



Application Pack

Nursery Practitioner
Permanent Contract

An extraordinary education for every pupil



Welcome

Thank you for taking the time to consider the role of Nursery 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. The role of Teaching Assistants 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 131 pupils from 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 90%

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



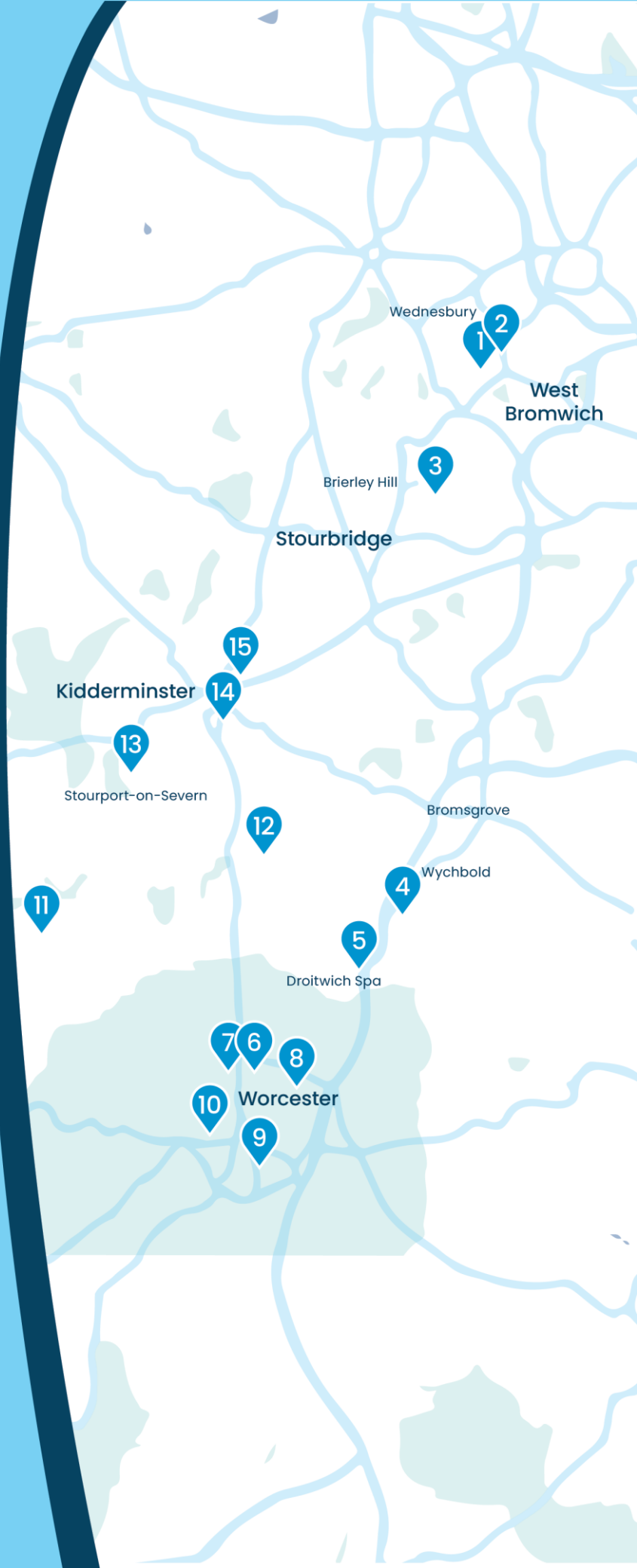
Respect



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: Nursery Practitioner

Salary: This role may be appointed on the TA3 scale.
Actual pro-rata salary £19788.00 – £23773.92

Working Pattern: Permanent variable contract. 26–32.5 hours per week, expected to start at 31.25 hours. Term-time plus TED days. Monday to Friday 8.30–3.15

Contract Type: Permanent. Start date 30th November 2026. Term-time only (39 weeks).

Reporting To: Nursery Manager and the Senior Leadership Team

Location: Wychbold First and Nursery School, Droitwich

About: The closing date for applications is 5.00pm on 04/11/2026. Shortlisted applicants will be notified on 06/11/2026. Interviews will take place week commencing 09/11/2026.

Visits to our school are encouraged. If you have any further queries, or would like to visit our school, please call the main office on 01527 861421. We look forward to hearing from you.

Looking for more hours? We recognise that the right opportunity looks different for everyone and would love to hear from talented, enthusiastic candidates who may be interested in combining two or more of our advertised roles. We are happy to explore opportunities to create a working pattern that works for both you and our school.

Job Description

Key Purpose:

- To play a key role in providing high-quality early years education and care, using professional knowledge, experience and initiative to create an inspiring, inclusive and nurturing learning environment in which every child can thrive.
- Plan, deliver and evaluate engaging, challenging and developmentally appropriate learning experiences in line with the Early Years Foundation Stage (EYFS) framework.
- Use professional knowledge of child development to support children's learning, independence, confidence and wellbeing, ensuring that individual needs are recognised and met.
- Take responsibility for supporting children's progress through effective observation, assessment and planning, identifying opportunities to extend and deepen learning.
- Build positive, trusting relationships with children, creating a safe and welcoming environment where they feel valued, supported and confident to explore.
- Work collaboratively with colleagues, sharing expertise and contributing to the continuous improvement of early years provision.
- Promote high standards of safeguarding, welfare and inclusive practice, ensuring the safety and wellbeing of all children.
- Develop strong partnerships with parents and carers, supporting their involvement in their child's learning and development.
- Take responsibility for delegated activities and areas of provision, using initiative and professional judgement within agreed school policies and procedures.

Main Activities

- Act as Deputy Manager in the Nursery Manager's absence.
- Plan, organise and deliver stimulating, purposeful and inclusive learning opportunities across indoor and outdoor environments, reflecting the EYFS framework and children's individual interests and developmental needs.
- Use observations and assessments to identify children's next steps, adapt provision and contribute to effective planning that supports individual progress.
- Take responsibility for a key group of children, monitoring their development, maintaining accurate records and communicating effectively with parents and carers.

Job Description / cont

- (continued)
- Support children with additional needs, adapting activities and approaches to ensure that all children can participate, develop and achieve.
- Promote positive behaviour, emotional wellbeing, independence and effective communication through nurturing relationships and consistent expectations.
- Contribute to the development and evaluation of the learning environment, identifying opportunities to enhance the quality of provision and children's experiences.
- Work closely with teachers, school leaders and other early years practitioners to maintain high standards of teaching, learning and care.
- Share professional knowledge and good practice with colleagues, providing guidance and support to less experienced members of the team where appropriate.
- Ensure that safeguarding, health and safety, welfare and statutory EYFS requirements are consistently met.
- Undertake designated responsibilities, including specific areas of provision or additional duties, as agreed with the school leadership team.
- Work collaboratively with parents, carers and external professionals to support children's development, wellbeing and successful transitions.
- Actively contribute to the ongoing evaluation and improvement of early years practice across the setting.
- Perform any reasonable duties as requested by the senior leadership team.

The School reserves the right to alter the content of this Job Description, after consultation, to reflect changes to the job or services provided, without altering the general character or level of responsibility.

The duties described in this Job Description must be carried out in a manner which promotes equality of opportunity, dignity and due respect for all employees and service users and is consistent with the School's Equal Opportunities Policy and Code of Conduct



Person Specification

What we're looking for

We're looking for someone who is enthusiastic, caring and passionate about making a difference to children's lives. You'll be a positive team player who enjoys working with others, brings fresh ideas and is always willing to learn.

Qualifications and Experience:

Essential:

A **full and relevant Level 3 Early Years qualification**, recognised by the Department for Education.

Experience of working within an Early Years setting, with a secure understanding of the EYFS statutory framework and child development.

Experience of planning and delivering engaging, play-based learning opportunities, using observation and assessment to support children's individual progress.

A sound understanding of safeguarding responsibilities and a commitment to promoting children's safety, welfare and wellbeing.

Desirable:

Paediatric First Aid qualification, or willingness to undertake training.

Experience of taking responsibility for a key group of children, including monitoring progress and building positive relationships with families.

Experience of supporting children with SEND and working collaboratively with external professionals.

Experience of supporting or mentoring colleagues and sharing good practice.

Additional training in speech and language development, early literacy, behaviour support or inclusive practice.

Skills and Knowledge:

The ability to create a stimulating, nurturing and inclusive learning environment, adapting activities to meet children's individual needs, including SEND.

Person Specification

Essential:

The confidence to use initiative, make informed decisions and take responsibility for delegated areas of provision.

Strong communication and organisational skills, with the ability to build positive relationships with children, families and colleagues.

The ability to work independently and collaboratively, contributing ideas, sharing good practice and supporting the continuous improvement of Early Years provision.

A commitment to maintaining high standards of safeguarding, health and safety and professional conduct.

Desirable:

Knowledge of the National Curriculum and children's transition from the EYFS into Key Stage 1.

Relevant safeguarding or educational visits training.

Personal Qualities:

Essential:

A positive, enthusiastic and proactive approach, bringing energy and creativity to each day.

A caring, patient and nurturing nature, with a genuine passion for helping children thrive.

A collaborative and supportive team player who is also confident using their own initiative.

High expectations of themselves and every child, with a commitment to helping all children succeed.

A reflective attitude and enthusiasm for learning, professional development and making a positive difference.

You don't need to know everything on day one. We're looking for someone with the right attitude, a passion for helping children succeed and a willingness to learn. We'll support you to develop your skills and confidence along the way.



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)

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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