



Application Pack

Preschool Practitioner

Permanent Vacancy 32.5 hours per week

An extraordinary education for every pupil



Welcome

Thank you for taking the time to consider the role of a Preschool Practitioner at Wychbold First and Nursery School. I am incredibly proud of our school and the welcoming and safe environment that we have created for our staff, pupils and parents. As the 'face of the school', the role of a Preschool Practitioner is a vital part of the school. At Wychbold, we pride ourselves on our high standards and expectations of the whole school community and I look forward to hearing about how you can contribute to our extraordinary school.

Mrs H Lloyd-Davies.
Headteacher

Overview

Wychbold First and Nursery School is a first school and nursery located in Wychbold, Droitwich. It has 140 pupils from age 3 and 26 staff.

Established in 1972, the school joined The Rivers CofE Academy Trust in 2018.

Ethos

Wychbold First and Nursery School is a caring and warm school at the heart of the Wychbold community. Our staff are dedicated to providing an extraordinary education for every pupil. We pride ourselves on our fantastic relationships and our staff and pupils' drive to be the very best that they can be. Our ambitious and exciting curriculum prepares our children to develop themselves as independent, resilient learners who are ready to step into the world as active citizens.

Performance

At this school, the percentage of children who achieve the expected standard for the Phonic Screening Check is 92%

Our latest Ofsted judgment was '**Good**' (October 2022).

Staff "feel valued and are very positive about the support they receive from the trust, including for their wellbeing. They say that leaders are responsive and considerate of their workload. Staff feel included in the ambitious vision for the school." (Ofsted 2022)

About Us

The Rivers C of E Academy Trust is a multi-academy school trust, specialists in early years and primary provision, serving over 5250 pupils across three local authorities: Worcestershire, Dudley and Sandwell.

Established in 2014, The Rivers C of E Academy Trust now comprises of a respected teaching alliance, sixteen 'Good' and 'Outstanding' primary, first, and nursery settings and an alternative provision. We are a connected learning community with a shared aim to create **'an extraordinary education for every pupil'**.

We are a community of schools with a 'Christian ethos', welcoming families from all faiths and no faiths, but together we are guided by our shared mission, vision and values.

Our Mission

- Extraordinary Education
- Extraordinary People
- Extraordinary Futures

Our Vision

Through an **extraordinary education**, we empower pupils to be life-long learners and see their limitless potential. Respectful relationships and an unwavering focus on discovering talents and interests enable pupils to flourish and be **extraordinary people**. Together, we spark aspiration and drive achievement, so that pupils contribute positively to society and to their **extraordinary futures** in an ever-changing world.

Our STARS Values



Sharing



Trust



Achievement



Respect



Safety

Our Schools

- 1 Summerhill Primary Academy Summerhill's Little Treasures
- 2 Jubilee Park Academy
- 3 Dudley Wood Primary School
- 4 Wychbold First and Nursery School
- 5 St Peter's Droitwich CofE Academy
- 6 North Worcester Primary Academy
- 7 Northwick Manor Primary School
- 8 Cranham Primary School
- 9 Cherry Orchard Primary School
- 10 St Clement's CofE Primary School and Pre-School
- 11 Great Witley CE Primary School
- 12 Cutnall Green CofE Primary School
- 13 Burlish Park Primary School
- 14 Heronswood Primary School
- 15 Unity Academy



Staff Benefits

We believe that collaboration and staff wellbeing are at the heart of our success.

Supported by our trust, we offer a range of benefits to enhance our work environment and support the professional and personal growth of our staff, including work-life balance.

Education Mutual

Staff can access a comprehensive range of healthcare services through Education Mutual, including mental health support, 24/7 GP Healthline, physiotherapy, stress management resources, and occupational health services.

Find out more about Healthcare and Wellbeing Services here:

www.educationmutual.co.uk/service/healthcare-and-wellbeing/

Local Government Pension Scheme (LGPS)

The Local Government Pension Scheme (LGPS) is a defined benefit plan, meaning your pension is calculated based on your salary and length of service and adjusted for inflation. This ensures a secure and guaranteed income in retirement, unaffected by investment performance.

Find out more about LGPS here:

www.lgpsmember.org/

Other staff benefits include:

- Competitive salary
- Six INSET days per year
- Protected CPL time
- Continued professional development pathway for every role
- No work communication outside working hours
- Excellent holiday entitlement for support staff: Bank holidays plus 25 days paid holiday (pro rata)
- 5 days extra paid holiday after 5 years' service (pro rata)
- Time for You' day
- Family-friendly policies including flexible working, occupational maternity and paternity pay
- Reasonable release time for significant personal events
- Length of service awards
- Resources for retirement and financial planning
- Cycle-to-work scheme
- Free tea, coffee and milk



About the Role

- Job Title:** Preschool Practitioner
- Salary:** FTE salary range is Scale 3, SCP 5–6. £26,427 – £26,847 reduced proportionately for part-time hours. Hourly rate £13.70 – £13.92. Actual pro rata salary based on 32.5 hours at SCP 5 is £19,940.
- Contract Type:** Permanent, term-time plus TED days. Hours negotiable. We require a minimum of 32.5 hours per week, additional hours may be available within Wraparound Care.
- Reporting To:** Headteacher and Nursery Manager.
- Location:** Wychbold First and Nursery School, Droitwich.
- About:** We are offering an opportunity to join our team, working within our thriving preschool.
- We would be delighted to hear from you if you share our vision and want to make a real difference to our pupils, schools and Trust. If you have any further queries, or would like to visit our school, please call the Wychbold First and Nursery School main office on 01527 861421.

Job Description

Key Purpose:

- Planning and delivering challenging, engaging and enjoyable activities.
- Forming relationships with the children, enabling them to be comfortable in their surroundings and providing an environment where they can play and explore.
- Working as part of a team to deliver a high standard of care and education.
- To ensure that the pre-school is a safe environment for children, staff and others.
- Good understanding of safeguarding issues.
- Developing partnerships with parents/carers to increase involvement in their child's development.
- To be responsible for any tasks delegated by the school leadership team.

Main Activities:

- To provide a safe, caring, stimulating educational environment, both indoors and outdoors, at all times.
- To deliver an appropriate play based Early Years Foundation Stage (EYFS) curriculum that enables children to make individual progress.
- To help ensure our setting meets Ofsted requirements at all times.
- To undertake designated officer roles as directed.
- To work with other professionals in the local area for the benefit of children and families.
- May include working closely with children to enable inclusive access to the Early Years curriculum.

Person Specifications

Qualifications and Experience:

Essential	Desirable
<ul style="list-style-type: none"> • Experience in a preschool setting • Willingness to participate in development and training opportunities 	<ul style="list-style-type: none"> • Relevant Level 3 qualification allowing the candidate to work in EYFS ratios or equivalent qualifications • Paediatric First Aid qualification • Training in the relevant strategies e.g. parenting and/or in particular learning areas, e.g. quality improvement, observation and record keeping, Communication, Language and Literacy, ICT, maths, etc. • Full working knowledge of relevant policies/codes of practice and awareness of relevant legislation • Understanding of principles of child development and learning processes and in particular barriers to learning • Health & Safety certificate

Skills and Knowledge:

Essential	Desirable
<ul style="list-style-type: none"> • Ability to plan effective learning and care programmes either under appropriate supervision and guidance or in collaboration • Ability to work independently using own initiative. • Ability to self-evaluate learning needs and actively seek learning opportunities • Ability to relate well to children and adults including other professionals/carers/parents 	<ul style="list-style-type: none"> • Proven experience of working with children in an early learning environment, either on placement or in paid employment , including on a 1:1 basis. • Experience of working in Early Years in a school environment • Experience of working as part of a team • Ability to reflect on learning and care needs and use this knowledge to impact on children's outcomes e.g. in planning, procurement of resources, Individual Education Plans (IEPs), communication with parents


Person Specification cont...

Skills and Knowledge, continued:

Essential	Desirable
<ul style="list-style-type: none">• Ability to demonstrate and promote good practice in line with the ethos of the school both indoors and outdoors.• Ability to manage multiple tasks, whilst ensuring children, colleagues, parents and carers are respected and listened to• Fluent English speaker• Effectively communicate with adults and children• Good written, verbal and non-verbal communication	<ul style="list-style-type: none">• Experience of working with other agencies and professionals• Knowledge and understanding of the type of external support that is available to support children's development and how to access these services• Ability to interact with children and support their involvement in physical activities and outdoor play

Personal Qualities:

Essential	Desirable
<ul style="list-style-type: none">• Proactive and positive team player, able to work constructively as part of a team to understand pre-school roles and responsibilities and own position within these• Enthusiasm for learning and working with children• Caring, friendly, approachable, open, inclusive, welcoming, and personable• Able to maintain confidentiality at all times	<ul style="list-style-type: none">• Reflective approach and commitment to personal development• Able to provide consistently high levels of quality care and education opportunities to all children, in pressured and sometimes challenging environments



How to Apply

Application forms are available to download [here](#)

Please email completed application forms to Mrs H Lloyd-Davies (office-wy@riverscofe.co.uk) Applications close at 12.00pm on Monday 29th June. Shortlisted applicants will be notified by Wednesday 1st July. Interviews will take place during week commencing 6th July.

We are committed to safeguarding and promoting the well-being of children and expect everyone to share this commitment. The successful applicant will undergo a range of Safer Recruitment checks, including an enhanced DBS check.



The Rivers
C.of E. Academy Trust

Get in Touch

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