

Job Profile

Job Title: Early Years Educator

Job Grade: Level 2 Zone 2

Salary Range: £31,069 - £36,917 Term Time Only

About Camden

'Camden is building somewhere everyone can thrive, by making our borough the best place to live, work, study, and visit. Because we're not just home to UK's fast-growing economy. We're home to the most important conversations happening today. And we're making radical social change a reality, so that nobody gets left behind. Here's where you can help decide a better future for us all.

About the team/service

Camden is delivering the Family Hub and Start for Life programme, building on the strong offer of universal and targeted support for families with children 0-19 years (or 25 years with SEND), delivered by the council and partners. The Integrated Early Years' Service aims to reduce inequalities and improve outcomes for children and their mothers, fathers and carers. Our service vision is that "Every child has the best start in life, high quality early education and ready for school at age 5". We provide a place in communities for families to meet and support each other and a range of prevention and early intervention services and activities from pregnancy to age 5 years, with a focus of on the first 1001 days. Our nursery provision supports children's learning and contributes to narrowing the gap in attainment between disadvantaged children and their more affluent peers. Our nurseries deliver high quality early years experiences to support children's learning and to improve their future life chances.

About the role

We have exciting opportunities for an Early Years Educator to join our well-established team providing high early years provision in our outstanding and good settings across the borough. We are looking for enthusiastic, creative individuals who can enhance our teams to raise levels of attainment for all children in Camden.

The role requires you to provide a high-quality integrated care and early education for children birth to 5 in line with and exceeding the requirements of the Statutory Framework for the Early Years Foundation Stage. To plan, implement and evaluate a high-quality early years curriculum which includes a full commitment to anti-discriminatory practice. This will include daily, weekly, and termly planning to meet individual children's needs and interests and record keeping that tracks the development of the individual child. To promote children's development within a secure, safe, and stimulating environment, and with reference to good practice curriculum guidance appropriate to the ages and stages of development of the children. To be responsible for the assessment of children's overall development, including carrying out observations, recording children's achievement, and maintaining developmental records to a high standard. To undertake the responsibilities of a key person to a specific group of children within the nursery and support the smooth transition from home to

nursery and from nursery to school. To effectively manage the behaviour of the children in line with procedural guidance and to implement planned interventions for children with SEND and additional needs. To provide appropriate physical care in areas of washing, toileting, changing, feeding, dressing, comforting, and administering medication. The post holder will be required to help with first aid provision, comforting sick or injured children. In emergency situations he/she will need to liaise with the designated first-aider, senior staff, and medical professionals, accompanying children to hospital or doctors as necessary. Any basic medical procedures that may need to be carried out will have training provided. To work with due regard to Child Protection procedures and to report matters of concern to the Head and or designated safeguarding Lead. To organise outings for children's interest, education, and enjoyment with due regard to safety. To regularly check the suitability and safety of play equipment and to work with due regard to the health and safety of the children, colleagues, and all service users. To be a Key Person to a specific group of children and support their smooth transition from home to nursery and nursery to school. To assist with the wider developments of the centre as a community resource, including participation in drop-ins and toy library services, parent education and family support initiatives

About you

- The successful candidates must hold a recognised Level 3 qualification in childcare and education.
- Experience of working with children from birth to 5 years is essential.
- You need to have a good level of written and spoken English to maintain developmental records, share children's progress and complete assessments of children's development.
- You will have a sound knowledge of the statutory framework for the early years foundation stage (EYFS) as well as good understanding of child development and learning to support and promote high quality education and care and working knowledge of EYFS curriculum guidance.
- To be considered for this post, we are looking for innovative childcare professional who is committed to providing the highest quality of care and education. You will be skilled in carrying out observations, assessments, recording children's achievements and maintaining developmental records to a high standard.
- You will keep up to date with the ever-changing Early Years Foundation Stage and have knowledge and understanding of planning, implementing and evaluating an early years curriculum.
- To have knowledge of the ethnic, religious, and cultural diversities in the community, to understand the effects on the provision of services and how to respond when the needs of a particular group are not being met.
- You will have knowledge of the functions of agencies involved in the provision of care and education of young children and commitment to work in partnership.
- To achieve successful outcomes the post holder must be an active member of a multi-disciplinary team of staff, communicating and working together to create an environment in which children's development is fostered and in which good relationships grow. To effectively manage the behaviour of the children in line with procedural guidance and to implement planned interventions for children with SEND and additional needs.
- There is a requirement to lift and assist in toileting and changing and in helping to transfer from seating to mobility aids. The post will help children to acquire and develop self- help skills including toileting and personal hygiene. Work may also involve implementing individual movement programmes, under the direction of other professionals.

- As an Educator you will work with a group of children, work as part of a team to plan, and implement a broad and varied curriculum that meets the needs of all children attending our inclusive settings. You will work with due regard to Safeguarding within our Child Protection Policy and Procedures reporting safeguarding concerns to the Designated Safeguarding Lead. You will have knowledge of the Children Act 1989, relevant Education Acts and related legislation, and implications contained therein for service delivery.
- All candidates will understand the importance of confidentiality as a key person and understand information sharing is on a need -to- know basis.

Work Environment:

The work environment is busy, and the post holder needs to adapt to frequently changing demands including being able to work to the shift pattern required by the nursery, falling between 8am and 6pm, and covering at another one of our maintained nurseries as required. The work environment includes working in both the indoor and outdoor learning environment. The post holder is also required to undertake home visits as necessary.

People Management Responsibilities:

None

Relationships:

- Reports to Senior Early Years Educator, Nursery Class Teacher, Head of nursery and Deputy Head.
- Liaises daily with the whole staff team to check the children’s individual needs including dietary and allergen needs.
- Create meaningful, sensitive relationships with all children, especially Key children.
- You will be working in close partnership with Mothers, Fathers, and carers, maintaining close and regular contact as appropriate, holding regular meetings, and presenting reports.
- Work collaboratively with other professionals, including family support services, social workers, SEN advisors the Quality Development Lead agencies and senior managers.
- Members of the public
- Local schools and community groups

Over to you

We’re ready to welcome your ideas, your views, and your rebellious spirit. Help us redefine how we’re supporting people, and we’ll redefine what a career can be. If that sounds good to you, we’d love to talk

Is this role Politically Restricted?

Some posts at Camden are politically restricted, which means individuals holding these posts cannot have active political role. For a list of all politically restricted roles at Camden [click here](#).

Diversity & Inclusion

We want Camden Council to be a great place to work and to ensure that our communities are represented across our workforce. A vital part of this is ensuring we are a truly inclusive organisation that encourages diversity in all respects, including diversity of thinking. We particularly welcome applications from Black, Asian and those of Other Ethnicities, LGBT+, disabled and neurodiverse communities to make a real difference to our residents so that equalities and justice remains at the heart of everything we do. Click [Diversity and Inclusion](#) for more information on our commitment.

Agile working

At Camden we view work as an activity, not a place. We focus on performance, not presenteeism. We create trusting relationships, we embrace innovation rather than bureaucracy and we value people. Collaboration is the Camden way, silo working isn't.

At Camden we are proud to be one of Hire Me My Way's inaugural campaign supporters. Hire Me My Way is a national campaign led by Timewise, designed to increase the volume of good quality jobs that can be worked flexibly in the UK (www.HireMeMyWay.org.uk). Hire Me My Way aims to treble the number of available good quality flexible jobs to 1 million by 2020.

Asking for Adjustments

Camden is committed to making our recruitment practices barrier-free and as accessible as possible for everyone. This includes making adjustments or changes for disabled people, neurodiverse people or people with long-term health conditions. If you would like us to do anything differently during the application, interview or assessment process, including providing information in an alternative format, please contact us on 020 7974 6655, at resourcing@camden.gov.uk or post to 5 Pancras Square, London, N1C 4AG

Structure Chart

