



Norland Nanny job description

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Main purpose:

- Prioritise children and their families by treating people inclusively and as individuals, listening to children and their families and responding to their needs, preferences and concerns, acting in the best interests of children at all times, and respecting children's and families' right to privacy and confidentiality.
- Practise effectively by considering the best available evidence, communicating clearly, working cooperatively, sharing skills, knowledge and experiences for the benefit of children and their families, keeping accurate and clear records and maintaining personal competence and knowledge.
- Preserve safety by recognising and working within limits of competence and raising safeguarding concerns immediately.
- Promote professionalism and trust by upholding the Norland Code of Professional Responsibilities and Norland's reputation as a Brand Ambassador.

Main responsibilities and duties:

- Recognise the central role played by parents and families in the lives of babies and young children, seeking and respecting their views and keeping them well informed.
- Recognise each child and family as unique and adapt practices to meet their needs.
- Work in partnership with parents, other family members and professionals involved in the care, development and learning of the babies and young children in your care.
- Observe, identify, assess and manage the development and learning of the babies and young children in your care.
- Lead the planning, delivery, implementation and evaluation of all care routines for the babies and children in your care, including supporting the development of self-regulation, hygiene, weaning, sleep routines and transitions.
- Lead the planning, delivery, implementation and evaluation of all play, learning and educational activities within and outside the home, reacting to the changing needs of children as they grow, develop and learn.
- Identify babies' and young children's interests and provocations and use them to support their learning and development raising any concerns that a child is at risk of falling behind promptly and professionally with parents and involving professionals in order to narrow the gap between them and their peers.

Promote and prioritise inclusive practice with families and within the community:

- Plan and provide healthy, nutritious and well balanced meals for the babies and children in your care, taking into account their age, preferences, dietary requirements, developmental needs, cultural or religious practices and any other specific requirements.
- Manage a budget and provide necessary records as required by the family.
- Maintain a healthy, clean and safe environment for the babies and children in your care, both inside and outside the home.
- Liaise with other professionals involved in the care of the children and ensure parents are well-informed.
- Communicate professionally at all times, verbally, electronically and in writing.
- Provide support, advice, and guidance for the families with whom you work.
- Take responsibility for continuing professional development so as to keep abreast of latest research in child development.

This job description may be subject to revision, depending on the future needs of the post and the organisation. Any changes will be discussed with the post holder prior to implementation.