



Early Years Educator

Reports to:	Nursery Manager
Working hours:	40 hours per week
Salary: Probationary	£20,208.46 per annum
Period: Work	6 months
Location:	Raised in Easton

We want to give Educators the respect and value they deserve and so we pay the Living Wage, which is a top salary in the industry, and we look after you with leading holiday and other benefits. We care about you as an individual and want you to enjoy your work. Join us in rethinking Early Years Education and the way business is done.

The Raised in Bristol story

We set up Raised in Bristol three years ago because we wanted to find ways to help communities to thrive and prosper in challenging times. The survival of community spaces and buildings are under pressure due to funding cuts and we were sure that we could find a way to keep some of them open by doing business a bit differently – a social enterprise way.

We run children’s nurseries in public buildings, paying market rent to the landlord, providing a service for local working families and the youngest members of communities. Then when the nursery makes a profit, we give all of it back to the community it came from – and everyone benefits, not just the families who use the nursery.

You will have

- A passion for education and making a difference to the lives of children
- A positive attitude – always seeing ‘the glass half full’
- A ‘make it happen’ attitude
- A high energy to bring to every task you take on
- A solution driven approach to problems
- A reliable, hard-working and ready to learn (and to teach us) attitude
- Experience of working with children
- To be looking for an opportunity to be more connected to the community
- An interest in making profit for the whole community rather than a private owner

1. What you will be doing:

- Delivering children's care routines
- Ensuring that you are delivering our 'learning through play' educational ethos
- Building and maintaining excellent relationships with parents
- Introducing innovative activities and constantly challenging children's learning and development
- Promoting child welfare and ensuring safeguarding procedures are followed

2. Supporting children's learning and development by:

- Ensuring that there is a high level of positive interaction with children
- Providing fun, challenging and creative play experiences that encourage children to be curious and which spark their interests
- Seizing opportunities to engage in 'teachable moments' within children's play
- Ensuring that learning is play-led; focusing on the 'process' of an activity rather than the end product
- Applying your expert knowledge of child learning and development and the importance of child involvement in that process, to put in place supporting strategies for all children
- Working with all children and their families to ensure that they are supported in the nursery

3. Supporting community engagement and customer service by:

- Supporting the management team's programme of community engagement and positively representing the nursery to external stakeholders
- Behaving in a friendly, courteous and professional manner in all contact with colleagues and members of the public

4. Promoting child protection, integrated working and the welfare of the child by:

- Ensuring that Raised in Bristol's child protection procedures are consistently implemented
- Ensuring that the nursery consistently promotes positive behaviour, self-control and independence in the children through effective behaviour management strategies and developing children's social, emotional and behavioural skills
- Being aware of risks within the environment to ensure that the nursery is safe at all times
- Liaising with the local authority and other professionals associated with the nursery

5. Other responsibilities:

- To be available for some evening and occasional weekend work
- To carry out any other activity that may be reasonably requested by the Head of Nursery.

N.B. This job description is not exhaustive and will be reviewed from time to time in consultation with the post holder and amended in the light of the changing needs of the organisation.

PERSON SPECIFICATION

Key Area	Essential	Desirable
Education & Training	NNEB, NVQ Level 2 or 3 (Childcare & Education), BTEC (Childcare) or equivalent, or higher qualification	Up to date first aid and child protection qualifications
Skills & Experience	Post qualified experience with children aged 6 months – 5 Years Demonstrated knowledge and understanding of child protection procedures; health and safety procedures, nursery records, child development	Demonstrated knowledge and understanding of early years curriculum; anti-discriminatory practices
Knowledge	Knowledge of statutory requirements and legislation related to operating OFSTED registered provision Knowledge and understanding of child development and pedagogical approaches in Early Years Education & Childcare Comprehensive knowledge of the EYFS Framework	A level of commercial knowledge and understanding
Personal Attributes	Honest and reliable Energetic, enthusiastic and nurturing Accountable, able to use initiative and to take responsibility Flexible and ready to embrace change and development Able to build and maintain relationships with a variety of key stakeholders A passion for creating the best start in life for children	