



East Midlands Academy Trust

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church academy trust
Creativity. Spirituality. Collaboration.



Application Pack **Inclusion Support Practitioner for Nursery**

“Every child deserves to
be the best they can be”

Post Description:

Post title:	Inclusion Support Practitioner (Nursery)
Responsible to:	SLT
Liaising with:	Nursery and EYFS staff, SENDCo, SLT, parents and carers, external agencies, Trust central team
Pay Range:	EMAT 1 £21870
Contract:	Permanent

Job Purpose

The Inclusion Support Practitioner works primarily within the EYFS setting to deliver high-quality childcare and education while providing targeted inclusion and intervention support for identified children. The role supports children's learning, wellbeing and development through effective partnership with families, staff and external professionals, ensuring all children can access the curriculum and make progress.

Responsibilities include:

Early Years Practice and Learning

- Support the daily operation of the nursery and EYFS provision.
- Plan, deliver and support high-quality learning activities in line with the EYFS framework.
- Provide inclusive support for children with SEND, SEMH needs and English as an additional language.
- Promote positive behaviour and model high expectations aligned to the school's behaviour policy.
- Create a safe, stimulating and nurturing learning environment indoors and outdoors.
- Assist with preparation, organisation and clearing away of learning activities.

Inclusion and Intervention Support

- Deliver targeted small-group and individual interventions to support learning, communication and emotional wellbeing.
- Work closely with the SENDCo and EYFS Lead to support identified children.
- Carry out observations and contribute to assessments, records and progress monitoring.
- Support the implementation of IEPs, support plans and agreed strategies.
- Monitor the impact of support and provide feedback to staff to inform next steps.

Safeguarding, Welfare and Family Partnership

- Promote and safeguard the welfare of children at all times in line with Trust policies.
- Build strong, trusting relationships with children and families.
- Communicate effectively with parents and carers to support children's development.
- Support attendance, behaviour and wellbeing in line with school procedures.
- Liaise with external professionals as required under the direction of senior staff.

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Attribute	Essential	Desirable
Qualifications and training	Level 3 Early Years Educator / Early Childhood Studies qualification	Relevant inclusion, SEND or safeguarding training
Experience	Experience working within an Early Years setting	Experience supporting children with additional needs
Knowledge and skills	- Good understanding of child development and the EYFS framework - Ability to support targeted interventions and monitor progress - Strong communication and teamwork skills	
Personal qualities	- Caring, patient and inclusive approach - Enthusiastic, reliable and able to work flexibly	

Compiled by:	Revision Number
Approved by:	Revision Date ____/____/____

Additional duties

Whilst every effort has been made to explain the main duties and responsibilities, please note that this is illustrative of the general nature and level of responsibility of the work to be undertaken, commensurate with the grade. It is not a comprehensive list of all tasks that the post holder will carry out. Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

N.B. The post holder will carry out his/her responsibilities in accordance with the Trust's equal opportunities policy.

This job description is provided to assist the post holder to know what his/her duties are. It may be amended from time to time without change to the level of responsibility appropriate to the grade of the post.

All adults working in or visiting any of our schools have a responsibility to place the needs of children first and to contribute to safeguarding, wellbeing, and ensuring every child can be the best they can be.

About East Midlands Academy Trust

All staff should be committed to the school and East Midlands Academy Trust's purpose, values and objectives.



Health and Safety

So far as is reasonably practical, the post holder must ensure that safe working practices are adopted by employees, and in premises/work areas for which the post holder is responsible, to maintain a safe working environment for employees and learners.

Safeguarding

EMAT is committed to the safeguarding of its young persons and expects all staff, volunteers and adults to work within the parameters of the policies and procedures as agreed by the Board of Trustees to ensure the safety of all young persons within its care.

Equal Opportunities

It is the policy of EMAT to provide equal opportunities for all individuals; to prohibit discrimination in employment on any basis protected by applicable law, including but not limited to race, religious creed, marital status, sex, sexual orientation, ancestry, national origin, age, medical condition or disability. EMAT promotes equal employment opportunities in all aspects of employment through positive employment policies and practice.

If any special requirements are needed to attend an interview, please inform the trust.