

# Recruitment Information Pack



Countesthorpe  
Academy

## **LiFE Multi Academy Trust and Countesthorpe Academy**

**TEDDIES NURSERY**

**Early Years Practitioner**

Grade 4, FTE £24,997

Actual Salary £18,241

27 Hours per week / 52 weeks per year

One-year Fixed Term Contract

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# Vision, Values and Ethos

## LiFE Multi Academy Trust

### Bringing Learning to LiFE

**Vision:** We have a compelling desire to provide high quality, personalised and rounded education for everyone, right in the heart of our local community. We believe that no school can be deemed successful unless all those around it are also successful, popular and flourishing. Hence, we believe that dynamic, mutually accountable collaboration and challenge between local schools as members of the LiFE MAT is the cornerstone of our future success.

Each school is seen as a leader of, and vital to its local community; each school is regarded as fundamental to the identity of its surrounding community.

### Values:

- Ensuring that every student achieves positive, life changing outcomes
- Providing a whole education: academic excellence co-existing with an exceptional commitment to activity beyond
- **The relentless pursuit of excellence by;** expecting this of every person, every day; recognising and celebrating behaviours that lead to great progress, and promoting and celebrating elite performance inside school and in the wider world
- Valuing the diversity and qualities of our staff and students
- Ensuring that all students and staff feel known, appreciated and supported
- Committing whole-heartedly to collaboration within, between and beyond our academies.

Our Trust consists of

The LiFE Multi Academy Trust currently consists of Bosworth Academy, The Winstanley School, Kingsway Primary School, Braunstone Frith Primary Academy, Countesthorpe Academy, Ashby School, Ibstock School, Ivanhoe School, Dove Bank Primary and Desford Community Primary School.

## Countesthorpe Academy

11- 19 school educating KS3, KS4 & KS5

**Vision:** With everything we do, we aim for everyone in our school community *to be the best they can be.*

**Values:** We are all learners. We practise and embed our core values of showing respect, developing resilience and achieving success.

**Ethos:** We do this through: -

- Providing high quality learning opportunities
- Bring a research informed school
- Delivering real life/innovative curriculum
- Our high expectations
- Being aspirational for our community
- Recognising success
- Developing leadership

## Teddies Nursery at Countesthorpe Academy

Teddies Nursery is committed to making sure children have a safe, secure and stimulating environment in which to reach their full potential. We believe that play is fundamentally how young children learn and do so best when they are happy and secure.

## Our Offer to staff in the LiFE Multi Academy Trust and our schools

### Professional Capital:

**‘We believe in getting the right people, getting them to work together and getting them to stay’**

Strategy	Description
<b>Putting your trust in our Trust</b>	We believe in your development. Everything we do is about creating a team of committed professionals who share our ambition for young people. If you believe in this too, we are committed to providing an exciting, enjoyable and rewarding working environment.
<b>Coaching</b>	Coaching is integral to our success. We support colleagues through coaching; enabling deep reflection, which has allowed us to build a bold, creative and aspirational culture, where collaboration with peers and new approaches to practice are encouraged.
<b>Personal Improvement Plan versus Performance Management</b>	Instead of the usual Performance Management, we encourage our staff to identify aspirational targets through our ‘Personal Improvement Plan’ (PIP) process. With your coach, you will look to make significant progress in a critical area of your practice; we believe in valuing the process of improvement not pass or fail numerical targets.
<b>Health and Wellbeing Strategies</b>	<p>Having happy and healthy staff is key to a successful organisation. The Trust is committed to:</p> <ul style="list-style-type: none"> <li>• providing employees with a safe, healthy and supportive environment in which to work</li> <li>• recognising that the health and wellbeing of our employees is important</li> <li>• providing a supportive workplace culture where individuals healthy lifestyle choices are valued and encouraged</li> </ul> <p>We are committed to supporting colleagues to overcome the stigma and discrimination of mental health issues within the work place.</p> <p>We believe it is important that we are role models to our students of how to be a healthy adult. We actively promote the importance of a work life balance, offering support to staff on managing stress and workload, as well as a physical activity programme. Access to coaching, counselling and supervision is also available to all staff.</p>
<b>Equality and Equal Opportunities</b>	Our Trust and its schools are committed to ensuring equality of opportunity in line with the Equality Act 2010. The Trust seeks to reduce disadvantages, discrimination and inequalities of opportunity, and promote diversity in terms of its students, workforce and our wider communities we serve.

## **Presumed Professionalism**

We have a 'Presumed Professionalism' ethos across the Trust. Our staff are professional educators and we recognise the need to support staff to enable a healthy work life balance to allow maximum impact whilst working with our young people and each other. We achieve this by allowing staff to sign out during their free periods, as long as professional duties are not affected. See our policy for further details.

## **Collaboration across all schools**

We are continually developing relationships across our Trust to enable collaboration to support learning and teaching outcomes. In addition, we are able to offer a joint CPD programme to draw upon expertise across the Trust. Staff work and meet regularly in teams across schools in the Trust and we hold an annual Strategic Planning Day, where each member of the Trust work together.

## **Sabbatical and flexible working policies**

We have developed a unique sabbatical policy to support staff to develop their interests. For some, this has been to develop professionally, whilst others have taken this time to experience travel with their family. See our policy for further details.

Flexible working arrangements are also promoted across the Trust where possible, to enable our staff to manage their work life and family commitments.

## **Strong Induction Process**

It is important to us that every member of staff has the right start to working in our Trust. The importance of a good induction is invaluable for new starters irrespective of previous experience. To support this, we have a New Staff Induction Day before the start of term, which enables colleagues to get a real understanding of what the school is about and what it means to be part of the Trust. This day also prepares new staff for our training (conference) days at the beginning of the Autumn term. In addition to this ALL staff are invited to visit a series of lessons across the school year.

## **Attendance of staff**

Our staff are committed to their roles and ensure that students are supported to maximise their outcomes. Levels of attendance are exceptionally high across all staff and well above national averages in the education sector and beyond.

**We are always looking for highly quality teachers and support staff who buy into our values across the LiFE Multi Academy Trust and our schools**

## Early Years Practitioner (27 Hours – One Year Temporary Contract)

### 52 Weeks Per Year

### Grade 4, FTE £24,997

### Actual Salary £18,241

Are you a passionate and dedicated Early Years professional looking to make a real difference in children's lives? We are currently seeking an **Early Years Practitioner** — or someone enthusiastic and committed to working toward their qualification — to join our warm, supportive, and friendly team at **Teddies Nursery** in **Countesthorpe**.

This is a fantastic opportunity to be part of a nurturing environment where children thrive and where your ideas, energy, and care will be truly valued.

### About the Role:

As an Early Years Practitioner, you'll play a key role in:

- Creating a safe, stimulating, and nurturing environment for children aged 0–5
- Delivering high-quality EYFS learning experiences tailored to individual needs
- Building strong relationships with children, parents, and colleagues
- Observing, assessing, and recording children's development
- Supporting children's progress through engaging play and planned activities
- Ensuring safeguarding and health & safety policies are always followed

### What We're Looking For:

- A full and relevant Level 3 qualification in Early Years (e.g. CACHE, NVQ, or equivalent) or willingness to work towards.
- A solid understanding of the EYFS framework
- Excellent communication and teamwork skills
- A warm, caring, and enthusiastic approach
- Commitment to inclusive practice and continuous professional

### What we can offer:

- Funded CPD opportunities and access to accredited training
- Clear pathways for internal progression (e.g. Senior Practitioner, Room Leader, Deputy Manager)
- Access to MAT-wide training days and early years networks
- Mentoring and coaching support from experienced Early Years Leads
- Opportunities to be part of curriculum and pedagogy development projects
- Generous annual leave entitlement (with additional leave for long service)

- Early finish or flexible working hours where possible
- Access to wellbeing programmes
- Recognition of workload and support with admin through apps like Famly

To apply, visit ETeach to complete an application form by 3pm on Friday 2<sup>nd</sup> January 2026, with interviews taking place soon after.

*LiFE Multi Academy Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. All offers of employment will be subject to a DBS check and an online search.””*

Countesthorpe Academy, Winchester Road, Countesthorpe, Leicestershire LE8 5PR

Tel 0116 2771555, email [hr@clcc.college](mailto:hr@clcc.college)

Countesthorpe Academy Executive Head Teacher: Mr Gareth Williams

Countesthorpe Academy Headteacher: Mrs Catherine Aitcheson



Job Description: Early Years Practitioner:

### Reports To:

Nursery Manager / Deputy Manager

### Salary:

Actual salary £18,241 (Grade 4 – FTE £24,997)

### Contract Type:

One Year Fixed Term

### Job Purpose:

To work as a key member of the nursery team, delivering high-quality care and education to children in line with the Early Years Foundation Stage (EYFS). The Level 3 Practitioner is responsible for planning, implementing, and evaluating learning opportunities that promote children's development and wellbeing in a safe and stimulating environment.

### Key Responsibilities:

#### Childcare and Education

- Deliver high-quality care, learning, and play opportunities in accordance with the EYFS.
- Plan, observe, and assess children's development, using this to inform future planning.
- Support the physical, emotional, social, and intellectual development of children.
- Create a safe, welcoming, and inclusive environment for all children.
- Act as a Key Person to a group of children, building strong, trusting relationships with them and their families.

## Safeguarding and Welfare

- Report any concerns regarding a child's welfare or development to the

Designated Safeguarding Lead (DSL).

- Follow all health & safety procedures and ensure children's hygiene and nutritional needs are met.

## Partnership with Parents and Carers

- Build and maintain strong partnerships with parents and carers.
- Communicate regularly with families about their child's progress and wellbeing.
- Engage parents in their child's learning and development.

## Teamwork and Professionalism

- Work effectively as part of a team, supporting colleagues and contributing to a positive workplace culture.
- Participate in staff meetings, training, and development opportunities.
- Uphold confidentiality and professionalism at all times.
- Reflect on and improve practice through professional development.

## Person Specification:

Essential:

- A full and relevant Level 3 qualification in Early Years (e.g. CACHE, NVQ, Diploma) or willingness to work to this level.
- Sound knowledge and understanding of the EYFS
- Experience of working with children aged 0–5 in an early years setting
- Ability to plan and implement engaging learning opportunities
- Understanding of safeguarding and child protection procedures
- Strong communication and interpersonal skills
- Commitment to inclusive practice and promoting equal opportunities

**Desirable:**

- Paediatric First Aid Certificate
- Safeguarding Certificate
- Knowledge of the Family app or similar EY software
- Experience working in a school-based or MAT (Multi-Academy Trust) nursery setting

**Additional Information:**

This post is subject to an enhanced Disclosure and Barring Service (DBS) check.

Applicants must be committed to safeguarding and promoting the welfare of children and young people.

Occasional attendance at staff meetings, training sessions, or events outside of normal hours may be required and at one of our partner nurseries within the trust.