



Westbourne School Pre-School Practitioner Job Description

Job Title: Pre-School Practitioner

Reports to: Accountable to the Head of Early Years Foundation Stage, Head of Junior School and ultimately to the Headmaster

Job purpose: Assisting in the delivery of the Early Years Foundation Stage curriculum and contributing to the professional culture and ethos of the school.

Timings: Pre-School staff normally work 42.5 hours a week [9 hours a day including ½ hr for lunch]. Children may be on site from 0730 to 6pm, therefore there are various shift patterns which may be rotated amongst staff in order to cover these times. Staff need to be flexible in this respect.

This job description forms an integral part of the Appraisal process carried out annually by the Headmaster/SMT.

Key Responsibilities

Professional conduct, relationships & attitude

- Model the Westbourne Values, demonstrate a growth mindset and contribute to the professional culture of the school.
- Develop relationships and strengthen partnerships with pupils, parents and the wider community to promote Westbourne School.
- Market the school and liaise effectively with the Marketing Manager/Committee to help recruit and retain pupils.
- Put the needs of pupils before other considerations and support their social and emotional development.
- Behave and communicate in a professional manner at all times and be supportive towards colleagues.
- Arrive promptly at the start of the school day and to all lessons, duties (including cover lessons), briefings and meetings.
- Demonstrate a commitment to professional development by sharing effective practice and taking part in relevant activities to develop professional skills, knowledge and understanding.
- Understand and follow all school policies and procedures as laid down in the Staff Handbook.
- Undertake any reasonable requests as directed by the Headmaster or the Head of Junior / Senior school.

Teaching & learning

- Understand and incorporate Westbourne's 'ten principles of effective teaching and learning' into everyday practice.
- Create and manage an effective, orderly, clean and safe learning environment including appropriate displays to aid learning and celebrate achievement.
- Understand and apply the school's Safeguarding and Health and Safety Policies in all aspects of school life. Liaise with the Safeguarding Committee as appropriate.
- Promote British values within the context of a multi-cultural society.
- Support effective learning opportunities, under the direction of the class teacher, that inspire all pupils, differentiating delivery according to the needs of individuals.
- Liaise effectively with staff responsible for pupils on the Learning Support and More Able Pupil (MAPs) registers.
- Set high expectations and be accountable for the behaviour and academic progress of all pupils within your care.



- Collaborate with the class teacher to support pupils who need additional intervention and provide this within lessons and/or at other times under their direction.
- Support colleagues when cover is needed as directed by SMT.

Planning, assessment & development

- Contribute to long, medium and short term curriculum planning where appropriate.
- Use formative assessment to identify pupils' strengths and areas for development, guide future learning opportunities and give feedback in line with the school's policy to ensure students make acceptable progress.
- Act as a key worker for a group of children, ensuring their learning profiles are up to date. Giving feedback during Parents' Evening.
- Write end of year and transition reports.
- Contribute to the development of policies and initiatives as set out in the Whole School and Junior School Development Plans.
- Participate in the Review and Development process to and be proactive in personalising professional learning and maintain an accurate, up to date record of all professional development opportunities.

Beyond the classroom

- Attend and contribute to relevant briefings, meetings, INSET and CPD activities.
- Attend school functions, concerts and events as appropriate.
- Prepare and handle food, support children with their personal development and hygiene.
- Lead assemblies, enrichment and any other activities in accordance with the expectations in the Staff Handbook.
- Supervise pupils as requested.
- Support teachers by attending opportunities to extend learning via educational visits, 'theme days', or external speakers, as appropriate.