Northumberland County Council

**JOB DESCRIPTION**

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| **Post Title: Early Years Worker** | | **Director/Service/Sector** Health and Wellbeing Children’s Services 0-19 | | **Office Use** |
| **Band: 3** | | **Workplace:** North Locality Children’s centres (Berwick, Alnwick & Hadston) | | **JE ref: 3644**  **HRMS ref:** |
| **Responsible to:** Daycare Officer | | **Date:** November 2019 | **Manager Lever:** |
| **Job Purpose:**  To provide high quality care and play / early learning opportunities to all children attending Cubs & Kits daycare provision and also any creche provision running in any of our centres across the North Locality.  To ensure that the daycare and creche environments are safe, stimulating and welcoming to children and parents/ carers. | | | | |
| **Resources** | Staff | N/A | | |
| Finance | | N/A | | |
| Physical | | N/A | | |
| Clients | | Parents/carers using the facilities at the centres and relevant professionals from partner agencies | | |
| **Duties and key result areas:**   1. To provide care and early learning experiences according to children’s individual needs and stage of development and linked to the Early Years Foundation Stage practice guidance including the Characteristics of Effective Learning. 2. To provide Quality First Teaching which is an entitlement for all children and involves an inclusive teaching and learning environment which provides a supportive relationships that promote warm, positive interactions and well-being 3. To participate in a key worker system for children, providing consistency in facilitating children’s physical, emotional, intellectual and social development and in tracking children’s progress over time. 4. To work in partnership with parents/carers, sharing information about children’s progress and encouraging parents/carers involvement in the provision and other Sure Start children’s centre activities. 5. To observe and assess and plan for all children's individual needs, identifying which children may need increased support and deciding what actions are needed to support them using the Northumberland Early Years Inclusion Toolkit or an Early Help Assessment. 6. To complete baseline assessments, 2-year checks and contribute to a child’s individual Passport information 7. To keep records of your key children’s development and learning journeys and share with parents, carers and other key adults in the child’s life using online technology such as Tapestry & Inclusion Toolkits 8. To respond to children’s behaviour in a way which promotes their welfare and development. 9. Ensure that the physical needs of children are met and to contribute to the development and use of imaginative and creative approaches to play/early learning, both indoors and out 10. To maintain high standards of hygiene and cleanliness in the daycare provision. 11. To advise manager/deputy of any concerns, e.g. regarding children, parents, the safety of the environment, preserving confidentiality as necessary. 12. To be involved in out of working hours activities, e.g. training, staff meetings, Summer/Xmas activities, parent/carer events etc 13. To keep completely confidential any information regarding the children, their families or other staff that is acquired as part of the job. 14. To observe all policies, procedures and standards relevant to the Cubs & Kits daycare 15. To work as part of the childcare team, supporting other staff/colleagues, sharing in and contributing to the ongoing development of the service. 16. To undertake continuing professional development that is supportive of the post. 17. To work collaboratively and flexibly with other parts of the Sure Start Children’s Centre programme, including work delivered from other centres where necessary. 18. Assist in the day-to-day supervision of students, trainees and volunteers as requested by the Day Care Officer and participate in their assessment as required. 19. At all times to carry out duties in accordance with Northumberland County Councils and Sure Start Children’s Centres Equal Opportunities Policy and in the spirit of anti-discriminatory practice. 20. To undertake any other duties and responsibilities as required, commensurate with the grade of the post.   . .  The duties and responsibilities highlighted in this Job Description are indicative and may vary over time. Post holders are expected to undertake other duties and responsibilities relevant to the nature, level and extent of the post and the grade has been established on this basis. | | | | |
| **Work Arrangements** | | | | |
| Transport requirements:  Working patterns:  Working conditions: | | Travel between centres may be required from time to time.  Participation in a flexible shift system and working across a number of childcare services in the locality is required.  The post entails direct work with children aged 0-5 years in a childcare setting, including significant periods outside through involvement with children’s outdoor play. | | |

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**PERSON SPECIFICATION**

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| **Post Title:**  Early Years Worker | **Director/Service/Sector:** Health and Wellbeing Children’s Services 0-19 | **Ref**: | |
| **Essential** | **Desirable** | **Assess by** | |
| **Knowledge and Qualifications** | | | |
| Early Years Qualification: e.g. NNEB, B/TEC Diploma in Nursery Nursing, NVQ level 3 in Childcare and Education or equivalent. ●  Maths and English.  Training in Early Years Foundations Stage Framework and Practice |  | |  |
| **Experience** | | | |
| At least 1 year's experience of working in a setting  Experience of working with children under 4 in an early years setting.  Experience of working in partnership with parents/carers and children | Experience of working with children with disabilities.  Experience of working in a child-centred community-based project.  Experience working with children under 2 years. | |  |
| **Skills and competencies** | | | |
| Sound understanding of child development and children’s needs.  Ability to communicate effectively with young children, their parents/carers and colleagues  Knowledge of relevant policies, procedures and standards  Ability to work with parents/carers supportively and non-judgmentally, positively encouraging their involvement in the nursery/wider Sure Start Children’s Centre programme.  Ability to plan and deliver a range of play activities to young children.  Ability to communicate effectively with young children, their parents/carers and with colleagues.  A working knowledge and understanding of child development and needs. Basic understanding of policies, procedures and standards relevant to a day care setting.  Ability to record information accurately and appropriately.  Ability to work flexibly as part of a team in a developing environment.  Willingness to undertake further training and development in early years practice.  Willingness to work in an anti-discriminatory way in accordance with Sure Start Children’s Centre principles. | . | |  |
| **Physical, mental and emotional demands** | | | |
| Able to meet the physical requirements of the post in terms of working with children 0-5;  Able to work flexibly in terms of shift pattern, service delivery and base. |  | |  |
| **Other** | | | |
| Full clean driver’s license and access to own vehicle  Able to meet the travel requirements of the post  Commitment to keep children and young people safe by providing a safe environment for children and young people to learn in. |  | |  |

Key to assessment methods; (a) application form, (i) interview, (r) references, (t) ability tests (q) personality questionnaire (g) assessed group work, (p) presentation, (o) others e.g. case studies/visits