Job Description - EYFS LSA

Job Title: Early Years Practitioner

Location: St Silas CE Primary School

Salary: Grade 2, SCP 3-5

Contract: Fixed Term / Term Time Only

Hours: Monday, Tuesday, Thursday, Friday: 08:15 – 15:45 | Wednesday: 08:15 – 16:45

Reporting To: Headteacher

Job Purpose:

To work as a vital part of the Early Years team to provide a safe, nurturing, and engaging environment that gives every child the best possible start in life. The post holder will strive to improve the life chances of all pupils by supporting the delivery of the Early Years Foundation Stage (EYFS) framework, fostering academic and personal excellence, and acting as a dedicated Key Person for a specific group of children.

Key Responsibilities:

Teaching, Learning, and Development

- **Deliver the EYFS Framework:** Support the delivery of the EYFS curriculum through highly engaging continuous provision and structured activities.
- **Curriculum Support:** Facilitate early learning with a particular focus on foundational English, Mathematics, and discovering the world around them, making learning fun and accessible.
- **Inclusive Practice:** Adapt teaching and support methods to creatively meet the diverse needs, abilities, and backgrounds of all children in the classroom.
- **Observation and Assessment:** Monitor, record, and report on the progress and development of key children to inform future planning.

Care, Welfare, and Intimate Care

- **Key Person Role:** Build strong, supportive, and trusting relationships with a designated group of children and their families, acting as their primary advocate within the setting.

- **Intimate Care:** Provide high-quality daily care for the children, **including carrying out intimate care routines such as nappy changing, toileting assistance, and supporting personal hygiene**, strictly in line with the school's safeguarding and intimate care policies.
- **Well-being:** Promote the physical, emotional, and social well-being of all children, remaining positive and energetic in a fast-paced classroom environment.

Safeguarding and Compliance

- **Child Protection:** Champion safeguarding and maintain the highest standards of child protection, maintaining a deep commitment to the welfare of young children.
- **Collaboration with DSL:** Work closely and proactively with the Designated Safeguarding Lead (DSL) to ensure every child is safe, happy, and heard.
- **Policy Adherence:** Follow all statutory guidance, including 'Keeping Children Safe in Education' (KCSIE), as well as Trust and school-level policies.

Teamwork and Professional Development

- **Collaboration:** Work collaboratively alongside a passionate team of Early Years teachers, support staff, and wider Trust colleagues.
- **Continuous Improvement:** Actively participate in staff meetings, training days, and performance management processes to support professional growth.

Person Specification

Criteria	Essential	Desirable	Method of Assessment
Qualifications and Training			
Strong foundational skills in English and Mathematics (e.g., GCSE Grade C/4 or equivalent)	✓		A / C
Relevant Early Years or Childcare qualification (e.g., NVQ Level 2 or Level 3)		✓	A / C
Current Paediatric First Aid certificate		✓	A / C
Evidence of recent Safeguarding and Child Protection training		✓	A / C
Experience			
Experience working with or caring for young children in an Early Years or educational setting	✓		A / I / R
Experience supporting children from diverse backgrounds and with varying abilities	✓		A / I

Experience providing physical and intimate care routines (e.g., nappy changing and toileting assistance)	✓		A / I
Experience acting in a Key Person role and liaising with parents/carers		✓	A / I / R
Knowledge and Skills			
Good understanding of the Early Years Foundation Stage (EYFS) framework and how children learn through play	✓		A / I
Ability to facilitate creative continuous provision and structured activities in English, Maths, and world discovery	✓		A / I
Deep understanding of safeguarding and child protection procedures, including *Keeping Children Safe in Education*	✓		A / I
Excellent communication skills to build supportive relationships with children, families, and colleagues	✓		A / I / R
Ability to observe, monitor, and record children's developmental progress		✓	A / I
Personal Attributes and Values			

Passionate about giving children the best possible start in life and improving pupil life chances	✓		A / I
Resilient, positive, and energetic approach within a fast-paced classroom environment	✓		I / R
Creative thinker who can adapt quickly to meet individual children's needs	✓		A / I
Willingness and sensitivity to carry out daily intimate care routines (including nappy changing) in line with school policy	✓		I
Strong commitment to inclusion, equal opportunities, and celebrating diversity	✓		A / I
Supportive of the Christian ethos and values of St Silas CE Primary School	✓		A / I
Collaborative team player committed to ongoing professional development	✓		I / R
Pre-Employment Vetting			
Satisfactory Enhanced DBS check with Children's Barred List check,	✓		C / R

references, and online search screening			

*Assessment Key: **A** = Application Form | **I** = Interview | **R** = References | **C** = Certificates / Pre-Employment Checks*