

JOB DESCRIPTION

POST TITLE: Nursery Assistant

BASE: Little Dragons Nursery, Bath Road, Reading

BAND: 2

LINE MANAGER: Team Leader

PROFESSIONAL ACCOUNTABILITY: Nursery Manager

OUR VISION AND VALUES

Our Trust's vision is 'To be recognised as the leading community and mental health service provider by our staff, patients and partners.'

Our values are:

- **Caring** for and about you is our top priority
- **Committed** to providing good quality, safe services
- working **Together** with you to develop innovative solutions

JOB SUMMARY

The post holder is to assist in the development and running of the nursery, to provide good day care for the children in a safe, clean and stimulating environment

RESPONSIBILITIES

- To provide the best possible care and stimulation for the children of the nursery meeting their physical, intellectual, emotional and social needs in a non-discriminatory manner.
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- To work in partnership with parents and encourage their involvement in the aims of the nursery and in all aspects of their child's care.
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- To provide and maintain records as necessary and appropriate, in line with the EYFS Statutory Framework.

- To attend training courses, to ensure that modern, innovated and forward looking practices are maintained and to allow for personal career development.
- To assist in the planning of appropriate programmes that meet the individual needs of the children and development matters.
- To assist in the daily domestic management of the nursery; ensuring that the nursery is kept safe, secure and clean at all times.
- To work effectively as part of a team on a daily basis.
- To participate fully in the daily routine of the individual rooms and to follow the guidance and instructions of the senior staff.
- To compile and maintain regular progress developmental records on key children, making sure that records are accurate, signed and dated.
- To develop good working relationships with parents and encourage parental interest and participation in the life of the nursery.
- To comply with regulations stipulated by Ofsted and the employer.
- To monitor and develop your own professional and personal learning needs.
- To work towards achieving an NVQ level 3 qualification in childcare.
- Any other duties from time to time to be defined by the nursery manager within the framework of the post.

GENERAL

1. This is a varied role where you'll be expected to undertake the range of responsibilities specified above, working together with your line manager and colleagues to ensure that the activities of this post make a real difference to our patients. Your line manager may ask you to undertake other reasonable duties to facilitate the smooth running of your service or team.
2. We are an equal opportunities employer and you'll be expected to role model equality of opportunity, live the values and always operate in accordance with our Equal Opportunities Policy.
3. Health and Safety at work is important to us and we would like you to role model the highest standards of behaviour and go above and beyond by adopting excellent practice where it links to the health and wellbeing of our colleagues. It is important that you cooperate with us to ensure that statutory and departmental safety regulations are adhered to.

BEHAVIOURS

In addition to the responsibilities and requirements outlined in this job description, you should refer to the associated and expected behaviours that are relevant to this role - your line manager will be able to provide you with this detail.

Our values define the behaviours we are all expected to display during the course of our work and they underpin our organisational recruitment, appraisal, reward and development processes.

LOCATION/MOBILITY

We may require you to work at or from a different work base or location from time to time, to meet service demands and deliver an operational service. Given the geographical nature of the Trust, you may be required to travel between Trust premises as part of your role.

We also may need to change your work base on a permanent basis and if this is the case, we will consult with you in line with our policies and procedures.

FLEXIBILITY

We may need to amend your job description and/or your duties from time to time in order that we can continue to provide the best possible service to our patients. It is important that you work with us to deliver our services, by complying with lawful and reasonable instructions, by adapting to new ways of working, and by attending training courses as requested from time to time.

CONTINUING PROFESSIONAL DEVELOPMENT

You'll be expected to attend and contribute to staff meetings and forums, supervision sessions, training courses, seminars and workshops, all of which will contribute to the development and enhancement of our current working practices.

You will also be expected to participate in all personal review meetings and to take responsibility for your own personal and professional development and the professional accountability for your role.

DATA PROTECTION ACT

We are all expected to be aware of the Data Protection Act and to follow the local Codes of Practice to ensure appropriate action is taken to safeguard confidential information.

HEALTH & SAFETY

We all have a responsibility for health and safety, risk assessment and workplace inspections, and you will be expected to take reasonable care for your own health and safety and that of others.

You will also be expected to co-operate with your colleagues to ensure that statutory regulations, policies, codes of practice and departmental safety procedures are adhered to, and to attend any training programmes that we consider to be relevant.

INFECTION CONTROL

We all have a responsibility to make sure that Infection Control remains a priority in terms of attention and resources. If you work in a role that provides direct patient care then you'll be expected to follow our policies and procedures which are designed to reduce the risk of passing on the organisms that can cause infections.

We all, collectively and individually, have a duty of care to follow best practice and adhere to any guidelines which underpin the management of Infection Control.

CONFIDENTIALITY

We all have a responsibility to make sure that we don't disclose any information of a confidential nature relating to the services we provide or in respect of any service user, client or third party. This applies both during and after your employment.

You must not remove or copy any documents or tangible items including software which belong to the Trust or which contain any confidential information unless you have specific permission to do so. When you leave our employment, or if you are asked, you must return all documents and tangible items which are in your possession or are under your control, but which belong to us or contain or refer to any confidential information.

You should be aware that a breach of confidentiality may result in your dismissal and that, regardless of any disciplinary action that we may take, a breach of confidence could result in civil action for damages.

DATA QUALITY

We are all responsible for making sure that our data and electronic records are updated, accurate, relevant, reliable, and completed in line with our record keeping standards and policies.

CLINICAL GOVERNANCE

We aim to provide the highest standards of care. To help us achieve this aim, you are expected to follow acceptable working practices as defined in our policies and guidelines. You also have a personal responsibility to your colleagues and patients to keep yourself up to date with any changes to policies and to report any practice that you consider to be unacceptable through the appropriate channels.

ASYLUM & IMMIGRATION ACT 1996 AND AMENDMENTS

We need to make sure that we comply with the Asylum and Immigration Act 1996. To do this, we check the documentation of all applicants to confirm that they have the right to work in the UK. We won't offer employment to any applicant who does not have valid leave to remain and work in the UK or whose leave is subject to conditions which prevent them from taking up employment with us.

If your leave to remain and/or right to work status changes during the course of your employment, we will determine what impact this may have on our ability to continue employing you.

SAFEGUARDING CHILDREN AND VULNERABLE ADULTS

We all have a responsibility for safeguarding individuals who come into contact with our services, whether they are a child or young person, a person with Learning Disabilities or an older or vulnerable adult.

We adhere to the Berkshire Local Safeguarding Children Boards Child Protection Procedures, which places a duty of care and responsibility on us all to safeguard and promote the welfare of children.

SMOKE FREE

We operate a smoke free policy which means that smoking is not permitted on any of our sites. This also applies when you are travelling in vehicles (including owned and lease cars) whilst on official business, parked on our premises in privately owned vehicles, or transporting services users or visitors. We will not support taking additional breaks during the working day to smoke off site. Further information can be found in the Staff Smoke Free policy.

PERSON SPECIFICATION

CATEGORY	ASSESSMENT METHOD		
<p>1. Education/Qualifications /Training</p> <p>NVQ 2 in childcare or equivalent qualification in line with those listed on the 'qualification finder' section of www.education.gov.uk</p> <p>An understanding of the Early Years Foundation Stage</p>	<p>Application Form Essential or Desirable</p> <p>Essential</p> <p>Essential</p>	<p>Interview Essential or Desirable</p>	<p>Selection Tool</p>
<p>2. Continuous Professional Development</p> <p>Paediatric First Aid Certificate</p> <p>Food Hygiene Certificate</p> <p>As stated in the EYFS, a good standard of written and spoken English. Also able to read and understand English such as to follow instructions or interpret a policy</p> <p>A knowledge of safeguarding children and child protection and appropriate protocol</p> <p>Working towards an NVQ 3 in childcare or equivalent qualification in line with those listed on the 'qualification finder' section of www.education.gov.uk</p> <p>Evidence of ongoing professional development</p>	<p>Desirable</p> <p>Desirable</p> <p>Essential</p> <p>Essential</p> <p>Desirable</p> <p>Essential</p>		
<p>3. Previous Experience</p> <p>Experience of any work which demonstrates the skills required for the post</p>	<p>Essential</p>		

Experience of team work	Essential		
Previous relevant work in childcare	Essential		
4. Knowledge, Skills & Abilities			
Good communication skills	Essential		
An understanding of the role of the Key Person	Essential		
Knowledge of inclusive practice	Essential		
Additional Requirements			
Flexible approach to hours which includes a willingness to attend meetings, training and nursery events as appropriate	Essential		

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