

Application Pack
Role: Nursery Practitioner
Salary: £22,500 pro rata (15hpw)
Location: Deptford, London



Friendly Families Nursery is a new, not-for-profit and parent-led nursery in Deptford, due to open in January 2020. The nursery will have a particular emphasis on families, creativity and the outdoors. We are looking for an experienced Nursery Manager to help us set up and run the nursery.

About the nursery

Friendly Families Nursery will welcome children aged 2-4 years old for 50 weeks per year, and offer full and part-time childcare. The admissions policy and fees are designed to be inclusive for a broad range of families. At opening, the nursery will accommodate up to 12 children per week (8 at one time) – and grow to a maximum of 35 children per week (24 at one time) by the end of the second year. The nursery staff will work alongside parent volunteers who will provide additional support for the children.

The nursery is situated between Friendly Gardens and the Peabody-run Vanguard Estate, and is proud of the great diversity of its local community in Deptford, SE London. In establishing as a charity, a group of local parents have volunteered to become Directors (trustees) and, with other local parents, have set the vision and initial business plan for the nursery.

Friendly Families Nursery is committed to working with children, parents and the community to protect the rights and safety of the children, young people and vulnerable adults involved with the nursery. We implement best practice safeguarding measures, and provide high quality training for our staff and volunteers. Our safeguarding policy is available on our website.

The nursery benefits from a partnership with Peabody (including reduced rent, and training for parents and nursery staff), funding from Trust for London and the Greater London Authority, and support from the New Economics Foundation, Coram Family and Childcare with parent engagement, governance and operations, which will continue for the first operational year.

About the role

You will work with the Nursery Manager and Deputy Manager, and a small group of parent directors and parent volunteers, to support with the running of an affordable, welcoming and family-friendly environment, engaging with a wider group of local parents. We are looking for two Nursery Practitioners to work initially for 3 hours per week from 8-11am or 3-6pm. There is scope for these roles to increase in hours as the number of children at the nursery increases.

The nursery aims to provide a safe and stimulating environment for children to explore and learn through their interests, curiosity and competence. This is an ideal position for someone who values a strong partnership with parents, and an educational approach based on creative exploration and the outdoor environment, as essential for children's learning and wellbeing.



Benefits

You will benefit from the opportunity to be part of an inclusive, progressive and parent-led setting. In addition, we are pleased to offer all staff the following:

- 28 days annual leave (including bank holidays) pro rata
- Additional two weeks paid leave (pro rata) over the Christmas and New Year period
- Pension with 3% employer contribution
- Annual £500 training budget, plus training provided by Peabody
- Happy to discuss flexible working and discounted childcare

Key responsibilities

Learning, safeguarding and standards of care

- Assist the Manager and Deputy Manager with the planning of the curriculum using the Early Years Foundation Stage (EYFS) for guidance.
- Teach children, offering an appropriate level of support and stimulating play experiences.
- Help set up for the daily programme, support with meal times within the setting, and help tidy away at the end of the session (depending on the time of your shift).
- Act as a key person to a small group of children, liaising closely and building an effective relationship with parents/carers and ensuring each child's needs are recognised and met.
- Advise the Manager or Deputy Manager of any concerns, e.g. health and well-being of children or the safety of equipment, preserving confidentiality as necessary, ensuring that children are kept safe and that you understand when to follow child protection procedures.
- Support the Manager and Deputy Manager to ensure that the high standards of care and education of all children are upheld, and that statutory frameworks are adhered to.

Parent partnerships

- Work in partnership with parents/carers and other family members, as well as parent volunteers and Directors, contributing your expertise in key decisions, helping to develop the nursery into a welcoming and family-friendly environment.
- Support and encourage parents to become involved with the nursery as volunteers - either assisting in the nursery sessions, and/or in other roles.



Operational management

- Actively participate in team, supervision and appraisal meetings.
- Act as an effective ambassador for the nursery in communicating with other stakeholders (e.g. potential parents, local authorities, other charities).
- Be aware and adhere to all the setting's policies and procedures.
- Ensure that adequate records are kept and updated regularly.
- To undertake any other reasonable duties as directed by the directors in accordance with the setting's objectives.

You will receive appropriate support from parent directors and our partner organisations in this challenging and exciting role.

Person specification

All post-holders are expected to demonstrate a commitment to Equal Opportunities and a proven ability to work effectively in a culturally and linguistically diverse setting.

This person specification is related to the requirements of the post as determined by the job description. Shortlisting is carried out on the basis of how well you meet the requirements of the person specification.

Applicants should address each of the selection criteria in their covering letter, with clear evidence of success.

Essential criteria

Training, qualifications and experience

- Level 2 early years education and childcare qualification or equivalent
- Previous experience of working with young children
- Successful experience in a senior role at a good or outstanding nursery, or in a relevant field outside education
- At least two years' proven experience of working in an early years care and education setting or at least two years' other suitable experience

Knowledge and skills

- Sound knowledge of child development from age 2-5 years
- Knowledge of the Early Years Foundation Stage (EYFS)
- Knowledge of safeguarding and child protection procedures
- Good communication skills
- An understanding of play-based approaches to learning and development
- Problem solve with a positive attitude



Characteristics

- Willingness to learn and undertake further training
- A commitment to equal opportunities
- A commitment to working collaboratively with parent directors, parent volunteers and parents of children in the nursery
- Share in the nursery's commitment to safeguarding and promoting the welfare of children and young people
- Approachable, committed, flexible, empathetic, organised and patient

Desirable criteria

- Current First Aid at Work qualification

This post is exempt from the Rehabilitation of Offenders Act (1974) and does require an enhanced Disclosure and Barring Service Check. Applicants must be prepared to disclose any convictions they may have and any orders which have been made against them.