

Early Years Educator (Bank) - Chichester

Team: First Steps Chichester

Reports to: Early Years Team Leader

Location: Chichester

Our Vision

To create a safe and joyful place where every child is nurtured and inspired to grow with confidence, curiosity and pride.

Our Mission

Through strong relationships, skilled teaching and a culture of kindness, we support children to develop the foundations they need to grow, achieve and feel proud of who they are.

Our RECIPE Curriculum

As an Early Years Educator (Bank), through high-quality interactions, meaningful experiences and child-led learning opportunities, you will inspire children to become:



Our Values

All team members will:

- Demonstrate kindness, respect and professionalism in all interactions.
- Promote children's emotional security and wellbeing.
- Build nurturing relationships with children, families and colleagues.
- Foster inclusive environments where every child feels valued and respected.
- Work collaboratively to support the success of the nursery and wider organisation.
- Actively contribute to a culture of continuous improvement and learning.

Job Purpose

To support the delivery of high-quality care and education, helping to create a safe, nurturing and inspiring environment where children can learn, develop and thrive. As an Early Years Educator (Bank), you will work flexibly across the nursery to support children, colleagues and the day-to-day operation of the setting. You will contribute to providing positive experiences for children through meaningful interactions, play-based learning and promoting their wellbeing. You will support the First Steps Vision, Mission, Values and RECIPE curriculum, helping children to become Resilient, Empathetic, Curious, Independent, Passionate and Educated

Key Responsibilities

Child Development and Learning

- Support the delivery of high-quality early years education in line with the Early Years Foundation Stage (EYFS) and the First Steps curriculum.
- Engage positively with children through play, conversation and meaningful interactions.
- Support children to develop the RECIPE characteristics of being Resilient, Empathetic, Curious, Independent, Passionate and Educated.
- Assist in providing engaging learning opportunities that support children's development and wellbeing.
- Support colleagues to create stimulating, inclusive and enabling learning environments.

Care and Wellbeing

- Help provide a safe, caring and welcoming environment where children feel secure and valued.
- Support children's individual care routines and wellbeing needs.
- Promote children's emotional wellbeing through positive and nurturing relationships.
- Ensure children are appropriately supervised at all times.
- Support meal times, hygiene practices and daily routines in accordance with nursery procedures.

Safeguarding and Welfare

- Safeguard and promote the welfare of all children.
- Follow nursery safeguarding, health and safety and welfare procedures.
- Recognise and report concerns relating to a child's welfare to an appropriate member of staff.
- Maintain confidentiality and professionalism at all times.
- Contribute to an environment where children feel safe, secure and respected.

Partnership Working

- Build positive relationships with children, families and colleagues.
- Communicate professionally and respectfully with parents, carers and visitors.
- Work collaboratively as part of the nursery team.
- Represent First Steps positively and professionally at all times.

Professional Practice

- Demonstrate the First Steps values of Kindness, Safety and Emotional Security, Nurture and Relationships, Growth and Learning, Teamwork and Professionalism, and Inclusion and Respect.
- Follow all First Steps policies, procedures and professional standards.
- Participate in training and development opportunities as required.
- Contribute positively to the nursery team and support the smooth running of the setting.

Safeguarding

First Steps is committed to safeguarding and promoting the welfare of children and expects all employees and volunteers to share this commitment. All appointments are subject to satisfactory safeguarding and employment checks.

Person Specification

Qualifications	
<i>Essential Criteria</i>	<i>Desirable Criteria</i>
• Willingness to undertake training relevant to the role. • Proven standard of literacy and communication skills.	• Full and relevant Level 2 or Level 3 Early Years qualification (or equivalent). • Paediatric First Aid Certificate. • Safeguarding training. • Food Hygiene Certificate.
Experience	
<i>Essential Criteria</i>	<i>Desirable Criteria</i>
• Experience working as part of a team. • Experience working with children, young people, customers or service users.	• Experience working within an early years, childcare or education setting. • Experience supporting children's learning and development. • Experience working with children with additional needs.
Knowledge	
<i>Essential Criteria</i>	<i>Desirable Criteria</i>
• Awareness of the importance of safeguarding and child welfare. • Understanding of the importance of positive relationships with children. • Commitment to the First Steps Vision, Mission, Values and RECIPE curriculum.	• Basic understanding of the Early Years Foundation Stage (EYFS). • Knowledge of child development. • Understanding of inclusive practice and supporting individual needs.
Skills and abilities	
<i>Essential Criteria</i>	<i>Desirable Criteria</i>
• Ability to communicate effectively with children and adults. • Ability to build positive relationships. • Ability to work effectively as part of a team. • Flexible and adaptable approach. • Proven organisational skills. • Ability to follow guidance and instructions.	• IT skills including email and online nursery systems. • Creative approach to supporting children's learning and play
Personal attributes	
<i>Essential Criteria</i>	<i>Desirable Criteria</i>
• Kind, caring and nurturing approach. • Positive role model for children. • Professional and reliable. • Flexible and responsive to changing needs. • Commitment to inclusion, equality and respect. • Commitment to safeguarding and promoting children's welfare.	

Other requirements
Essential Criteria
• Able to work flexibly according to the needs of the nursery. • Able to attend mandatory training and staff meetings where required. • Demonstrates a commitment to safeguarding and promoting the welfare of children. • Satisfactory completion of all required pre-employment checks, including Enhanced Disclosure & Barring Service check (including any relevant overseas checks), references, legal entitlement to work in the UK, qualifications, health assessment and compliance with childcare disqualification regulations.

Terms & Conditions of Employment

Any appointment is subject to the Company's terms and conditions of service.

Working hours per week:	This is a 'bank' position meaning that we may offer you assignments which are available (although we are not required to do so) and if you wish, you may accept the work we offer (but similarly, you are not obliged to do so). There are no guaranteed minimum hours of work. Assignments will be agreed in advance with the Line Manager.
Salary range:	An hourly rate is payable for each agreed hour. The hourly rate includes a basic hourly rate and pro rata holiday entitlement. Basic: £13.75 Holiday: £ 1.99 Total: £15.74
Holiday entitlement:	Holiday is calculated on a pro rata basis and paid in advance as part of the hourly rate.
Pension scheme:	Permanent and fixed term staff (regardless of how many hours they are contracted to) will automatically be entered into the National Employment Savings Trust ("NEST"), provided their appointment is for at least three months in duration. Participation is subject to its terms and conditions. The Company's policy is to contribute as an employer to staff in membership of the NEST only. Should staff opt out of the NEST, the Company will comply with the employer duties under Part 1 of the Pensions Act 2008 in respect of staff and it will automatically enrol or re-enrol staff into a pension scheme as and when required by law.
Termination:	This contract will be automatically terminated if you have not undertaken any Assignments in a twelve month period. Alternatively, the notice period to be given by you or by the Corporation is one week.