

**JOB FAMILIES ~ Senior Early Years Worker**  
**Level descriptor – Level 4 (JG4)**

<p><b>Role purpose:</b>          To actively contribute and support high quality care and education to children aged 0-19 (25 with SEND). You will primarily work with those aged 0-5 years who attend the children centre / family hub; ensuring their developmental needs are met. Working positively in partnership with parents/carers whilst creating a safe and nurturing environment as part of the Children Centre / Family Hub. To take the lead in an area of learning and development across the children centre / family hub which is overseen by the Family Wellbeing Intervention Team Leader.</p>	
<p><b>Typical activities</b></p> <p>To fully contribute and at times lead on the planning of the curriculum and delivery of the Early Years Foundation Stage Framework; providing safe, creative and inclusive opportunities for children to learn and progress; organising equipment, setting up and facilitating activities, for creches, Children Centre / Family Hub activities and events.</p> <p>To coordinate activities which will support identified programmes for children centres/ family hubs, which will be promoted via North Somerset Council's social media platforms.</p> <p>To work alongside the Communication and Engagement Officer to support the delivery of programmes, e.g., North Somerset Council's digital offer.</p> <p>To support the environment of children centres, through maintaining updating displays and resources.</p> <p>Contribute to the service quality improvement practices, which includes ensuring evaluations are reflective and support improvement/areas to develop.</p> <p>To be responsible for making observations of children's learning and development and determining the appropriate next steps (ensuring holistic practice is always the case).</p> <p>To ensure activities are carried out safely and responsibly in accordance with statutory requirements, informing management of concerns.</p> <p>To work within policies and procedures and to adhere to risk assessments that support day-to-day duties.</p> <p>To adhere to the Early Years Foundation Stage Framework at all times.</p>	<p><b>Knowledge, skills &amp; experience</b></p> <p>Relevant Level 3 Early Years / Youth qualification essential</p> <p>Maths and English GCSE grade C or above, or equivalent. (or must be prepared to work towards this within 12 months of start date)</p> <p>Experience of working with children and their families.</p> <p>Understanding how early intervention can support child development.</p> <p>Understanding of child protection/safeguarding and how this can impact on all aspects of child development, including completion of Safeguarding course.</p> <p>Level 2 Food Handling course, (or prepared to completed training as part of induction).</p> <p>Paediatric First Aid course, (or prepared to completed training as part of induction).</p> <p>To competently use technology, e.g., computers, iPads, cameras and have knowledge of social media platforms.</p> <p>Reflective approach with a commitment to personal development.</p> <p>Has an understanding and awareness of relevant legislation and guidance including, but not exclusively, EYFS, Statutory guidance, SEND, Prevent Duty, relevant safeguarding documents.</p>

<p>To work as part of a wider multi-disciplinary team (i.e. other professionals and agencies involved with the child/family).</p> <p>To be committed to attend team meetings and ensure continuous professional development is undertaken, which will support the delivery of quality services to children and their families. Some training may be outside of normal working hours.</p>	<p>Ability to work independently using own initiative as well as being able to work effectively as part of a dynamic team.</p> <p>Ability to demonstrate and promote outstanding practice in line with the children's centre / family hub vision.</p> <p>To be a caring, friendly, approachable, inclusive professional with a strong enthusiasm towards working holistically with children and their families.</p>
<p><b>Performance measures</b></p>	<p><b>Competencies</b></p>
<ul style="list-style-type: none"> <li>• Line manager assessments (1:1's, appraisals)</li> <li>• Audits of learning diaries and observations</li> <li>• Feedback from service users, colleagues and the leadership team</li> <li>• Observations of practise from Family Wellbeing Interventions Leaders or the Family Wellbeing Locality Team Manager</li> </ul>	<p><u>Team working</u> – co-operation and flexibility, contributes positively by sharing information and supports team consensus. Reflective. Work across all Children's Centres / Family Hubs as needed.</p> <p><u>Outcome focused</u> – makes specific changes in work methods to improve outcomes and experiences for the service user.</p> <p><u>Problem solving and judgment</u> – confident in making decisions within guidelines.</p> <p><u>Planning and organising</u> – prioritises what is important in line with team plan service goals; putting service uses central to all work.</p> <p><u>Business awareness</u> – understands the role of others in relation to the impact on own role and recognises how decisions made in other areas can impact on theirs.</p>