

# Early Years Educator

<b>Service</b> People Directorate	<b>Reporting to</b> Nursery Manager	<b>Location</b> Local Authority Nurseries	<b>Grade</b> 2a SCP 6
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## About the role

- To be part of the provision of high quality care, education and learning with children aged 0-5 years in a Nursery setting; working alongside the Nursery Management, Room Leader and Starting Life Well Team, contributing to the implementation and delivery of the Early Years Foundation Stage.
- Contributing to the development of supportive relationships with children, parents/carers, acting as a good role model and setting high expectations for play learning and communication.
- Responsibility for maintaining and monitoring children's records as requested, under the direction of the Team Leaders and the Nursery Manager.
- Supervising and working directly with children, under the direction of the Nursery Manager and Team Leaders in both individual and group situations.
- Contributing to the development of curriculum plans, and to support the delivery of individual learning programmes for children, in order to achieve high quality educational attainment.
- To be a key person to a group of children and support their development using observation and planning systems to track children's progress and maintain their personal files and Learning Journeys.
- To comply with the statutory duty, meet all welfare requirements and to use the guidance within the EYFS.
- To implement, understand and put into practice all nursery policies and procedures, including Safeguarding, security and data protection.

- To work in partnership with parents to share learning between home, and setting goals to meet the individual needs of each child.
- To support and ensure children's transitions are supported, under the direction of the Nursery Manager/Deputy Nursery Manager in line with Salford's transition policy.
- To administer first aid as required.

## Key outcomes

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- To promote an inclusive environment that is warm, secure and welcoming in order to promote the development of individual children, ensuring that they reach their full potential.
- To contribute and support the team in the development of curriculum plans and to support the delivery of individual learning programmes for children in order to achieve high quality educational attainment.
- Contribute to the communication of important information and the maintenance of factual records the purposes of Safeguarding meetings, SEN reviews and any other relevant meetings.
- Attend to children's needs and to promote their independence.
- To comply with the statutory duty and meet all welfare requirements and to use the guidance within the EYFS
- To maintain appropriate cleanliness and hygiene within designated areas of the nursery. Ensuring that equipment is maintained and resources are prepared as necessary.
- To contribute to the delivery of the Starting Life Well and Early Help services.
- To work in partnership with the Children's Centre and other agencies to achieve positive outcomes for the children and their families.
- Actively promote and ensure a safe environment for others.

## What we need from you

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- Professional relevant qualification in Childcare or Education equivalent to Level 3
- Previous experience of working in an early years setting working with children 0 – 5 years, including working with babies
- Demonstrate respect and caring for others, treating everyone fairly; listening and acting on the things people say.
- Live by our values and use them to guide you in how you do your job; being able to hold others accountable for demonstrating our values.
- Skilled communicator – able to effectively communicate verbally and in writing.
- Knowledge and ability to plan, provide, monitor and evaluate the delivery of The Early Years Foundation Stage curriculum including the welfare requirements
- Knowledge and understanding of Child Development
- Knowledge and experience of working within Safeguarding and Health and Safety policies and procedures and have the ability implement these
- Knowledge and understanding of SEN and Play Plans including knowledge of agencies you can refer to
- A passion to work with children to build a bright future for them.
- A commitment to undertake and complete training and development
- Hold current paediatric first aid certificate
- To carry out your duties with full regard to the City Council's Equal Opportunities, Health and Safety and Community Strategy policies.
- A willingness to work at any establishment in Salford, as required, in line with service need.

## What we can offer you

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Your ongoing professional development and success in your role is important to us, and that is why we provide a variety of learning and development opportunities. Within the sections below you will find development options tailored to you which will enable you to further develop your existing skills and learn new ones at a pace that suits you best. If you are joining us now, your development will form part of ongoing discussions with your manager. If you are an existing employee, you should use your Personal Development Reviews to discuss your development with your manager and create your development journey. It's important you also take full advantage of any informal learning available to you during the course of your work.

### Online learning

Develop your knowledge across a wide range of areas through our Me-Learning platform, with over 200 free courses to choose from. To have the best possible start and comply with current legislation, you must complete the following modules: Welcome to Salford, Health and Safety in the Office, GDPR, Equality Essentials, and Safeguarding Children and Adults. You may also benefit from a variety of courses in categories such as Business Skills, IT and Project Management which are available to learn at your own convenience and pace.

### Professional Development

Gain role specific skills and time to learn through a wide range of development opportunities. Learn whilst working and get support towards your qualification through an apprenticeship standard. Access professional development ranging from entry level to master's type qualifications, including achieving a role appropriate qualification. Details can be found on [the Institute of apprenticeships](https://www.instituteforapprenticeships.org/) website.

### Tailored Development

You will be expected to maintain a level 3 paediatric first aid qualification during your employment with us.

## A digital organisation

### Developing your digital skills

Our ambition is to provide our workforce with the right level of digital capabilities needed to be successful. Whatever your current digital abilities are, we can provide development ranging from essential workplace skills to specialist workplace skills. These will be delivered through our Digital Skills Academy using both self-directed and guided learning opportunities to enable you to develop. Additionally, you can access free online courses through the [iDea](#) website.

### Sharing your digital skills

Our goal is to support you to share your digital knowledge with other people. Our Digital Eagles programme has been designed to cover basic digital skills and build your confidence to assist others. By the end of this programme you will join hundreds of staff members who already are digital eagles, and be able to help colleagues, customers, residents, or people in your personal life with all things digital.

## Our vision and priorities

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### Our vision

The council has a vision is to create '**A fairer, greener and healthier Salford**'. To help us achieve this vision we have identified some key priorities to tackle the problems people in Salford are currently facing, [the Great Eight](#).

Salford is beginning a journey of economic transformation, with the mapping out of the city's economic future through key pieces of city council work. We're calling this [The Salford Way](#).

# The Great Eight are:

Tackling poverty and inequality.



1

Creating vibrant places and spaces.



2

Tackling the climate emergency.



3

Skills and education (A Learning City).



4

Affordable housing and reducing homelessness.



5

Promoting transport and digital connectivity.



6

Creating an economy for all.



7

Tackling health inequalities and providing the best possible care.



8

## Our organisation's values

We have four values: **Pride, Passion, People, Personal responsibility.**

[Our four values](#) are central to the way we communicate about the council and the way in which we behave with colleagues, customers, and partners - so that we live and breathe our values each day.

## Our values



Spirit  
of Salford

**Pride**

**Passion**

**People**

**Personal responsibility**

#HappytoTalkFlexible



Salford City Council

## Application guidance

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We are a values-based organisation so reflecting our values or a values-based approach in your evidence will support your application.

The 'Key outcomes', 'What we need from you' and 'our leadership behaviours' sections of the Role Profile are there to give you an understanding of what we would like to see reflected in your application. Don't give up if you are not able to reflect all of these in your application.

### Role details

Completed by: Ange Jones

Date: 18/04/2023

Job code:

Job score:

Date of evaluation: