



Victoria
ACADEMIES TRUST

Early Years Practitioner Level 3, Birchen Coppice
Academy Kidderminster

37 Hours per week

Term time only plus 5 Inset days

Recruitment Pack

Full Time and Permanent from 1st September 2025

Pay scale: NJCo7 – NJC17 (subject to experience)

£25,584 - £30,060 pro-rata

Web: victoriaacademiestrust.org

Email: enquiry@victrust.org

X @VicAcademies

#BeTheBestYouCanBe

Welcome From the CEO

Thank you for your interest in joining the team at Victoria Academies Trust.

I am delighted that you are interested in working with us. Victoria Academies Trust is a primary only trust based in the West Midlands consisting of a mix of sponsor, converter and free schools. We currently have ten schools open; nine mainstream and one special school.

Victoria Academies Trust was set up in 2014 up with the sole aim 'to make our people the best they can be'. We are passionate about making a difference to the lives of our pupils,

families and colleagues. We want to inspire our young people to achieve more than they imagine possible, and having the right people in every role across our schools is an important part of making our vision become reality.

We have a strong board of Trustees who work closely with the trust executive team to focus on our goals of investing in our school communities, growing and valuing our colleagues and preparing our children for the

future. This ensures that our schools are on a continual journey to the best they can be. We currently educate over 3200 pupils across

the primary age range, and employ over 500 colleagues across our schools and in our Trust Central Team.

We may be ten schools, but our vision and values run through our Trust and we truly are a family, united in our ambition for our people 'To Be The Best They Can Be'.

The opportunity:

We are looking to recruit an Early Years Practitioner Room Lead at Birchen Coppice Academy from 1st September 2025 in our new 2 Year Olds 'Little Acorns Nursery'

Full downloadable recruitment forms can be found on our website at [Job Vacancies \(victoriaacademiestrust.org\)](https://victoriaacademiestrust.org)

We are committed to flexible working and are happy to have discussions with prospective candidates.



Sharron Philpot

CEO

Victoria Academies Trust



About Us

Our Mission

Our mission is our reason for being - it is simply: to make our people the best they can be.

Our people are our colleagues, our pupils, our governors and our school communities – we work with and empower our people to be the best they can be.

Our Vision

Our vision is the picture we paint, the future we want to create, based on our mission.

We are a family of schools, united in our passion for inspiring pupils to achieve more than they imagine possible.

We have a positive influence on children's lives in areas where we can make the most difference.

We are ambitious for our children. Our high expectations of them, the memorable experiences and opportunities they have in our schools, along with the kindness and compassion which is at the centre of our Trust means that they will be successful in whatever they choose for their future.

We are at the heart of our communities; a place where local people can turn to for help, support and guidance, working with us for the greater good of our shared community.

We are aspirational for our people, who are given opportunities to grow, develop and become experts in their chosen fields.

Our people feel valued and supported; they show ambition, courage and resilience, but most of all are kind and respectful.

Our Values

Our Values are important to us and guide our behaviours, our relationships and the way we work together. They define how we want to be.

These values of **Unity, Integrity, Courage, Curiosity and Excellence**, along with our commitment to strong ethical leadership ensure that we build a positive and powerful legacy to be proud of.



Unity

We know that by working together, we are stronger than working alone. We work together as a family, united in our shared responsibility to achieve our mission.



Integrity

We show integrity by being honest, truthful, and transparent; always doing what we believe is right and true. We show kindness and respect by treating others with dignity, empathy, and understanding.



Courage

We show courage by being ambitious, challenging ourselves and others to achieve more. We take on challenges with enthusiasm, determination, and resilience, learning from failures.



Curiosity

We show curiosity by having a passion to learn, explore, and discover new things and new ways of working. We are innovative and ambitious, always seeking to be even better.



Excellence

We have a strong commitment to continuous improvement, a willingness to learn and a dedication to becoming the best we can be.

What we can offer you

Joining the Victoria Academies Trust means becoming part of a vibrant and dedicated community that is committed to ensuring colleagues are supported 'To Be They Best They Can Be'

This is what we can offer you:



Competitive Pay Scales

- **Transparent Salary Framework:** We offer clear and transparent pay scales, aligned to government recommended pay, that reflect your experience and expertise.
- **Annual Pay Review:** Commitment to regular reviews to ensure our salaries remain aligned to government recommended scales for teaching and non-teaching staff.



Generous Pension Scheme

- **Teachers' Pension Scheme:** Benefit from one of the most generous pension schemes in the UK.
- **Local Government Pension Scheme:** Our support staff are enrolled in the LGPS, which is a secure and flexible pension plan that provides a valuable package of retirement and death in service benefits
- **Employer Contributions:** We make significant employer contributions to your pension, helping you plan for the future with confidence.



Professional Development

- **Tailored Growth:** Benefit from our bespoke professional development programmes, designed to help you reach your career goals.
- Access to over 100 tailored CPD courses through a mix of flexible webinars and online or face to face opportunities
- Opportunities to network with likeminded individuals- through networks, meetings and our annual Whole Trust Conference.
- **Leadership Opportunities:** With a clear pathway for progression, you have the chance to advance into leadership roles within our trust - teaching and non-teaching



Well-being and Support

- **Work-Life Balance:** We support a healthy work-life balance with flexible working options and a commitment to you through our Flexible Working Policy and People Strategy
- **Health and Wellness:** Access to our comprehensive wellbeing and benefits scheme which includes counselling services, access to Doctor, Nurse and Physio support, online wellbeing and exercise sessions, discounts on gym membership, cycle to work scheme and lifestyle voucher scheme
- Paid expenses in line with HMRC guidance – and access to free parking on site at our schools
- **Dedicated technology** – To enable to to fulfil your role effectively
- Dedicated shared working spaces allowing colleagues to collaborate and work in way that suits them
- Generous holiday allowance – many of our roles are term time only contracts



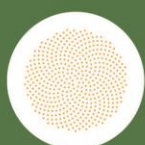
Community and Culture

- **Collaborative Environment:** Thrive in our culture of teamwork and support, where ideas are shared and successes celebrated.
- **Community Impact:** Make a real difference in our local communities through various outreach and engagement activities and events

We are proud to offer a fantastic and supportive working environment where our passion for inspiring our children to achieve more than they imagine possible is at the heart of everything we do.

If you're ready to make a significant impact and grow with us, we would love to welcome you to our team

Our Schools, Our Journey



2012

Victoria Park
Primary becomes
Victoria Park
Academy



2014

Victoria
Academies Trust
founded



2014

Rowley Park
Academy,
Staffordshire join
as first sponsor
school



2014

Devonshire
Infant and Junior
Academies,
Sandwell join as
converter



2017

Birchen Coppice
Academy,
Worcestershire
join as a sponsor
academy



2016

Fibbersley Park
Academy, Walsall
join as a sponsor
academy



2015

Northfield
Manor Academy,
Birmingham join
as a converter
academy



2018

Foley Park
Academy,
Worcestershire
join as a converter
academy



2019

Poppyfield
Academy,
Staffordshire
opens as our first
Free School



2022

Elm Tree
Academy,
Sandwell opens
as our first SEND
Free School



2025

Whitehall
Nursery & Infant
Academy join as
converter school
2025





Role Overview

Early Years Practitioner Level 3

Birchen Coppice Academy is a one-form school in Kidderminster. We are a well-resourced school, enjoying a modern, spacious building and impressive, attractive grounds. We are part of Victoria Academies Trust, a close-knit family of schools who share a passion for making all members of our schools the best that they can be.

We are looking to appoint an Early Years Practitioner Level 3 for our new 2 year old nursery which is opening 1st September 2025.

- Lead and manage the 2-year-old room, overseeing day-to day operations
- Energetic, positive and have the ability to work effectively as part of our team
- Willing to go the extra mile to make great things happen for our children

As a school, we can offer the successful candidate:

- A commitment to continuing professional development
- A supportive and hardworking staff team who are united in their drive to ensure children achieve the very best outcomes academically and socially
- Friendly and happy children who are keen and eager to learn

Birchen Coppice Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

For further information please contact Miss Hall (Business Support Officer/PA to Headteacher) on 01562 823582 or via email nhall@birchencoppiceacademy.org.uk

Please return completed applications marked for the attention of Headteacher Mrs Pennington, Birchen Coppice Academy, Woodbury Road, Kidderminster DY11 7JJ or to the email address.

Closing Date:

Tuesday 8th July at 12 Noon

Interviews: Friday 11th July





Job Description

Responsibilities of the role

School – Birchen Coppice Academy

Position profile

School:	Birchen Coppice Academy
Post title:	Early Year's Practitioner Level 3
Responsible to:	Assistant Headteacher
Remuneration:	NJCo7 – NJC17 (Subject to experience)
Commencement date:	September 2025
General professional duties and responsibilities:	

The postholder must at all times carry out her/his responsibilities with due regard to the Trust's policies including the Equal Opportunities Policy.

Particular responsibilities (that do not include or imply any voluntary activities)

Room Management

- Manage a room within the EYFS provision, overseeing day-to-day operations.
- Support practitioners in the room to ensure high standards of care and education.
- Organise and implement planning, observations and assessments in line with EYFS.
- Support in the development and implementation of Individual Education/Behaviour Plans.
- Assist in maintaining classroom discipline through the implementation of the school's behaviour management strategies.
- Liaise with parents and carers, providing regular feedback and support.

Safeguarding and Welfare

- Support the safeguarding of pupils in line with school policies and Keeping Children Safe in Education (KCSIE)
- Ensure that all staff in the room understand and follow the safeguarding procedures.
- Be aware of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
- Maintain a clean, safe, and stimulating environment indoors and outdoors.

Job Description

Responsibilities of the role

School – Birchen Coppice Academy

Teaching and Learning

- Provide high-quality teaching and care, tailored to the individual needs of pupils.
- Support children with special educational needs in a group or on a 1:1 basis as required
- Support children's personal, social and emotional development.
- Monitor children's progress using a key person approach and ensure developmental records are up to date.
- Encourage communication and language development through interactive play and structured activities.
- Use the EYFS framework to plan and deliver engaging and age-appropriate activities.
- Support children during lunchtimes.
- Maintain accurate records in accordance with EYFS and nursery policies (e.g., accident forms, medication records, developmental milestones).

Support to school (this list is not exhaustive and should reflect the ethos of the school)

- Develop strong partnerships with parents, carers, and outside agencies.
- Participate in regular staff meetings, training and performance reviews.
- Work collaboratively with other room leaders and senior staff to ensure smooth running of the nursery.
- Contribute to the overall ethos/work/aims of the school.

Note

This job description is not necessarily a comprehensive definition of the post. The particular duties and responsibilities listed above may be subject to reasonable change from time to time following consultation between the Assistant Headteacher and the postholder.

Person Specification

Early Year's Practitioner

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> Recognised Level 3 EYFS qualification (MUST be recognised as full and relevant by the Department for Education list) Good numeracy/literacy skills. Paediatric First Aid trained 	<ul style="list-style-type: none"> Degree
Knowledge, understanding and experience	<ul style="list-style-type: none"> Experience in leading a team or room in a nursery setting. At least 2 years' experience working in an Early Years setting, preferably with 2-year-olds Experience supporting children with a range of needs – including SEND and abilities Experience of communicating with parents/carers Experience of liaising with professionals Good understanding of the Early Years Foundation Stage (EYFS) framework Understanding of relevant policies/codes of practice. Use of other equipment technology – video, photocopier. Well-developed interpersonal skills to be able to relate well to a wide range of people. Work constructively as part of a team whilst being able to demonstrate initiative. Good communication skills. Effective use of ICT to support learning Ability to plan, deliver and evaluate engaging learning activities Strong organisational and time management abilities 	<ul style="list-style-type: none"> Read Write Inc trained Knowledge of emotional coaching/trauma informed practice Experience of using Wellcomm/Early Years baseline assessments

Person Specification

Early Year's Practitioner

	Essential	Desirable
Personal and professional qualities	<ul style="list-style-type: none">• Has a friendly yet professional and respectful approach which demonstrates support and shows mutual respect.• Open, honest and an active listener.• Takes responsibility and accountability.• Committed to the needs of the pupils, parents and other stakeholders and challenge barriers and blocks to providing an effective service.• Demonstrates a “can do” attitude including suggesting solutions, participating, trusting and encouraging others and achieving expectations.• Is committed to the provision and improvement of quality service provision.• Is adaptable to change/embraces and welcomes change.• Acts with pace and urgency being energetic, enthusiastic and decisive.• Communicates effectively.• Has the ability to learn from experiences and challenges.• Is committed to the continuous development of self and others by keeping up to date and sharing knowledge, encouraging new ideas, seeking new opportunities and challenges, open to ideas and developing new skills	

*Note: Due to the nature of how a multi-academy trust operates there is an expectation that all staff are willing and able to travel across the MAT (via their own car) to provide school-to-school support from time to time, as required. This means that a clean driving licence and acceptance of these terms is essential. Travel expenses will be reimbursed at the agreed rate.



Safeguarding

Victoria Academies Trust is committed to safeguarding and promoting the welfare of children and young people/vulnerable adults and expects our staff and volunteers to share this commitment. Successful applicants will be required to provide references, undertake an enhanced check through the Disclosure and Barring Service, and comply with the Safeguarding Policy and child protection practices of the Trust.

Equalities:

Victoria Academies Trust has a strong commitment to achieving equality of opportunity in its academies and in the employment of people. The post will ensure that the Trust meets its statutory obligations in relation to all aspects of equalities legislation.

Flexible Working:

Victoria Academies Trust is committed to ensuring that all colleagues have working conditions that meet their own needs, as well as the needs of their schools and children. Details of our Flexible working policy can be found on our website: **[VAT-Flexible-Working-Policy-v1.0-.pdf \(victoriaacademiestrust.org\)](#)**



Victoria Academies Trust

Ballot Street,
Smethwick,
West Midlands
B66 3HH

Web: victoriaacademiestrust.org

Email: enquiry@victrust.org

X [@VicAcademies](https://twitter.com/VicAcademies)