Outcomes First Group

Job Description
Nursery Practitioner

Job Title: Nursery Practitioner Permanent | 52 weeks (term-time considered)

Location: Cumnor House School, Nursery

Early Years Reports to: Head of Early Years

About Blenheim Schools

Blenheim Schools is a growing family of innovative, high-quality independent schools committed to enabling outstanding futures for every student. Our ethos centres on truly understanding each child, their talents, character and aspirations by providing a personalised, ambitious education that helps every child to thrive. We deliver a broad, enriching curriculum supported by tailored teaching and exceptional pastoral care. We celebrate individuality, nurture confidence and champion every learner so they can discover their strengths and achieve their potential.

Joining Blenheim Schools means becoming part of a collaborative, forward-thinking community that values creativity, inclusion and professional growth. Our teams are united by a shared belief in the power of education to transform lives and by a commitment to delivering outstanding experiences for students and families.

About Cumnor House

At Cumnor House Nursery, we create a fun, vibrant and nurturing environment where every child feels safe, happy and confident to learn, grow and thrive. Our passionate and dedicated team are committed to providing the very best care and support, building strong relationships with children and families throughout their Cumnor journey. We believe in creating a welcoming home-from-home where every child feels valued, supported and encouraged to be their very best.

We are looking for a dedicated and enthusiastic EYFS Practitioner to join our friendly and supportive early years team from **January 2027**.

You will play an important role in providing a safe, nurturing and stimulating environment where children can learn, develop and thrive. You will support children's learning through engaging activities, positive relationships and high-quality care, following the principles of the Early Years Foundation Stage (EYFS) and the Cumnor House way.

Job Purpose

To provide high-quality physical, emotional, social and intellectual care for children in the Nursery. The postholder will support colleagues in delivering a safe, nurturing and stimulating environment and will contribute to the effective daily running of the Nursery.

Key Responsibilities Childcare & Learning

- Provide high-quality care and supervision for children, meeting their physical, emotional and developmental needs.

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- Support the class teacher with planning and preparation of activities that meet individual learning needs.
- Act as a Key Worker, maintaining accurate development records and observations.
- Promote positive behaviour and model a calm, nurturing approach.
- Support children's independence, confidence and social development.

Environment & Safety

- Maintain a clean, safe and stimulating environment, ensuring playrooms and equipment are well cared for.
- Supervise meals and mealtimes, including preparation of bottles where appropriate.
- Keep accurate accident, incident and risk assessment records.
- Ensure all safeguarding, health and safety and confidentiality requirements are followed.

Communication & Relationships

- Build positive relationships with children, parents and colleagues.
- Communicate effectively with families, sharing information about children's progress and needs.
- Support new staff, students and Nursery Assistants in settling into the setting.
- Work collaboratively with colleagues to ensure consistent, high-quality provision.

Team Contribution

- Participate in planning meetings, training and professional development.
- Contribute to the wider life of the school where appropriate.
- Demonstrate flexibility and adaptability in response to the needs of the Nursery.

Person Specification Essential Skills & Attributes

- Holds a minimum Level 2 qualification in Early Years/Childcare – Level 3 desirable
- Has a genuine passion for working with young children
- Understands the EYFS and children's developmental needs
- Can build warm, positive relationships with children, families and colleagues
- Is enthusiastic, reliable and caring
- Is committed to providing high-quality learning and care
- Works well as part of a team while also being able to use their own initiative
- Is keen to develop professionally and contribute to the wider nursery team

Experience

- Experience working in a nursery or early years environment
- Sensitivity to the needs of young children
- Working with children from age 2 to 4 years old

Qualifications

- Level 2 or Level 3 NVQ in Childcare (or above) desirable.
- GCSE, O-Level or equivalent qualifications in Maths and English.

Desirable

- Experience of working in a school or teaching nursery

- Experience working with children with SEND
- Additional relevant training (e.g., First Aid)
- Experience in voluntary or paid childcare roles

Knowledge

- Understanding of safeguarding in Early Years, health and safety, data protection and confidentiality.
- Knowledge of child development and safe working practices.
- Understanding of teamwork and commitment to continuous learning.

Key Working Relationships

- Head of Early Years
- Early Years staff
- Teaching and non-teaching colleagues
- Parents and carers
- External suppliers and early years professionals

What we offer

- A welcoming and supportive team environment
- Opportunities for professional development and training
- A rewarding role where you can make a real difference to children's early development
- Supportive leadership and a positive working environment

Safeguarding Responsibilities

- To comply with safeguarding policies, procedures and code of conduct
- To demonstrate a personal commitment to safeguarding and student/colleague wellbeing
- To ensure that any safeguarding concerns or incidents are reported appropriately in line with policy
- To engage in safeguarding training when required

General

- Ensure awareness that the service operates to agreed budgets and contribute to keeping within these budgets as instructed
- Exercise vigilance in respect of Health and Safety and promptly report all hazards and/or remedying them where appropriate. Undertake all duties in a manner calculated to minimise or avoid unnecessary risks, personally or to others.
- Report issues and/or incidents relating to staff and Service Users that have arisen in the day promptly to the relevant Line Manager or appropriate person
- Operate at all times in accordance with Company policies and procedures, with particular reference to Safeguarding, Child Protection, Whistleblowing, Complaints and Representations and Behaviour Policies.
- Participate in training and take responsibility for personal development.
- Participate in team meetings, supervisions, and annual reviews in accordance with Company policy and the standards set by the Regulatory Body.
- Work to promote the Centre as a valued, professional asset within its community and conduct themselves at all times in a manner that reinforces this image.

- Ensure that all actions are in the interests of the Service Users and the Company.
- To work to and exhibit the values of the Company and maintain standards of behaviour in accordance with Company policies, procedures and practices.
- To carry out any other reasonable and relevant duties as required
- Governance:
- Blenheim Schools is the proprietor of Akeley Wood Nursery and Junior School. As such, Blenheim Schools has the legal responsibility and accountability for ensuring that the school is compliant, demonstrating the highest standard of pupil safety, quality of education and effectiveness in all areas of school life.
- Blenheim Schools do not have governing bodies. However, they all have strong and established governance arrangements and Heads are line managed by a Chair of Governors.
- Support in leading a school which is entirely compliant and provides a safe learning environment for students and staff ensuring full compliance with legislation, regulations, safeguarding policies, procedures and code of conduct.
- Safeguarding and Health & Safety governance visits are held at each school to evaluate their quality for protection for our children. During these visits, the reviewer will speak with the Head, Designated Safeguarding Lead, Educational Visits Coordinator and other staff, as well as always talking to groups of children.

To be signed and dated by employee:

Signed: …….

Name (print): ……

Date: ……..