NORLAND
UNIVERSITY
OF EARLY CHILDHOOD



Norland Nanny job description

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Norland Nanny job description

Main purpose:

- Practise effectively and inclusively with children and their families by making the development, care and safety of babies and children the main priority, ensuring that their individual needs are recognised and responded to effectively.
- Work in partnership to develop positive relationships with and respect the contributions of others whilst respecting children's and families' right to privacy and confidentiality.
- Practise safely, diligently, ethically and with care in line with best practice and the best available evidence.
- Ensure health and safety are a priority, exercising professional duty of care and acting when needed.
- Communicate effectively, sharing skills, knowledge and experience where appropriate, keeping clear and accurate records.
- Demonstrate the highest standards of practice and behaviour by displaying professional attributes and resilience in the face of personal and professional challenges.
- Be a reflective practitioner and Brand Ambassador, upholding the Norland Code of Professional Responsibilities and reputation of Norland and employers at all times

Main responsibilities and duties:

- Recognise the central role played by parents, families and communities in the lives of babies and young children, seeking and respecting their views and keeping them well informed.
- Demonstrate inclusive practice by recognising each child and family as unique and adapt practices to meet their needs.
- Work collaboratively with all adults, including families, staff, colleagues, and other professionals to identify and meet the needs of children effectively whilst role modelling kindness, respect and compassion.
- Respect children's and families' rights to privacy and confidentiality at all times unless it is necessary to share information in the best interest of the child's safety.
- Observe and assess the care and learning needs of children, sharing skills, up to date knowledge and experience for the benefit of children, families, other professionals and peers.
- Lead the planning, delivery, implementation, and evaluation of all care routines for the babies and children in your care, prioritising health and safety, and supporting wellbeing and self-regulation through strategies that help understand behaviour and emotions.
- 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.
- Ensure that all relevant information concerning the welfare and development of children is recorded and communicated appropriately.
- 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 clear accurate records as required by the family.
- Maintain an optimal healthy, clean, safe and hygienic environment for those with whom you live, work and interact, both inside and outside the home.
- Prioritise the wellbeing and safety of children by recognising when a child is unwell, taking reasonable steps to protect them from harm, neglect or abuse, and acting promptly to reduce the risk of harm

when an incident has occurred.

- Communicate professionally, politely and effectively at all times via different forms of communication according to the family's preference.
- Understand and have awareness of your own capabilities and competencies when practicing with children, raising concerns with Norland or employers immediately as necessary.
- Take responsibility for and engage in continuing professional development, ensuring knowledge and skills are up-to-date, and practice is in line with current legislation and evidence-based guidelines.
- Demonstrate resilience and a solution focused approach in the face of challenges, maintaining a commitment to the highest standards of practice.

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.