

Job Profile

Job Title: Early Years Practitioner

Job Grade: Level 3 Zone 1

Salary Range: £24,508 - £26,424

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. Camden is listening to everyone, including you. We're giving a platform to people inside and outside our community. Because we're not just home to the 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.

We are looking for innovative childcare professionals to provide high quality integrated day care and early education to children from birth to 5 years. You will be skilled in carrying out observations, recording children's achievements and working in partnership with the parents to better the outcomes of the children.

About the role

We have exciting opportunities for Early Years Educator to join our well-established team providing high quality care and education 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. 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 alongside Early Years Educators 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. You will also be required to provide cover to other nurseries across the borough as and when required, often at short notice.

You will work with due regard to Safeguarding within our Child Protection Policy and Procedures reporting matters of concern 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. You will also be able to listen and respond appropriately with tact and diplomacy in sensitive situations.

You will have a sound knowledge of child development for children aged from birth to 7 years and an awareness of curriculum guidance for this age group.

About you

- The successful candidates must hold a recognised Level 3 qualification in childcare or education or have a lower qualification but demonstrate a willingness to undertake training to that level within two years of being in post.
- Experience of working with children from birth to 5 years is essential.
- You need to have a good level of written and spoken English in order to maintain developmental records, share children's progress.
- 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, recording children's achievements to a high standard.
- The successful candidate will use and implement their expertise in Early Years Foundation Stage (EYFS), have a good understanding of child development and learning to support and promote high quality education and care.
- 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.

Work Environment:

- You must be able to work to the shift pattern required by the centre, falling between 8am and 6pm, the role is always subject to frequently changing demands and requires a degree of flexibility.
- There may be some requirement to lift and assist in toileting and changing and in helping to transfer from seating to mobility aids, you will also be required to help children to acquire and develop self-help skills including toileting and personal hygiene. Your role entails working in and outdoors within the day.
- You may be required to act as one to one support worker for a child with special educational needs and work in guidance by the key person and SENCo.
- Your role may involve implementing individual movement programmes, under the direction of other professionals.
- The post holder will be required to help with first aid provision, comforting sick or injured children.

People Management Responsibilities:

You will have no supervisory or management responsibilities, all team members are located on the same site.

There is no deputising required.

Relationships:

You will be working in partnership with the parents, key persons within the centre, room leaders, SENCo and Head of nursery. On occasions where you are one-one support worker for a child with SEN, you will be required liaise with the external agencies such as speech and language therapist, occupation therapist, Inclusive Intervention Team etc

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