



Job Title	Senior Early Years Practitioner
Reports to	Lead Early Years Practitioner
Department	Early Education and Childcare
Working Hours	Full time / part time
Competency Level	E3

Main purpose of job

To take responsibility for ensuring that the highest standard of care and education occurs in a stimulating, secure and friendly environment, across the immediate team of practitioners. Senior Early Years Practitioners should build positive relationships with practitioners, children and parents, ensuring individual needs are met. They should also have a designated 'key group' of children.

Key Responsibilities

Children

- **Provide and model the highest possible standard of individual care and emotional support.**
 - *Ensure all basic physical and security needs are met and that children's sense of belonging and self-esteem is developed as part of positive relationships.*
- **Ensure all children are valued, included and supported.**
 - *Establish an anti-discriminatory framework in all areas ensuring all children's individual needs are met.*
- **Implement and support practitioners with planning and assessment cycles for designated children.**
 - *Conduct interlinked and well considered planning & assessment, ensuring that children are provided with the most appropriate experiences to support their development towards the EYFS Early Learning Goals.*
- **Extend, develop and support children's learning and development.**
 - *Promote and value children's choices, interests and self-directed play and utilise opportunities to develop and extend their experiences.*

Team

- **Develop positive professional relationships across the team and expect everyone to work to agreed standards for practice and conduct.**

- *Take responsibility for ensuring basic standards are met across the team and respond to deviations from these.*
- *Ensure that EYFS guidance and requirements are implemented.*
- **Model a high level of practice and challenge others to achieve their potential.**
 - *Consistently provide examples of good practice and communicate about practice with other team members.*
 - *Encourage and take part in reflection, evaluation and discussion.*
- **Provide support and guidance to others, particularly supporting students and new members of the team to understand expectations and to fulfil their potential.**

Parents

- **Develop positive partnerships with parents and carers.**
 - *Work in partnership with parents to support children's development, sharing information about children's needs and achievements.*
- **Provide support and be accountable.**
 - *Be aware of the needs of parents/carers and respond to these professionally and appropriately.*
 - *Communicate with parents, responding to concerns and questions in an effective and professional manner.*

Essential Skills

Desirable Skills

Other Responsibilities

- **Promote the development of the setting and commit to furthering personal professional development.**
 - *Contribute ideas, and value the ideas of others, for developing the setting as a whole.*
 - *Contribute to personal review, appraisal and reflection opportunities and demonstrate a positive attitude to training opportunities.*
- **Commit to working as part of a positive, enthusiastic and progressive team.**
 - *Engage in on-going reflective and professional dialogue with other Practitioners, including during staff meetings outside of nursery hours.*
- **Oversee the implementation of both BS3 Community's Early Education & Childcare policies and procedures and BS3 Community as a whole's policies and procedures and contribute to their development and review.**
 - *Maintain a high level of professionalism, supporting the organisations agreed policies and procedures.*
- **Support the Lead Practitioner in the leading the efficient day to day running of the service.**

- *Ensure the environment remains clean, safe and attractive and take appropriate steps to remedy issues.*
- *Support assistants and other practitioners to ensure they are aware of their roles within the daily routine.*

- **Represent Early Education & Childcare services and BS3 Community as a whole in communications with parents, community members and other stakeholders.**
 - *Take opportunities to promote and develop perceptions of the work of BS3 Community.*

- **Act as an advocate of the BS3 Community's values, aims and objectives – helping other Practitioners to understand how they relate to their role.**