

Job Profile Early Years Practitioner

Job Title: Early Years Practitioner

Job Grade: Level 1 Zone 3

Salary Range: £30,155 - £31,131 Pro Rata – Term Time Only (Full time salary)

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 0-19years (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 Practitioner 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. To provide cover to other nurseries across the borough as and when required, often at short notice.

To provide support for the high-quality integrated day care and early education to children from birth to 5 years within a multi-disciplinary team and in line with and exceeding the requirements of the Early Years Foundation Stage. To assist in the planning, implementation and evaluation of a high-quality early years curriculum which includes a full commitment to anti-discriminatory practice. This will include working in support of daily, weekly, and termly planning to meet individual children's needs and interests and sometimes contributing to 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 assist in the assessment of children's overall development, for example feeding back observations and contributing to developmental records to a high standard. To effectively manage the behaviour of the children in line with procedural guidance and to support planned interventions for children with SEND and additional needs. To provide a supporting role 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. The post holder will be required to help with first aid provision, comforting sick or injured children. In emergency situations the post holder 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 for. To work with due regard to Child Protection procedures and to report matters of concern to the Head or Designated safeguarding lead. To assist in organising outings for children's interest, education and enjoyment and with 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 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

- To have some knowledge of the Early Years Foundation Stage (EYFS) and knowledge of child development for children aged from birth to 5 years and an awareness of curriculum guidance for this age group.
- To have a good level of spoken and written English to be able to communicate effectively with a wide range of people.
- To understand planning, implementing, and evaluating an early year's 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.
- To have some knowledge of the functions of agencies involved in the provision of care and education of young children and commitment to work in partnership.
- An ability to effectively manage children's behaviour within a group setting.
- To have the ability to use information technology systems and equipment.
- To understand the importance of confidentiality and to be able to listen and respond appropriately with tact and diplomacy in sensitive situations.
- To understand child protection procedures and an ability to use this knowledge in practice.

Work Environment

The work environment is busy, and the post holder needs to adapt to frequently changing demands, including being able to work the shift patterns required between 8am and 6pm and covering at another one of our maintained nurseries as required. The work environment includes

working both the indoor and outdoor learning environment. The post holder may be required to work outside of normal hours on occasion, with due notice.

People Management Responsibilities

None

Relationships

- Reports to the Senior Early Years Educator, Nursery Class Teacher the Deputy Head/SENCO and the Head of Nursery.
- Liaises daily with the whole staff team to check children's individual needs including allergens.
- Create meaningful, sensitive relationships with all children.
- Work closely with Mothers, Fathers and Carers.
- Other professionals working with children, including Family Support Services, Health, Family Support and Social Workers SEN Advisors, the Quality Development Lead 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

