

**Lavender Farm NUrsery**

**Recruitment Pack**

**Nursery Practitoner**

**Nursery Practitioner Level 3**

37 Hours/52 weeks

Permanent

£23,500 - £24,702

We are seeking to appoint a highly motivated and committed Level 3 qualified staff members with recent experience to join our team at Lavender Farm Nursery.

The successful candidate will work closely with children and their families. They will be flexible to meet with the demands of the service. Work effectively as part of a team and have experience and knowledge, along with initiative in order to ensure high quality care and learning for the children in the setting.

Lavender Farm Nursery is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. All necessary safeguarding checks will be undertaken and must have satisfactory outcomes, otherwise the conditional job offer may be withdrawn. Details of the checks that will be undertaken can be found in Keeping children safe in education 2023. This role has been assessed as working in regulated activity and is subject to an Enhanced DBS plus Children’s Barred List Check. It is an offence to apply for this role if you are barred from engaging in regulated activity relevant to children.

As a Trust we are committed to ensuring that throughout our recruitment process, no applicant will be disadvantaged or discriminated against because of the protected characteristics under the Equality Act 2010.

Stour Vale is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. We will carry out pre-appointment checks including DBS and will disqualify any applicant where we consider the outcomes to be unsatisfactory. This post is exempt from the Rehabilitation of Offenders Act (ROA) 1974.We are equally committed to ensuring that no applicant will be disadvantaged or discriminated against because of their protected characteristics under the Equality Act 2010

**For an informal conversation to discuss the role, please contact:**

**Fern Baker**

**Nursery Manager**

**Lavender Farm Nursery**

**Stour Vale Academy Trust**

**0121 285 6633**

**Closing date:** 19/07/2024

**Interviews:** TBA

**ABOUT YOUR SCHOOL**

Lavender Farm Nursery is situated in a residential area in Oldbury convenient to local bus routes and shops. We cater for children from six weeks to 5 years of age and also provide Breakfast club and Afterschool Club. Lavender Farm Nursery is proud to be able to offer Local Government funding for 9-month-olds to 4-Year-olds flexibly. Funding is offered the term after your child reaches the age required.

Lavender Farm Nursery is open 8.00am to 5.30pm, Monday to Friday. We are open all year round except for the Christmas break and Bank Holidays.

The nursery is a well-planned spacious purpose-built environment for parents and children. We provide good quality integrated care, education and support for the individual needs of children, their families and the local community, through a holistic approach provided by a multi professional staff team, in a safe, stimulating and happy environment.

We positively encourage involvement of parents/carers so that we can work in partnership. To allow the children to reach their maximum potential we provide a balance of activities and experiences appropriate to the age and stage of development for all the children that attend.

We welcome each child and adult, regardless of their background into an environment that values, respects and can offer support.

We have a highly qualified staff team who observe the children individually and plan learning opportunities to aid the children's development and next steps of learning.

**ABOUT STOUR VALE ACADEMY TRUST**

Our multi-academy trust was founded in 2017 and developed from collaboration between schools, the significant positive impact of which convinced three schools, two secondary and one primary, that together we would have much greater capacity to continuously improve. Over time, Stour Vale has steadily grown. We began as a cross-phase multi-academy trust and as we have grown, both secondary and primary schools have joined us. There are currently eleven member schools, five primary, one junior, one infant with day nursery and four secondary.

As a successful family of schools, delivering high-quality education for the communities we serve, Stour Vale values its diversity. Each school brings their own distinct character, community, history and identity. We celebrate the uniqueness of member schools, recognising that there is a great deal to learn from education in different contexts. This is also the reason why we remain outward-looking, committed to learning from research and excellent practice across the education system.

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**OUR VISION AND VALUES**

Stour Vale Academy Trust holds children and young people at the heart of all that we do. We recognise that as a multi-academy trust we exist in order to advance education for the public good. Our mission, therefore, is to improve life opportunities for children and young people by both providing the best possible education and care to pupils in Stour Vale member schools and by having a positive impact across the wider education system. Our values are encapsulated in four words:

Website

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We describe our shared approach to school improvement as ‘secure autonomy’. Headteachers, with school leadership teams and staff, have autonomy to lead school improvement in their own schools, responsively and in collaboration with others within and beyond our trust. We believe that this approach enables us to grow, attract and retain excellent school leaders and to develop the most innovative and impactful school improvement strategies. We recognise that this autonomy must be secured within the structure of the multi-academy trust, and our model of challenge and support for impact, underpinned by our shared values, ensures sustained school improvement and a sharp focus on outcomes for pupils. This in turn realises our ambition that ***Stour Vale*** member schools will ***create the difference together.***

A picture containing person, indoor, standing, candle

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A group of kids on a slide

Description automatically generated with low confidenceA person cooking in a kitchen

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**Level 3 Practitioner – Job description**

Job Summary

To work as a member of the Childcare Team at Lavender Farm Nursery to ensure a balanced programme of childcare provision which meets local needs.

Your current duties and responsibilities are:-

1. To plan and provide a caring and simulating environment that is appropriate for individual children.

2. To assist with all aspects of organising and supervising children in nursery.

3. To keep adequate records and ensure policies and procedures in accordance with OFSTED.

4. To ensure all equipment and materials positively reflect diversity, and provide for the overall development and care of the children.

5. To develop strong partnerships with parents/carers and recognise the importance of involving parents/ carers in all aspects of their work.

6. Support the development and implementation of operational planning and programmes of activities age and developmentally appropriate

7. To work as part of the nursery team, in ensuring clear communications systems are maintained and implemented to support the care, development and learning environment.

8. To plan and prepare exciting play opportunities that meet the children’s developmental needs and stimulates their learning.

9. To observe and assess children’s development and keep accurate records of their achievement.

10. Attend regular management meetings, staff meetings as appropriate

11. To ensure that in line with child protection procedures all cases regarding child protection are reported to the appropriate person and dealt with in a sensitive, confidential manner

12. Such other duties as may be appropriate to achieve the objectives of the post to assist the Service Area in the fulfilment of its objectives commensurate with the post holder's salary grade, abilities and aptitudes.

13. The post holder must at all times carry out his/her responsibilities with due regard to the Council's policy, organization and arrangements for Health and Safety at Work.

14. All staff within the \*School/\*Centre/\*Service Area will be expected to accept reasonable flexibility in working arrangements and the allocation of duties to reflect the changing roles and responsibilities of Education and Lifelong Learning. Any changes arising will take account of salary and status. They will also be subject to discussion with individuals or sections affected and with appropriate trades unions.

It is the responsibility of each employee to carry out their duties in line with Stour vale academy trust policies on equality (please refer to the Policy Statement), harassment, racial equality and the CRE action plan, and be sensitive and caring to the needs of the disadvantaged, promoting a positive approach to a harmonious working environment. Each employee should act as an exemplar on these issues and must, where appropriate, identify and monitor training for themselves and any employees they are responsible for in line with these policies and the CRE standards.

**Person Specification**

**Experience**

Experience of safeguarding or educational work in schools/nurseries

Experience of working as part of a team

Experience of promoting community links

Experience of working with children and families

Experience of writing reports, analysing data and presenting data.

**Qualifications/Training**

NVQ level 3 in childcare/ equivalent

Willingness to undertake relevant training and share knowledge and expertise with other staff

**Knowledge and understanding**

Clear understanding of the need for confidentiality

Knowledge of partner agencies and their role in supporting children and families

**Practical skills**

Good communication skills

Effective use of ICT including work processing and data inputting skills

Ability to work successfully within a team and to establish and develop positive professional relationships

**Personal qualities and attributes**

A Knowledge of Equality & Diversity issues

Commitment to safeguarding and promoting the welfare of children

Be flexible and have a positive approach to challenges

Be professional and have integrity, taking pride in all work with attention to detail

Excellent communication and interpersonal skills

High standard of written and spoken English

Trustworthy and confidential

Organised and able to plan and prioritise

Initiative and judgement to know when to request further advice, when to share information and actions to be taken

Genuine respect for others and desire for equality of opportunity and diversity

Can-do attitude and solution focused approach with an ability to manage expectations and not over promise

**This post is subject to the DBS checking process.**



**CONTACT US**

For informal talks please contact:

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Please visit our website: http://www.svat.org.uk/