



Early Years Practitioner

Anston Hillcrest Primary School

Job Description

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| Post: | Early Years Practitioner - Permanent Role |
| Hours: | 32.5 / week |
| Responsible to: | EYFS Lead / Headteacher / JMAT (James Montgomery Academy Trust) |
| School: | Anston Hillcrest Primary School |
| Scale: | Band E |
| Liaising with: | EYFS Lead, Headteacher, Leadership Team, Staff, Pupils, Parents/Carers, External Agencies/Professionals |
| Start date: | 1 st September 2025 |
| General Duties | |
| | <ul style="list-style-type: none"> • To fulfil the requirements of an Early Years Educator / Practitioner at a Level 3 standard. • Be aware of and comply with all relevant school policies, including those relating to safeguarding, health and safety and data protection. • To share the responsibility for safeguarding and promoting the welfare of all children in the class. • Be prepared to help where needed in the preparation of snacks, meals, cleaning of equipment etc. • Promote inclusion and adopting the ethos, values and aims of the school. • Encourage independence of children through practical assistance, training and by being a positive role model. • Accompany groups who are participating in educational visits. • To assist with the domestic management of the class, including ensuring that the area is kept safe, secure and clean at all times. • Monitor and supporting the needs and behaviour of children, working closely under the direction of the class teacher. |

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| | <ul style="list-style-type: none"> • Provide general administrative and clerical support to the class teacher with regards to lesson planning and resources. • Undertake record keeping as requested. • Demonstrate and promote commitment to equal opportunities. • Where appropriate – Liaise with the SENDCO regularly to review the progress of individual children with SEND (SPECIAL EDUCATIONAL NEEDS AND DISABILITIES). |
| Specific Responsibilities: | Supporting Teachers |
| | <ul style="list-style-type: none"> • Assist the class teacher with creating and maintaining displays throughout the classroom and other areas of schools as needed. • Undertake activities set by the class teacher with individual, and groups of, children to ensure their safety and assist with their physical, emotional and educational development. • Support learning activities and teaching programmes, adjusting activities where needed liaising with the class teacher, according to children's responses. • Contribute to keeping records of children's development and communicating any concerns directly to the class teacher or other member of the leadership team if necessary. • Assist with monitoring the needs of children, including educational progress and emotional support. • Assist with monitoring the progress of children with SEND, referring to their EHC plans and reporting back to the class teacher / SENDCO. • Help to ensure that classrooms are orderly, supportive and engaging. • Assist with implementing a variety of teaching strategies, in liaison with the class teacher to support children to achieve their learning goals. • Provide detailed and regular feedback to the class teacher on children's achievement, progress and developmental needs. • Promote good behaviour, reporting and dealing promptly with conflicts and incidents in line with the school's behaviour policies. • Establish constructive relationships with parents and carers where required. |
| | Supporting Children |
| | <ul style="list-style-type: none"> • Supervise children's work and offering support / resources where necessary, including children with SEND, working both within the classroom and outside. • Where needed, assisting the class teacher with the creation of individual learning plans for specific children. • Assist with supporting specific programmes linked to learning strategies. E.g., Phonics • Encourage and supporting children to interact with each other and engage positively in their learning. • Provide feedback to children in relation to their progress and achievement under guidance from the class teacher. • Attend to children's personal needs, and implementing personalised assistance to help with their social, emotional and educational development. • Assist with health and safety needs including support and care for those suffering from minor injuries. (First Aid training will be provided) • Support children at mealtimes, where necessary. • To help children with feeding, changing clothes, toileting etc. • Help maintain hygienic standards at all times. |
| | Supporting the School |
| | <ul style="list-style-type: none"> • Establish a supportive relationship with the children and their parents / carers (where necessary), acting as a role model and being aware of and responding to individual needs. • Promote inclusion and acceptance of all children, including those with SEND. |

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| | <ul style="list-style-type: none"> • Be aware of confidential issues linked to children maintaining strict levels of confidentiality. • Be aware of the school policies and procedures and following these at all times. e.g., Child Protection and Safeguarding, Data Protection, Health and Safety. • Participate in professional development and training to enable the very best support for the children. |
| | <p align="center">Fulfilling the Requirements of a L3 Early Years Educator / Practitioner</p> |
| | <ul style="list-style-type: none"> • To support and promote children's early education and development. • To plan and provide effective care, teaching and learning that enables children to progress and prepares them for the next phase of their education. • To make accurate and productive use of assessment. • To develop effective and informed practice. |

The post holder's duties must be carried out in compliance with the school's Safeguarding Policies, Equality Policies, Information Security Policies, Financial Regulations, Health & Safety at Work Act and all other school policies.

These duties and responsibilities should not be regarded as exhaustive or exclusive as the post holder may be required to undertake other reasonably determined duties within the school, commensurate with the grading of the post, without changing the general character of the post. The Job Description and allocation of responsibilities will be reviewed on a yearly basis and may be amended by the Headteacher at any time after consultation.

The post holder must always comply with the school's code of conduct.