



JOB DESCRIPTION

Job Title: Early Years Practitioner

Department: Children's Services

Reports to: Early years Leader

Key working relationships:

Internal contacts: colleagues

External contacts: service users, families, carers

Job Purpose:

Working as part of a support team, to provide good quality services to young children and their families accessing the service.

Key Activities:

- To help organise and deliver age-appropriate activities which will enhance all aspects of children's development.
- To share responsibility for organising and running 0-5 years sessions for children and families.
- To contribute to Health and Safety in the service, including safety and cleanliness of equipment.
- To help promote the involvement of parents in their children's development.
- To provide healthy snacks for children where required.
- To plan, review and record with others in the team and with parents as appropriate, in line with current policies.
- To ensure that individual needs are met e.g. of disabled children and children from ethnic minorities.
- To assist in monitoring/evaluating services.
- To be aware of safeguarding/child protection issues and to make the line manager aware of any issues, in line with service policy.
- To work flexibly as an effective member of the team.
- To work co-operatively within a multi-agency strategy.

This Job Description and Person Specification reflect the duties of the post as they exist at this time and may be subject to changed based on the needs of the

Department Programme. The post-holder may be required to undertake other duties commensurate with the salary and competence requirements of this post from time to time as required.



PERSON SPECIFICATION

All criteria are essential unless indicated as desirable (D).

Job Title:

Please note:

Applicants must demonstrate in their application form that they currently use the skills outlined below or have used them previously in employment, education, training, volunteering etc.

Education/Knowledge

- Early Education, Health or Childcare qualification Level 2 (E) minimum
- Knowledge of the developmental needs of babies and young children.

Experience

- Experience of working with children under 5.
- Experience of working with disabled children. (D)
- Experience of working in partnership with parents. (D)

Skills/Abilities

- Able to attend to safety and physical care of young children.
- Able to initiate stimulating activities to meet developmental needs.
- Able to find out, organise and share relevant information appropriately
- Able to recognise and respond to children's needs
- Able to:
 - Listen actively to children and respond with warmth and empathy
 - Listen to parents and carers views and value their skills, abilities and experiences and build on their strengths
- Able to work co-operatively with others.
- Able to work in partnership with parents.
- Able to respond to the needs of children who may have challenging behaviour.

Personal Qualities – characteristics, style, interests, attitudes

- Willing to be flexible.
- Commitment to anti-discriminatory/anti-oppressive practice.

- Energy and enthusiasm.

Circumstances

- Staff will have to abide by Barnardo's Smoking Policy which does not permit smoking at work.
- Able to manage physical demands of job.
- Access to own transport to meet the requirements of the post.
- Receives a satisfactory Enhanced Disclosure Clearance via the Disclosure and Barring Service.

Managing Diversity

Able to recognise the unique potential that individuals from differing backgrounds, experiences and perspectives bring to Barnardo's

Barnardo's Basis and Values

Ability to work within Barnardo's basis and values, together with a commitment to and an understanding of equality and diversity

Job Title	Early Years Practitioner
Grade	F (EY2)
Job Family	Other Regulated Services
Job Type	Support
Compensation Region	Rest of UK
Job Function (NI only)	