## **Senior Early Years Practitioner – Nursery**

## **Reports To**

Deputy Children’s Centre Manager

## **Job Overview**

To provide leadership and management of a multi-disciplinary team, on a day-to-day basis in the Nursery by organising and contributing to the safe and efficient management, development and administration of the setting. This will include professional supervision and employment matters.

## **Responsibilities and Duties**

* To deploy staff as required to ensure adequate staff levels to cover for absences and peaks in workload in line with contract compliance
* To carry out staffs’ appraisals and manage performance and behaviour
* Delegate work to staff and manage their workload and output
* To manage, oversee and promote the development and training of staffs to optimise staff competence
* Recruit and induct new staff in line with policy & procedure
* Delegated responsibility for volunteers and students, with agreed placements within the Nursery
* To deputise for the Deputy Children’s Centre Manager (Nursery) as and when required or in his/her absence
* To undertake the role of Safeguarding Lead for the nursery when required
* Optimise and oversee the Nursery rooms to ensure efficiency in service delivery, to ensure high standards of organisation care, learning and education within the Nursery, in line with the Early Years Foundation Stage.
* To contribute to the creation and development of new initiatives to compliment the Children’s Centre Core Purpose
* Support the development and implementation of the Nursery business plan that will underpin delivery of the outcomes required against the Children’s Centre Core Purpose
* To clearly and concisely communicate objectives to Early Years Practitioners and support staff within the Nursery so that they remain informed of business activity and of their required contribution towards the business plan
* Report to the Deputy Children’s Centre Manager (Nursery)on progress and issues that may arise
* To contribute to policy and procedural decision-making regarding the Nursery
* Own and resolve customer enquiries and complaints and report on progress
* To ensure high standards of organisation, care, learning and education within the Nursery that meet the Ofsted legal requirements and contract requirements, assisting to meet the targets set in the contract around 2,3 & 4 year funding
* Promote and engage parent/carers in the successful admission and transition for children and families
* Organise and chair delegated meetings with your team members and also with external partners
* To attend and contribute to case conferences and professional meetings around the child as appropriate
* To ensure that the setting is inclusive, and allows everyone to be themselves (so far as this does not interfere with other individuals` rights to be themselves), and enables all children to develop to their full potential
* To actively promote the engagement of the local community in service design and delivery
* To have delegated responsibilities for specialist areas and other duties as agreed with Deputy Children’s Centre Manager (Nursery)
* Support with the development of a cost-effective and sustainable strategy for the Nursery, monitoring occupancy, identifying income streams, efficiencies and implement improvements to make the nursery sustainable.
* Structure, monitor and provide feedback on designated budgets
* Support the development of protocols, procedures, processes and tools for data analysis
* Support the development and implementation of an effective and efficient use of the Cezanne HR system
* To oversee the performance management systems that are in place, measuring the outcomes against agreed Early Years Foundation Stage Performance Indicators and contract targets
* In conjunction with Nursery staff, evaluate outcomes and lead the designated team to improve service delivery
* To monitor data and information to support the Key Performance Indicators of the Contract
* To assist in the preparation and delivery of progress reports and self-evaluation to the Contractor, Area Manager, Senior Management and Area Advisory Board regarding service delivery for the designated area within delegated timescales
* To support the maintenance of the administration systems to collate data and evidence to demonstrate the impact of service delivery and audit requirements.
* To support the updating of the Nursery Self-Evaluation Form and documents required for the Nursery Ofsted inspection
* To support the moderation and tracking of children’s development and implement strategies to raise quality of learning and education
* Assist in the management of the day to day occupancy and rotas, and support with effective monitoring systems
* Attend meetings, briefings and training sessions relevant to Nurseries and share this information within your team
* Support and oversee innovative methods of working with internal and external agencies for producing relevant outcomes
* Ensure that data and information is shared between agencies appropriately to support positive outcomes for children and families in line with policies and procedures
* Establish and develop collaborative relationships and effective communication within and across the organisation including attendance at appropriate meetings, including safeguarding.

## **General Responsibilities**

* All staff must comply with Halifax Opportunities Trust policies and procedures including Health & Safety, Safeguarding, equal opportunities, confidentiality and Data protection
* Take responsibility for own personal and professional development, in line with agreed annual performance objectives
* To undertake any other tasks and duties that may be reasonably requested by management
* Support the development of collaborative partnerships outside the organisation that support Halifax Opportunities Trust brands, images and values

The responsibilities reflect the core activities of the role and are not intended to be exhaustive. Other activities or duties may be required, or changes in emphasis needed, from time to time to meet the needs of the organisation and it is expected that the role-holder will adopt a flexible approach in this respect. All roles and responsibilities are regularly reviewed and revised where necessary to ensure that organisation needs continue to be addressed.