAT – Safeguarding and Child Protection Policy](#)

Further information and an application form can be found at <https://nelta.co.uk/vacancies/>

Please forward your electronic applications to recruitment@beaconacademytrust.co.uk

We are pleased to announce that Beacon Multi Academy Trust is currently working alongside [Benenden Healthcare](#) in offering a Healthcare Plan to its employees. There is no obligation to opt in to the healthcare plan, it is just part of our ongoing priority to support staff wellbeing across the Trust.

Please note we reserve the right to close or extend this position depending on application numbers, therefore we would urge candidates to submit an application as soon as possible.

Beacon Multi Academy Trust Benefits

SCAN THE QR CODE
TO VIEW **CURRENT**
VACANCIES



Benenden Private Healthcare

Responsive medical care which can be extended to include family and friends - taxable benefit

Busy Beacons Nursery

Access to a BMAT term time only on-site nursery for all BMAT staff

Pay and Conditions:

16% PPA minimum for teaching staff

Retained School Teachers Pay and Conditions 2012 including automatic main scale progression for teaching staff

Access to Teachers' Pension Scheme (TPS) or to Local Government Pension Scheme (LGPS)*

CPD:

BMAT CPD Hub - Investment in training and professional development

A range of career opportunities across the Trust

*Where applicable

Staff Wellbeing:

Free access to a fully fitted on-site fitness suite on both campuses and staff shower facilities

Interest-free beneficial loans to spread the cost of computer equipment, bikes, transport season tickets and visa applications

Free hot drinks

Free on-site parking and electric vehicle charging points on campus

Winter wellbeing additional day holiday for all staff

Employee Assistance Programme. 365 days/24 hour helpline and additional support with legal, financial advice and counselling

Two weeks' full pay paternity leave*

Generous leave for full-time support staff

Team building and sports events to build cohesion and BMAT community

Microsoft Office 365 individual access from personal devices



Beal High School



The Forest Academy



Beacon Business Innovation Hub



NELTA



BEAL SIXTH FORM

Overall Responsibilities

All practitioners employed at Busy Beacons must ensure that they provide high quality childcare, within a positive, safe and happy environment. Practitioners are responsible for liaising with other staff members to plan and create a programme of play-based activities that are fun, link to our curriculum and give children awe and wonder about the world we live in. Practitioners must share the same ethos and have high expectations of what children can achieve.

General Duties and Responsibilities

All practitioners have the responsibility to demonstrate a high level of professionalism when carrying out their work.

Quality of Education

To provide high quality education by:

- Supporting the implementation of the curriculum in line with the requirements of the Early Years Foundation Stage (EYFS) Framework, Ofsted registration and inspection criteria.
- Planning, providing, and taking part in play-based activities that stimulate and support children's intellectual, physical, social, emotional and language development.
- Listening to, encouraging, enabling, stimulating and ensuring the safekeeping of the children.
- Ensuring that children are encouraged to eat healthy foods and promote a healthy lifestyle.
- To implement and update policies and procedures in line with Ofsted and the EYFS Framework.
- Assessing what children can do and make plans to teach them things that they cannot do.
- Completing documentation which ensures better outcomes for children.
- Liaising with parents so they can work in partnership with the setting.
- Attend meetings to further develop knowledge.
- Liaise with different services to ensure that children have the best opportunities that they can have.
- Educating yourself on special educational needs so that children can be supported effectively.
- Demonstrating a good understanding of the areas of learning as outlined in the EYFS Framework and the Characteristics of learning.

Health & Safety

To ensure a safe environment for children by:

- Completing risk assessments, risk assessments should be reviewed on a regular basis to ensure they reflect nursery policy.
- Ensuring equipment is well maintained, age appropriate and safe to use.
- Ensuring good hygiene standards are met.
- Following all safety procedures (including Child Protection Policy)
- Ensuring that accidents, emergencies and the administering of medication are dealt with according to policy and the necessary paperwork completed.

Relationships and Communication

- To build and maintain positive and professional relationships with parents/carers, schools, toddler groups, children's centres, childminders, and any services related to the children.
- To always deliver a high level of customer service.
- Ensure good working relationships with all staff.
- To ensure communication skills are modified according to audience.
- Ensure that appropriate communication methods are
- Used when communicating with children, parents, carers and fellow professionals.
- Listen and value what other people say.

Safeguarding

Safeguarding and child protection is at the centre of what we do. We expect all practitioners to:

- Report any concerns to the designated safeguarding lead.
- Be able to articulate the types of abuse that cause children to be at risk of harm and name the signs and symptoms associated with them.
- Have a good understanding of the PREVENT Duty, FGM and Breast Ironing and be able to discuss why these are relevant to a nursery setting.
- Demonstrate understanding around the British values.
- Show understanding of county lines and the changes in behaviour that we may see when we suspect this is happening.

Training

- Be willing to undertake Forest School Association L2 training
- All staff are required to be knowledgeable with regards to child development and be proactive in seeking training opportunities when gaps in knowledge arise.
- Be prepared to attend training sessions that are not on regular working days.

Equality

- All staff must understand their duty to be inclusive and must understand the Equalities Act 2010. They must be able to demonstrate their knowledge of the protected characteristics within the Equalities Act.

The above mentioned duties are neither exclusive nor exhaustive, duties and responsibilities of the post may change as requirements and circumstances change.

The post holder may be required to carry out such other duties as requested by management that are broadly within the level of the post.



Person Specification		Essential (E) Desirable (D)	App Fm	Intv w	Ref
Qualifications					
Level 3 in Children and Young Peoples Workforce or equivalent	E	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
Paediatric First Aid	D	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
Forest School Association L2 for Forest School Assistants	D	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
Safeguarding / child protection training	E	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
Food hygiene	D	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
Designated safeguarding lead	D	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
Knowledge / Skills / Experience					
Experience working in an early years' setting	E	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
Excellent knowledge of the EYFS framework and current Ofsted guidance	E	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
Knowledge and good practical experience of implementing good quality learning opportunities	E	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
Understanding of the different developmental stages that children go through	E	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
Working in a senior role such as room leader	D	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
Experience of Ofsted inspection	D	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
Forest school trained	D	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
Attributes					
Empathy towards children and adults	E	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
Excellent communication with children, staff, and parents	E	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
Ability to write reports and keep clear and accurate records	E	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
Able to work as part of a team and use own initiative	E	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
Administrative and basic ICT skills	E	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
Calm and caring nature	E	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
Reliable, enthusiastic, and flexible	E	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
High levels of motivation and think creatively	E	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
Able to perform in a busy, stressful environment	E	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
<p>BMAT is committed to safeguarding and promoting the welfare of young people and expects all members of staff to share this commitment.</p>					