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| **ROLE PROFILE**  |  |
| **ROLE TITLE:**  EARLY YEARS PRACTITIONER | **REPORTS TO:** Early Years Supervisor |
| **TEAM:** Young Oasis | **SALARY:** £9.00 per hour (B&H Living Wage) |
| **RESPONSIBLE FOR:** No line management responsibilities | **HOURS:** Mondays 9am to 4pm (6.5 hours) and Tuesdays 9am to 2.30pm (5.5 hours) plus attendance at monthly team meeting (paid) |
| **SUMMARY**:You will be a creative, caring and enthusiastic person who loves working with children. You will contribute to ensuring that the crèche provides a welcoming, happy and safe environment where every child is settled and making good progress from their individual starting point. Children who attend the Oasis crèche can be particularly vulnerable and you will be responsible for ensuring safeguarding procedures are prioritised at all times, following all safeguarding procedures. You will be a confident communicator and enjoy working in a team. You will demonstrate a keen interest in learning and development. You will take on supervisory responsibilities at times to cover days off and annual leave.  |

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| **Early Years and crèche provision** |
| * To contribute to providing a high standard of physical, emotional, social and intellectual care and development for children within the crèche
* To contribute to ideas for the yearly programme of activities and fulfil this
* To help identify the physical, emotional, intellectual developmental needs of each child and offer appropriate support and relevant developmental opportunities, including updating records.
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| **Safeguarding** |
| * Demonstrates confidence and understanding in safeguarding procedures
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| **Communication** |
| * Can be a confident communicator and good listener.
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| **Team player** |
| * Will demonstrate enthusiasm and positivity within the crèche team and wider organisation
* Will contribute and actively engage in crèche team meetings
* Will take on supervisory responsibility in the crèche occasionally to cover absence
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| **General accountabilities** |
| To meet all other expectations of the role by:-* Demonstrating commitment to the vision and values of Oasis and an understanding how own behaviour and actions contribute to maintaining a culture of shared ownership and responsibility that supports Oasis in achieving its overall vision
* Demonstrating awareness and commitment to working in a way that is ‘trauma informed’ and to recognise this approach as part of BOP’s overall commitment to providing gender responsive services for women.
* Maintaining awareness of all current Health and Safety legislation and demonstrate a commitment to working within and promoting safe practice;
* Promoting and embracing all aspects of equality and diversity;
* Following and adhering to all policy and procedure within the organisation particularly confidentiality and data protection guidelines;
* Actively participating in all appropriate meetings and training and learning opportunities;
* Providing timely and appropriate feedback through supervision sessions, and actively participating in these sessions;
* Supporting, promoting and working in accordance with all of BOP’s aims and objectives;
* Carrying out from time to time any other appropriate duties as directed by management to support and promote the work of BOP, in accordance with the post holder’s capabilities.
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| **PERSON SPECIFICATION**  | **Essential or Desirable**  |
| **QUALIFICATIONS**  |   |
| Level 2 childcare qualification or degree in Early Years | Essential |
| Working towards or willing to work towards Level 3 childcare qualification | Essential |
| First Aid (general) | Desirable |
| First Aid (paediatrics) | Desirable |
| **KNOWLEDGE, SKILLS AND EXPERIENCE**  |   |
| At least 1 year relevant significant experience of working with children and families in an early years setting | Essential  |
| Demonstrable experience of safeguarding children legislation and processes | Essential |
| Experience of implementing a varied range of activities with children and generating new activities and creative ideas.  | Essential |
| Skilled at using Microsoft office packages including outlook, word, powerpoint | Essential |
| Experienced at communicating clearly and confidently to a range of audiences  | Essential |
| Knowledge and understanding of the current EYFS curriculum | Desirable |
| An understanding of current issues related to substance misuse and families experiencing problems | Desirable |
| To have an understanding of working in a way that is ‘trauma informed’ | Desirable |
| **ATTITUDE AND BEHAVIOURS** |  |
| To demonstrate an enthusiastic and motivating attitude | Essential |
| An understanding and commitment to the principles of equality and diversity and an ability to engage with children and adults from diverse backgrounds. | Essential |
| To understand the importance of taking responsibility for own behavior and actions | Essential |
| To be aware of best practice around confidentiality procedures and a clear understanding of data protection guidelines | Essential |
| Committed to continued professional development including active participation in internal and external meetings and training | Essential |

The post is subject to the satisfactory completion of a Disclosure and Barring Service check at an enhanced level.

 This job description accurately reflects the present position; it may be reviewed and amended but only after a proper period of consultation.