

Early Education & Childcare Practitioner

Location: Little Peeple Nursery, Littlemore, Oxford

Contract type: Permanent, year-round

Working pattern: full time (40.25 hours per week)

Salary: from £12.71 per hour, dependent on experience

Peeple is a charity based in Oxford, dedicated to promoting the importance of the early years and the vital role parents play in their child's learning. Our purpose is to support parents and children to learn together through everyday activities at home, working directly with families in Oxfordshire and training practitioners from across the UK to deliver our programmes.

We're looking for a Level 3 qualified **Nursery Practitioner** to join our Little Peeple Nursery in Littlemore, Oxford on a full-time, year-round basis.

In this role, you'll help create a nurturing, inclusive and enriching early years environment where every child feels safe, supported and excited to learn. Working as part of the nursery team, you'll deliver high-quality play-based learning, provide sensitive and responsive care, and build strong, positive relationships with children and their families.

Through reflective practice and ongoing professional development, you'll help maintain high standards across the nursery, implementing the EYFS, the Peeple approach and all relevant policies that safeguard children and promote equal opportunities.

What you'll be doing:

- Working with the nursery team to provide safe, high-quality education and care for all children.
- Delivering planned sessions and implementing individual action plans to support children's progress towards early learning outcomes, including one-to-one support where needed.
- Offering developmentally appropriate play and learning activities that stimulate curiosity, engagement and progression.
- Acting as a key worker for a small group of children, maintaining up-to-date portfolios and working closely with parents and carers to meet individual needs.
- Recognising children's additional needs, using relevant play and learning plans, and working with the SENCO to develop and implement Positive Behaviour Plans and Support Plans.
- Implementing observation, assessment and record-keeping systems to monitor and support children's progress effectively.

- Supporting the daily set-up of the room, providing healthy snacks and helping to maintain a tidy learning environment.
- Sharing information with parents and carers about the curriculum, the People approach and the Peep Learning Together Programme.
- Promoting two-way communication with parents and carers about each child's progress at home and within the setting.
- Building positive relationships with parents and carers to encourage their involvement in their child's learning.
- Sharing knowledge of play, learning activities and the Peep Learning Together Programme with colleagues.
- Assisting with the induction of new staff and supporting junior staff, volunteers and students to develop their practice.
- Participating in team meetings and contributing to the planning of activities.
- Engaging in individual and team reflective-practice processes to identify strengths and areas for improvement.
- Following all relevant People policies, including safeguarding, health and safety, equal opportunities, confidentiality and data protection requirements.
- Demonstrating a strong commitment to safeguarding and promoting children's welfare at all times.
- Raising concerns about children, families or equipment with the Manager or Deputy Manager while maintaining confidentiality.
- Implementing health and safety procedures to maintain a safe, hygienic and well-organised environment.
- Recording and reporting accidents and incidents promptly and accurately.
- Promoting inclusive practice and helping to remove barriers to participation for children and families.
- Undertaking training and professional development, including the Peep Learning Together Programme, and maintaining up-to-date knowledge of the EYFS and other relevant guidance.

What we're looking for:

- Level 3 qualification in childcare or early years.
- Experience of working with and/or caring for young children, ideally in a preschool, day care or other early years setting.
- Experience implementing the EYFS or other early years frameworks.
- Commitment to inclusive practice and an understanding of diversity and equality.
- Strong commitment to the welfare, safety and wellbeing of children.
- Knowledge of child development theory.
- Understanding of health and safety and safeguarding procedures.
- Good interpersonal and communication skills.
- Skilled at supporting and meeting the needs of young children.
- A positive, supportive team worker.
- Ability to empathise while maintaining clear professional boundaries.

- Ability to work in partnership with parents and encourage their involvement.
- Well organised, reliable and able to follow routines confidently.
- Flexible and responsive when working with families and colleagues.
- GCSE English and Maths at grade A–C (grades 4–9) or equivalent.

Our values:

Our values sit at the heart of how we work, and we're looking for someone who shares this approach.

Courage: we speak up, challenge ideas and decisions respectfully, and try new ways of doing things, even when it feels scary.

Collaboration: we support each other, share our knowledge freely, and learn from each other.

Curiosity: we ask questions and explore how things can be done any differently, more efficiently, or creatively.

Kindness: we treat each other with compassion and respect.

How to apply

Download an application form from our [website](#) and email it to: jobs@peeple.org.uk.