



WESTONBIRT
— NURSERY —

NURSERY PRACTITIONER & EYFS SENCO

CANDIDATE PACK



OVERVIEW

Are you an exceptional Early Years Practitioner who believes every child deserves the very best start in life?

Do you have the professionalism, ambition and high standards to thrive within a successful independent school environment? Are you passionate about inclusion and ready to take on a leadership role as our EYFS SENCO?

If so, Westonbirt Nursery would love to hear from you.

JOIN SOMETHING SPECIAL

Nestled within the stunning grounds of Westonbirt Prep School, our nursery is far more than just a childcare setting. We are a thriving, ambitious and nurturing community where children aged 2–4 years are encouraged to develop confidence, curiosity and a lifelong love of learning.

While our beautiful school setting may surprise those who imagine a traditional nursery, it is precisely what makes Westonbirt such a unique and rewarding place to work. Here, you'll enjoy all the warmth, creativity and child-centred practice of an outstanding nursery, alongside the opportunities, support and professional standards of a successful independent prep school.

Recent investment has transformed our nursery environment, with refurbished classrooms, enhanced learning resources, dedicated outdoor learning spaces and growing demand from families seeking exceptional early years provision.

This is an exciting opportunity for a talented practitioner who wants to be part of something bigger: a nursery that sits at the heart of a vibrant school community and shares a commitment to excellence in everything we do.

For more information visit:
www.westonbirt.org/nursery.

HOURS, SALARY & BENEFITS

Hours: Full-Time, Year-Round, 40 hours per week. Either 4 days (8:00am-6:00pm) or 5 days (8:00am-4:00pm)

Salary: £27,560.00 - £29,016.00 pa / £13.25 - £13.95 ph FTE based on skills and experience

Benefits:

We know that great practitioners have choices. That's why we offer more than just a job.

At Westonbirt, you'll enjoy the close-knit feel of a nursery team while benefiting from the expertise, resources and opportunities available within a successful independent school.

You'll benefit from:

- A beautiful rural setting in the heart of the Cotswolds
- Recently refurbished nursery spaces and excellent resources
- Dedicated outdoor learning environments
- Strong links with Westonbirt Prep School and specialist colleagues
- Professional support and mentoring from the Prep School SENCO
- Opportunities for ongoing training and career development, with fully funded apprenticeship opportunities
- Complimentary lunch
- 5% employer pension contribution
- Means-tested staff discount
- Access to an employee counselling scheme
- On-site parking
- Personal accident at work cover
- Discretionary Christmas stand-down
- The support of a wider school infrastructure, including catering, housekeeping, admissions, finance and administration teams, allowing you to focus on what matters most: the children

Most importantly, you'll join a team that genuinely cares about children, families and one another.



JOB DESCRIPTION

We are seeking a qualified Level 2, Level 3 or QTS-qualified Early Years Practitioner to join our team and take on the additional responsibility of EYFS SENCO.

This is a hands-on role where you will continue to work directly with children as a key person whilst leading our SEND provision and championing inclusive practice across the nursery.

Reporting directly to the Prep School SENCO, you will play a vital role in ensuring every child receives the support, challenge and opportunities they need to flourish.

This position would suit someone who:

- Has excellent Early Years knowledge and practice
- Understands child development and inclusive education
- Has experience supporting children with additional needs
- Enjoys building positive relationships with families and professionals
- Is highly organised and confident managing documentation and referrals
- Wants to contribute to a culture of high expectations and continuous improvement

KEY RESPONSIBILITIES

As an Early Years Practitioner:

- Act as a key person for a group of children
- Plan and deliver engaging, high-quality learning experiences in line with the EYFS Framework
- Monitor children's progress and development
- Create enabling environments that inspire curiosity, independence and exploration
- Build strong partnerships with parents and carers
- Work collaboratively with colleagues to maintain the highest standards of care and education
- Ensure safeguarding, welfare and health and safety requirements are consistently met

As EYFS SENCO:

- Lead and coordinate SEND provision across the nursery
- Work closely with the Prep School SENCO to ensure continuity of support and best practice
- Identify emerging needs through observation, assessment and collaboration with staff
- Coordinate the graduated approach: Assess, Plan, Do, Review
- Develop and monitor support plans and individual targets
- Maintain accurate SEND records and documentation
- Support colleagues in implementing effective inclusive strategies
- Build strong partnerships with parents and carers, ensuring they are fully involved in decision-making
- Liaise with external professionals including Speech and Language Therapists, Educational Psychologists, Health Visitors and Local Authority services
- Coordinate referrals and support applications for additional funding where appropriate
- Monitor the progress of children with SEND and evaluate the impact of interventions
- Promote an inclusive culture where every child is valued, supported and able to achieve their potential
- Keep up to date with SEND legislation, EYFS requirements and best practice guidance



WHAT WE'RE LOOKING FOR

Essential:

- Level 2 or Level 3 Early Years qualification, or Qualified Teacher Status (QTS)
- Experience working within an Early Years setting and some SEND experience
- Strong understanding of the EYFS Framework
- Knowledge of child development and inclusive practice
- Excellent communication and interpersonal skills
- High professional standards and attention to detail
- A genuine passion for helping children thrive

Desirable:

- Previous SENCO experience within an Early Years setting
- SEND qualification or relevant professional development
- Experience working with external agencies and multidisciplinary teams
- Knowledge of SEND Code of Practice and the graduated approach
- Experience supporting children with communication and language needs, social communication differences, developmental delay or other additional needs

APPLICATION PROCESS

This role is ideal for someone who wants more than simply working in a nursery.

We are looking for a practitioner who takes pride in delivering exceptional early years education, values professional standards, embraces responsibility and wants to make a lasting difference to children's lives.

If you are excited by the prospect of combining outstanding Early Years practice with a meaningful SEND leadership role, we would be delighted to hear from you.

To apply, please complete the school's application form via [Eteach](#).

Westonbirt Schools are committed to safeguarding and promoting the welfare of children. All appointments are subject to appropriate safeguarding checks, including an enhanced DBS check.

