



stephen perse
foundation

Nursery Practitioner

Employment status

Part-time, permanent

Job location

Shaftesbury House Nursery, Cambridge

Application closing date

Ongoing

Salary guide

£13,738 - £14,523 per annum

Welcome from the Principal



The Stephen Perse Foundation is a leader in modern independent education, superbly well placed, both to meet the challenges, and to seize the opportunities, presented by its future. Any school, indeed, any group of schools, is only as strong as its people. Stephen Perse boasts exceptional people across all of its schools and nurseries, and invests in their recruitment, development and empowerment to ensure our pupils benefit from excellent role modelling, outstanding support and exceptional teaching. As Principal, I consider this investment in our people to be of utmost importance.

At the Stephen Perse Foundation, all are united in embracing the modern world and in seeking to help our pupils to find and take their place in it, as confident, socially responsible adults. We seek to attract people who are inspired by this challenge, people who share our values, people who are passionate about our collective vision of developing the change-makers of the future.

Richard Girvan
Principal

The Stephen Perse Foundation

The Stephen Perse Foundation is a family of leading independent schools in Cambridge, Maddingley and Saffron Walden educating boys and girls aged 1 to 18.

By recognising our pupils as individuals - with unique hopes, talents and ambitions - we unlock their true potential. We enjoy learning for its own sake. Our teachers ignite curiosity, encourage critical thinking and creativity. By learning to think for themselves our pupils go on to achieve exceptional results. Education is however, more than just about grades, it is about strength of character, a sense of social responsibility, learning to innovate, communicate and collaborate with a global outlook.

Education needs to prepare youngsters for life beyond tests, exams and certificates. Our pupils gain an exceptional skill-set alongside exemplary pastoral support, to prepare them for life in tomorrow's world. They leave us ready to make their mark and achieve their dreams.

Stephen Perse Nurseries

There are four Stephen Perse nurseries. All Early Years and Nurseries at Stephen Perse offer the same child-centred, inspirational learning process that builds the foundations for lifelong learning. Children learn through play and are encouraged to use their initiative to solve problems. Our Forest School programme and stimulating outside spaces immerse children in nature and help develop their confidence, resilience, independence and self-motivation – all the tools children need for a happy and successful life. Working closely with parents, children are encouraged towards independent, creative and reflective thinking. We follow Early Years Foundation Stage (EYFS) from 1 to 5 which sets standards for the learning, development and care of children from birth to 5 years old. Every day provides new opportunities for children to develop and learn through high quality play experiences as they are introduced to the wider Stephen Perse values of curiosity, independence, creativity and a love of learning.

Nurseries - Cambridge, Madingley and Saffron Walden

Each nursery has its own special features and surroundings, but all Stephen Perse Nurseries share the same commitment to play-based learning and development, the same approach to health and nutrition, and the same exceptional level of childcare.

Facilities:

We know how much of an impact a physical environment can have on a child's learning and development. Our nurseries are carefully designed to provide a rich, enabling environment for young children. We use heights, colours and shapes to create stimulating spaces and we integrate daily outdoor experiences with spaces for physically active play as well as calm and cozy areas.

Each nursery is well-resourced, including:

- Baby room for ages 1-2
- Toddler room for ages 2-3
- Kindergarten room(s) for ages 3-4
- Reception room(s) for ages 4-5
- Sensory bell tent
- Outdoor play area
- On-site Forest School

Each nursery provides unique outdoor areas and natural spaces to allow children to become immersed in nature every day. The sites all have an on-site Forest School as well as spacious outdoor areas with sensory play and physical play facilities. The mud kitchens are always busy, especially after a night of rain when there is a natural source of water to collect in jugs and saucepans. Creativity abounds!



Nursery Practitioner (Part-time)

Responsible to: Head of Early Years

Location: Shaftesbury House Nursery, Cambridge

Role Description:

At the Stephen Perse Foundation everyone is a learner. While our pupils enjoy the benefits of a creative and innovative learning experience, our staff members strive to create an inspiring and engaging learning environment to work in harmony with our pedagogical approach.

As part of the Professional Support Services team at the Foundation, you are an integral part of providing the best experience possible for our students. We will want you to have an agile and ambitious mind-set that is open to adopting new techniques. Training and support is offered on a regular basis as part of formal and informal CPD and is focused on student learning.

The practitioner is a Qualified Level 3 Practitioner required to support the Room Leader for children in our nursery setting. As a practitioner, you have an important role caring for children and helping to maintain high quality, stimulating indoor and outdoor environments. You will be required to respond to new ideas and support new strategies to continually improve practice and promote effective learning, appropriate achievement and the educational, social and personal progress of all pupils, consistent with the aims of the school and unique needs of each individual.

Main Responsibilities:

- Under the direction of the Nursery Manager/Deputy, be responsible for a key group of children.
- Contribute to the creation of a safe, welcoming and inclusive indoor and outdoor enabling environment for all children to develop and learn through play.
- Understand the stages of young children's learning and development and the benefits of maximising time spent learning outdoors.
- Contribute to planning and evaluation of high-quality provision and stimulating activities which meet individual needs.
- Be reflective of practice and routines, working with the Nursery Manager/Deputy tailoring them to meet developmental stages of each child throughout the day.
- To observe and assess individual children's learning and development, ensuring records are kept up-to-date, are of a high standard and are shared effectively.
- Provide clear and accurate reports of the stages of development and targets for next steps for key pupils, by regularly sharing observations via pupils online learning journey and through the agreed schedule of reporting and parents' evenings.
- Establish positive and effective relationships with parents/carers, exchange information, facilitate their support for their child's attendance, access and learning and support home/school and community links.
- Participate fully in professional development activities to develop practice further, sharing the learning from these as appropriate.
- Build and maintain good working relationships with all Foundation colleagues.
- Act as an excellent ambassador for the Foundation at all times and undertake any other aspects of work within the Nursery according to need.

- Adhere at all times to the responsibilities and duties required by the Foundation's policies and procedures.
- Help children develop their characters to give them the tools they need for lifelong learning - confidence, resilience, self-motivation, enthusiasm, independence and curiosity about the world.

Safeguarding and promoting the welfare of the child

- Be responsible for promoting and safeguarding the welfare of children and young people in your class and come into contact with.
- Be aware of and comply with policies and procedures relating to child protection, health, safety and security.
- Be able to recognise when a child or young person is in danger or at risk of harm, and take action to protect them.
- Have an awareness and basic knowledge where appropriate of the most recent legislation.
- Fulfil all of the requirements and duties set out in the current pay and conditions documents relating to the conditions of employment.

General Responsibilities:

- Act as an excellent ambassador for the Foundation at all times.
- Build and maintain good working relationships with all Foundation colleagues.
- Assist as necessary in other Foundation areas at peak times.
- Work at all times towards the aims and goals of the Foundation and any individual objectives and targets you may have agreed.
- Proactively identify areas for improvements within the Foundation.
- Actively promote the Foundation's Equal Opportunities Policy, encouraging staff awareness and participation in all areas.
- Act in accordance with the Data Protection principles at all times.
- Adhere at all times to Foundation operational and employment policies and procedures.
- Take care of your own health and safety and that of people who may be affected by what you do (or do not do).
- Cooperate with others on health and safety, and not interfere with, or misuse, anything provided for your health, safety or welfare.
- Follow the training you have received when using any work items the Foundation has provided.
- Adhere to the Foundation's Privacy Notice and ensure private and confidential data is kept secure and disposed of in the appropriate manner.

This job description is not necessarily comprehensive and the position holder will be required to carry out such other duties as may reasonably be required within the general scope and level of the post.

Safeguarding and welfare of children

The post holder's responsibility for promoting and safeguarding the welfare of children and young persons for whom s/he is responsible, or with whom s/he comes into contact, will be to adhere to and ensure compliance with the Foundation's Safeguarding and Child Protection Policy statement at all times. If, in the course of carrying out the duties of the post, the role-holder becomes aware of any actual or potential risks to the safety or welfare of children in the School, s/he must report any concerns to the School's Designated Person or the Foundation's Designated Safeguarding Lead.

All employees of the Foundation adhere to the Safer Working Practices guidance and all teaching staff are required to adhere to the Teaching Standards which can be [found on the government website](#).

Person Specification

	Essential	Desirable	Assessment Method
Qualifications	<p>Full and relevant Level 6 qualification (or working towards)</p> <p>Evidence of recent EYFS relevant training</p>	Paediatric First Aid	<p>Application Form</p> <p>Production of the Applicant's certificates at interview</p>
Knowledge & Experience	<p>Experience working as key worker with children in EYFS</p> <p>Experience of working within and implementing the EYFS statutory framework</p> <p>Able to provide a fun and learning-rich play-based experience for young children - both indoors and outdoors</p> <p>Able to demonstrate enthusiasm, energy and creativity in their planning and teaching</p> <p>Able to demonstrate flexibility in their classroom practice</p> <p>Able to effectively work with key workers, line manager and work effectively in a team</p>	<p>Experience of the outdoor education environment and enthusiasm to take learning outside</p> <p>Experience of using iPads and Google Suite (Drive, Mail, Calendar, Classroom)</p> <p>Knowledge of working with iSams database</p> <p>Experience of incorporating children's interests in the learning environment and experience</p> <p>Innovative use of resources as part of continuous provision</p> <p>Experience of assessing and tracking progress using Ages and Stages of child development</p> <p>Knowledge of Tapestry and committed to pupils attaining the highest possible levels of achievement</p> <p>Experience of teaching children with English as an Additional</p>	Application Form
Skills & Aptitudes	<p>A good communicator with adults and children</p> <p>Able to work harmoniously and effectively with all members of the Stephen Perse Foundation community</p>	Ability to support other staff in leading CPD sessions using expertise	Interview
Personal Attributes	<p>Professionalism and integrity</p> <p>Commitment to the ethos of the school</p>	A love of the outdoors!	Interview

Terms and conditions

All appointments for the Stephen Perse Foundation are subject to satisfactory reference and disclosure and barring service (DBS) checks, suitability to work with children checks, online checks, proof of identity and eligibility to work in the UK, completion of a medical questionnaire and proof of qualifications.

Hours of work

20 hours per week, 7:30 - 18:00, 2 days per week, 52 weeks a year.

Salary

£13,738 - £14,523 per annum (£27,475 - £29,045 FTE).

Benefits

- Up to 24 days holiday plus bank holidays and up to 3 days during the annual Christmas closure (pro rata for part time)
- New starter bonus*
- Refer a friend bonus*
- Salary sacrifice tech and cycle to work schemes
- Rail season ticket loan/discount on Greater Anglia train travel
- Free lunch and refreshments provided
- Contributory pension scheme - matching up to 7%*
- Life assurance scheme
- Annual flu immunisation
- Many of the sites offer covered bike parking
- Free access to the Cambridge University Botanic Garden
- Private health and dental plan subscriptions (pro rata for part time and term time)
- A staff discount on nursery fees of 25% (pro-rata for part time and term time) for staff with children in the 1-2 and 2-3 age groups*
- A staff discount on school fees of 25% (pro rata for part time and term time) should staff have a child at any school (from Reception Year upwards) within the Foundation

* Eligibility criteria applies

Privacy notice

Please see our privacy policy which is available on the recruitment page.

<http://www.stephenperse.com/recruitment>

Application process

Please apply directly through our online recruitment page at www.stephenperse.com/recruitment and download an application form.

Please send completed application forms to recruitment@stephenperse.com.

Unfortunately, we are unable to accept CVs.

Interviews will take place as we receive suitable applications.

References may be taken up before the interview.

Invitation to interview and recruitment arrangements

The Foundation is committed to safeguarding and promoting the welfare of its pupils. The Foundation has a statutory duty to apply for DBS clearance and shall ask the successful candidate to complete an online form which must be cleared before the applicant can commence work. Such checks may take up to 8 weeks to complete.

The Foundation has a legal responsibility to ensure that all its employees have the legal right to live and work in the UK. Therefore, you will need to provide original documents verifying that you are eligible to work in the UK to the interview. Details of these will be provided in the invitation to interview.

All candidates invited to interview must bring the original documents confirming any educational and professional qualifications that are necessary or relevant for the post.

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