



EYFS Practitioner Application Pack



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Letter from Catherine Paine, Chief Executive Officer

Dear Candidate

Thank you for your interest in this role within the REAch2 Academy Trust.

This is a hugely exciting time for our family of schools. The Trust has been recognised by the Department for Education as being well placed to raise standards and achieve excellence for pupils in a growing number of schools nationwide. We are presented with a rare opportunity to make a real difference to the lives and life chances of so many primary school children – many of whom haven't previously received the educational opportunities they deserve.

The Trust includes schools at all stages of development, from those requiring significant improvement through to existing outstanding schools. As a Trust we are clear about the importance of achieving long term sustainability for our schools. Our vision is to enable individual academies to flourish with real autonomy, whilst also ensuring a strong ethos of support and collaboration across our schools.

Employees within REAch2 belong to a national community of professionals, and benefit from a wide range of networks and development opportunities across the Trust. In time, our best teachers are able to work across schools, develop specialisms and step up to leadership roles within and beyond their own academy. The Trust provides a strong culture of collaboration and support, together with high expectations for staff and pupils alike.

Those we recruit are able to demonstrate that they share our values, are highly motivated to work with colleagues within and beyond their school to continuously develop their skills and pursue professional excellence and are committed to providing the highest standards of teaching for all children. If that is you then we would be delighted to receive your application.

Catherine Paine

CEO



Letter from Louisa Sanghera, Headteacher, Ranikhet Academy

Dear Candidate

A warm welcome to Ranikhet Academy. I am delighted that you are interested in our post of Early Years Practitioner at our wonderful school.

Ranikhet Academy is a place where we support everyone in the community to feel Proud to Belong. We are all Ready, Respectful and Safe and Our Steps to Success help us to be our best version.

Please read on for more information about our school and the details of the role and application process.

I look forward to meeting you in the near future.

Best Wishes,

Louisa Sanghera
Headteacher, REAch2 Academy Trust

Our Cornerstones and Touchstones

REAch2 is defined by the values of **excellence, quality, delivery and standards** – these features give the Trust its enduring attributes and its inherent reliability.

However, what gives each REAch2 Academy its uniqueness are the Touchstones of the Trust (seen on the right). Just as 500 years ago touchstones were used to test the quality of the gold they marked, so too our touchstones find what is precious and set these things apart. They are used to express the values and ethos of the Trust and describe what the Trust wants to be known for and how it wishes to operate.

With good **leadership**, we aspire to develop children academically, emotionally, physically and spiritually. We notice talent and spot the ‘possible’ in people as well as the ‘actual’. Developing potential across our Trust becomes a realisation that there is a future worth pursuing for everyone.

Children deserve **enjoyment** in their **learning** and the pleasure that comes from absorption in a task and achieving their goals. Providing contexts for learning which are relevant, motivating and engaging, release in children their natural curiosity, fun and determination.

Inspiration breathes energy and intent into our schools: through influential experiences, children can believe that no mountain is too high and that nothing is impossible.

REAch2 serves a wide range of communities across the country and we celebrate the economic, social, cultural and religious diversity that this brings: embracing **inclusion** ensures that we are a Trust that serves all, believing that everyone can succeed.

We take our **responsibility** seriously. We act judiciously with control and care. We don’t make excuses, but mindfully answer for our actions and continually seek to make improvements.

REAch2 is a Trust that has a strong moral purpose, our **integrity** is paramount. Our mission is to change children's lives by providing the very best quality education we can. Through this, children can fulfil their potential, become happy, successful adults and contribute effectively and meaningfully to society. We welcome the fact that all our decisions and actions are open to scrutiny. You can learn more about REAch2 at our website: www.reach2.org



The role

EYFS Practitioner at Ranikhet Academy

Are you passionate about nurturing young minds and making a positive impact on children's lives?

If so, we have an exciting opportunity for you!

Duties include:

- To provide a high standard of physical, emotional, social and intellectual care for children placed in the setting.
- To give support to their staff within the setting.
- To work as part of a team in order to provide an enabling environment in which all individual children can play, develop and learn.
- To build and maintain strong partnership working with parents to enable children's needs to be met.

The successful candidate will work with colleagues in the EYFS classes and create a stimulating, safe and caring teaching and learning environment. We are looking for an individual who is able to promote the physical, emotional, intellectual and social development of every child within the Foundation Stage.

So, if you are:

- an excellent practitioner, keen to work in a supportive and principle-based school.
- driven by a strong moral purpose to enable all children to achieve and have integrity.
- passionate about creativity and have an excellent sense of humour.
- warm in character, easy to work with and committed to teamwork, recognising that more can be achieved together than is possible as individuals.
- a professional who values wellbeing but unafraid of hard work.
- calm and able to handle pressure and setbacks with a smile.
- keen to be challenged to become the best you can be.
- able to be pushed at an accelerated rate of development, and reflective and proactive enough to make it happen.
- determined to succeed with a 'find a way or make one!' attitude.
- committed to safeguarding and promoting the welfare of children and expect all staff to share this commitment.

This is a chance to be part of something exciting and very worthwhile. This opportunity will open doors both professionally and personally to anyone who joins our quest.

In return we can offer you:

- The chance to be part of a Multi-Academy Trust that genuinely cares about YOU
- The chance to work with a supportive team.
- An excellent CPD training programme with REAch2 and beyond.
- A tenacious and experienced senior leadership team who care fervently about inclusion and promote creativity and thinking outside of the box
- Fun-loving, energetic and enthusiastic pupils (and staff).
- Proactive parents who are very supportive of our school
- As part of REAch2 employee benefits we also offer an eye care scheme, access to an Employee Assistance Programme for you and your immediate family and membership of 'perks at work' – which includes discounts on holidays, shopping, family days out and much more.

Background Information about the School

Ranikhet Academy belongs to the staff, the children and the community. We are a one form entry Primary School. We have an inclusive culture where we celebrate our diverse community. We have 3 school rules – Be Ready, Be Respectful and Be Safe. All our children, staff and families follow these 3 rules so that we have an inclusive learning environment where we all feel Proud to Belong.

Our school sits in the heart of a community. We warmly welcome visits from members of our local community to build relationships, support local causes and encourage our children to have high aspirations. Parent and pupil voice is incredibly important to us and feedback we get from children, parents and community directly influences our practice.

Our children experience a rich curriculum with excellent teaching and learning. Classrooms are inclusive and we have high expectations of all children. We plan the curriculum that our children need which includes key learning experiences and collaborative projects inside and outside the classroom.

The application

You are invited to submit an application form to **Louisa Sanghera, Headteacher**, via [My New Term](#).

REAch2 Academy Trust have an Equal Opportunities Policy for selection and recruitment. Applicants are requested to complete the Trust's online [Equality & Diversity Monitoring Form](#) separately.

In accordance with our Safeguarding Policy the successful candidate will be required to have an enhanced DBS check.

To arrange an informal discussion please contact Louisa Sanghera via school office on 0118 9375520

The application process and timetable

Application deadline:	Midday, Friday 12 July 2024
School visits:	By appointment only, please contact the school office
Interviews:	Wednesday 17 July 2024
Contracts Details:	Permanent, full-time, term time only (including 5 INSET Days)
Salary:	NJC Payscale 12-15 (£26,412-£27,803) FTE Approx. Actual salary: £22,624 - £23,807 pro rata
Start date:	September 2024

The candidates selected for interview will be informed after shortlisting and full details of the interview programme will be provided.

Safeguarding, Safer Recruitment and Data Protection

At REAch2 we recognise that those who work in an academy are in a unique position in their care of children. The responsibility for all staff to safeguard pupils and promote their welfare, as stated in Section 175 of the Education Act (2002) is one that is central to our ethos, our policies and our actions. All children are deserving of the highest levels of care and safeguarding, regardless of their individual characteristics or circumstances, and we are committed to applying our policies to ensure effective levels of safeguarding and care are afforded to all our pupils.

We will seek to recruit the best applicant for the job based on the abilities, qualifications, experience as measured against the job description and person specification. The recruitment and selection of staff will be conducted in a professional, timely and responsive manner and in compliance with current employment legislation, and relevant safeguarding legislation and statutory guidance.

All information is stored securely and any information supplied by unsuccessful candidates will be destroyed through a confidential waste system six months after the decision has been communicated, in accordance with our information and records retention policy.

The Trust ensures all applicant data is stored and processed appropriately. For further details on how your information will be managed during the recruitment process please refer to our [Privacy Notice for Job Applications](#).

Job Description

Post: EYFS Practitioner

Responsible to: Room Leader/Nursery Manager/Headteacher

Core Purpose

- To provide service delivery within the requirements of the Early Years Foundation Stage Framework, Every Child Matters and Ofsted Care Standards.
- The Room Leader or Lead Professionals are responsible for planning the overall policy and curriculum, and the Early Years Practitioners are given some responsibility for planning part of the programme and are to play a full part in its implementation

Responsibilities

- Share responsibility for safety, health and welfare of children at all times
- Ensure all children have access to the full curriculum
- Relate well to children
- Guide the development of children's social behaviour and attitudes
- Meet the physical needs of children encouraging good standards of personal hygiene whilst promoting independence
- Frequently supervise children on activities without a room leader present including outdoor activities
- Observing and assessing children's development and progress
- Keeping accurate records of observation, assessment and development of children
- Acting as a key worker for a group of children
- Organising materials and equipment for use within the nursery
- Sharing responsibility for care and maintenance of resources and equipment
- Assisting in preparation and clearing up of activities and encouraging children to help
- Sharing responsibility for board displays
- Contributing to curriculum development ensuring a stimulating environment
- Taking responsibility for specific pre-planned activities
- Taking on other tasks such as Play/Lunch Time supervision and to support the school when required
- Attend staff and planning meetings when required
- Encourage parents and carers to be involved in the setting and their children's learning

- Establish good relationships with parents and carers
- Build up a trusting relationship with parents/carers of key worker group
- Take part in home visits when appropriate and required
- Support the aims and policies of the setting
- Promote the ethos of the setting at all times
- Be familiar and assist with any medical or toiletry routines as necessary.
- Any other duties that may reasonably fall within the scope of the post but not specified
- Undertake paediatric first aid training

Person Specification

	Essential	Desirable
Right to work in the UK	*	
Knowledge/Qualifications and experience		
Full and relevant Early Years Level 3 qualification	*	
Suitable Level 2 Literacy and numeracy qualifications	*	
Evidence of additional qualifications suitable to Early Years Educator role		*
Graduate qualification		*
Experience of working with and supporting children with a range of educational needs	*	
Experience of working and supporting children of a variety of ages	*	
Intermediate knowledge of ICT	*	
Awareness of Keeping Children Safe In Education	*	
Basic knowledge of Health and wellbeing, safety and child protection	*	
Understanding of the Schools Ethos and Values	*	
Understanding of Data Protection and confidentiality	*	
Basic knowledge of First Aid		*
Understanding of the development of EAL learners		*
Understanding of the development of SEN learners		*
Skills , abilities and personal attributes		
Evidence of a commitment to safeguarding and promoting the welfare of children and young people	*	
Commitment to promote and support the aims of REAch2	*	
Ability to solve problems, use initiative and find solutions	*	
Active listener	*	
Good communication (written and verbal)	*	

Highly motivated	*	
Commitment to promote and support the aims of REAch2	*	