

## Our School

Grandpont is a thriving nursery and Childcare in central Oxford, welcoming children from 10 months old until their first year of school and serving families from a diverse local community.

We are rooted in a strong tradition of high-quality early education, placing children's needs at the heart of everything we do and supporting learning through play and meaningful experiences.

Our environment, including gardens and woodland area, encourages curiosity, independence and exploration, while nurturing communication, positive relationships and the skills children need to learn, thrive and feel included throughout their lives.

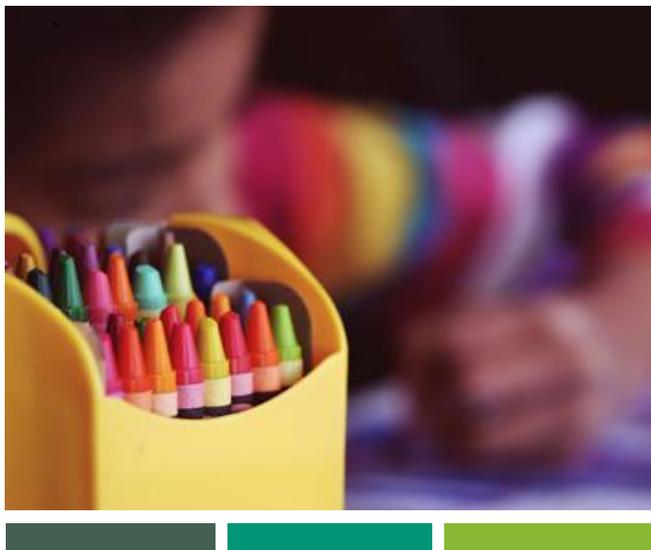
## Position

We are seeking an experienced and enthusiastic Early Years teacher to join Grandpont Nursery School in a senior role. The successful candidate will demonstrate a strong understanding of excellent early years practice and work effectively as part of a skilled team. Due to the senior nature of the post, it is not suitable for an NQT or a teacher new to the profession. Grandpont is a purpose-built nursery school with extensive outdoor provision and a strong commitment to partnership with children, families and staff.

## Grandpont Nursery School & Childcare



# Teacher Recruitment Pack



## Early Years Teacher

**Job title:** Early Years Teacher

**Responsible to:** Headteacher

**Rate of Pay:** Salary to be negotiated

**Start Date:** April

Closing date Sunday 12th April 2026 at 12pm with shortlisting on Tuesday 14<sup>th</sup> April and Interviews to be held on 21st April 2026.

**To arrange a visit please contact the school office on 01865 242900 or email [office@grandpontnurseryschool.co.uk](mailto:office@grandpontnurseryschool.co.uk)**

### Introduction

This job description should be read in conjunction with the current School Teachers' Pay and Conditions Document and the provisions of that document will apply to the post holder.

The performance of all the duties and responsibilities shown below will be under the reasonable direction of the Executive Headteacher who will be mindful of their duty to ensure that the employee has a reasonable workload and sufficient support to carry out the duties of the post.

This job description will be reviewed at least annually and any changes will be subject to consultation. The Nursery School's grievance procedure will be used to resolve any dispute arising out of the job description. Other relevant policies may be the County Council's



## “Growing and Learning Together”

### Role Purpose

- To provide an effective education for children by carrying out the professional duties and responsibilities of a teacher within the framework provided by the Department for Education (DfE), the governing body and the local authority, and with regard to all statutory requirements.
- The teacher will be required to safeguard and promote the welfare of children and follow school policies and the staff code of conduct.

### Title or Heading Here

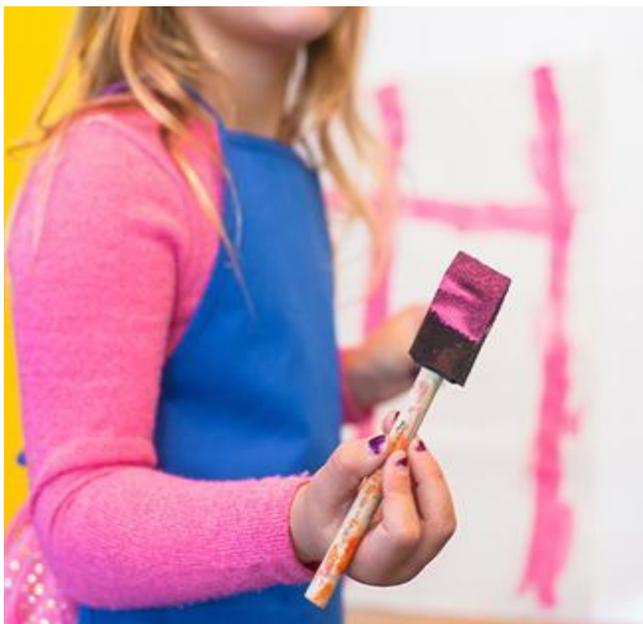
We think the design of this brochure is great as is! But, if you do not agree, you are able to make it yours by making a few minor design tweaks! Tips on updating specific features are available throughout this example text.



## Main Duties

- Deliver high-quality teaching and learning with high expectations to support the progress and achievement of every child.
- Use a range of effective teaching strategies, including play, talk, first-hand experiences, and planned adult intervention.
- Create a responsive, stimulating, and motivating indoor and outdoor learning environment that supports children's developmental needs and interests.
- Promote independence, self-regulation, confidence, enjoyment, and the characteristics of effective learning.
- Ensure inclusive provision for all learners, including children with EAL, SEND, additional needs, and those who are very able, promoting equality of opportunity.

- Coordinate support for children with additional needs, working closely with key persons, parents, and external agencies to secure the best outcomes.
- Use regular assessment and data to track development, inform planning, and maintain accurate records of children's progress.
- Act as a key person, building strong, positive relationships with children and families to support wellbeing, attendance, transitions, and home learning.
- Develop effective communication with parents and carers, encouraging their confidence in supporting their child's learning.
- Model positive behaviour management and emotion coaching to promote respectful relationships and strong social skills.



- Contribute to wider school initiatives, including the delivery and development of Forest School sessions.
- Work collaboratively with colleagues, leadership, and external professionals to continually improve teaching and learning.
- Support team coordination and ensure the effective deployment of classroom support staff.

- Take responsibility for operational decisions when the executive headteacher is off-site, liaising where necessary.
- Uphold the aims, ethos, and policies of the Nursery School while supporting collaborative partnerships across schools.
- **Safeguarding:** Maintain a strong commitment to safeguarding by promoting children's welfare, following all child protection policies and procedures, working in partnership with the Designated Safeguarding Lead (DSL), and ensuring a safe, secure, and inclusive environment at all times.
- Comply with health and safety requirements, taking responsibility for the wellbeing of pupils, colleagues, and visitors.
- Undertake any additional duties reasonably directed by the executive headteacher.

## Grandpont Nursery School

### Person Specification: Early Years Lead Teacher

	Essential	Desirable
<b>Qualifications and Knowledge</b>		
Qualified Teacher Status	✓	
A good honors degree (2:2 or above)	✓	
Evidence of personal commitment to continued professional development	✓	
<b>Professional Attributes &amp; Knowledge</b>		
Recent and successful teaching in the EYFS	✓	
Proven track record of good and outstanding teaching	✓	
An excellent EYFS practitioner with knowledge of child development, the curriculum and effective EY pedagogies	✓	
Successful teaching experience within a team	✓	
Ability to create and maintain positive and supportive relationships with all children and families, involving parents & carers in their child's education	✓	
Ability to demonstrate a knowledge and experience of inclusion strategies to support children with SEND or EAL	✓	
Commitment to the importance of parental in children's learning	✓	
A thorough understanding of the factors which create barriers to learning, and an ability to implement appropriate strategies for reducing inequalities and promoting inclusion	✓	
Commitment to developing innovative teaching styles, reflective practice and continuous improvement	✓	

	Essential	Desirable
An understanding of and commitment to the principles of safeguarding, of health and safety and of promoting the welfare of children	✓	
Areas of curriculum strength and expertise		✓
Forest School experience and/or qualifications		✓
Experience of managing other practitioners	✓	
<b>General Skills &amp; Knowledge</b>		
Energy and enthusiasm	✓	
Excellent organisational skills	✓	
Ability to contribute well within a team	✓	
Ability and experience in leading a team	✓	
Ability to work closely with colleagues showing sensitivity, integrity and flexibility	✓	
Excellent communication skills oral and written	✓	
Ability to prioritise	✓	
Ability to think creatively in order to solve problems	✓	



## Contact details

School Address:

**Grandpont Nursery School**

**47 Whitehouse Road**

**Oxford**

**OX1 4QH**

01865 242900

**Website:**

[www.grandpontnurseryschool.co.uk](http://www.grandpontnurseryschool.co.uk)



## Application Deadline

Completed application forms must be received by 26<sup>th</sup> February 2026

To apply please go to:

<https://oxfordshire.education-jobs.org.uk/jobs/job/Early-Years-Teacher/9579>

Please note that application forms should be downloaded, completed and returned to the school office via email [office@grandpontnurseryschool.co.uk](mailto:office@grandpontnurseryschool.co.uk)

## Completing your application

Candidates are asked to complete all the standard information required on the application form.

## Visits

Please contact the school, on 01865 242900 to make an appointment.

## Selection procedure

The selection will be by a panel, Head Teacher and Governors.

Candidates will be notified immediately after this has taken place. Please would all applicants ensure that their preferred means of urgent contact (phone, mobile phone, e-mail or fax) are clearly identifiable from the application form, so that your confidentiality is maintained.

## References

Candidates are advised that references will be taken up immediately after shortlisting.

Candidates are asked to ensure that their referees are warned of the need to respond within the timescale set. In all cases at least one professional reference is required.

The post will be offered subject to satisfactory completion of pre-employment checks.

## Safeguarding children

Prior to appointment, formal checks will be made in accordance with the current statutory requirements relating to child protection.