



**NHS**

**Great Ormond Street  
Hospital for Children**

NHS Foundation Trust

# JOB DESCRIPTION & PERSON SPECIFICATION

Job title: Nursery Practitioner

## GOSH profile

Great Ormond Street Hospital for Children NHS Foundation Trust (GOSH) is an international centre of excellence in child healthcare. GOSH is an acute specialist paediatric hospital with a mission to provide world-class care to children and young people with rare, complex and difficult-to-treat conditions.

Together with our research partner, the UCL Great Ormond Street Institute of Child Health, we form the UK's only academic Biomedical Research Centre specialising in paediatrics. Since its formation in 1852, the hospital has been dedicated to children's healthcare and to finding new and better ways to treat childhood illnesses.

Great Ormond Street Hospital receives nearly 300,000 patient visits (inpatient admissions or outpatient appointments) every year (figures from 2018/19). Most of the children we care for are referred from other hospitals throughout the UK and overseas. There are 60 nationally recognised clinical specialities at GOSH; the UK's widest range of specialist health services for children on one site. More than half of our patients come from outside London and GOSH is the largest paediatric centre in the UK for services including paediatric intensive care and cardiac surgery.

Through carrying out research with the UCL Great Ormond Street Institute of Child Health, University of London and international partners, GOSH has developed a number of new clinical treatments and techniques that are used around the world.

The UK's only academic Biomedical Research Centre (BRC) specialising in paediatrics is a collaboration between GOSH and UCL Great Ormond Street Institute of Child Health. We are a member of University College London (UCL) Partners, joining UCL with a number of other hospitals – an alliance for world-class research benefitting patients.

In partnership with six other NHS trusts, we are the lead provider for North Thames Genomics Medicine Centre, part of the national 100,000 Genomes Project.

# Great Ormond Street Hospital at a glance

GOSH provides over 60 different specialist and sub-specialist paediatric health services. This was the widest range on any single site in the UK.

GOSH had more than 60 YPF members, who were involved in 89 activities.

GOSH employed an average of 5,357 full time equivalent staff in 2022/23.

By the end of 2022/23 GOSH had stopped purchasing Desflurane anaesthetic medical gas, contributing to lower emissions.

2022  
/23

GOSH had 50 YPAG members, who gave feedback and had input into 45 research projects.

GOSH had 2,217 participants in 933 active research studies.

The GOSH Learning Academy offered over 17,000 additional learning opportunities, more than 10 times the target.

98% of inpatients and 95% of outpatients would recommend GOSH.

Volunteers contributed 10,260 hours, equating to approximately £123,000 of donated time.

GOSH had 44,994 inpatient and day cases. And 238,719 outpatient attendances.

## Great Ormond Street Hospital Culture and Values

The Trust has developed the Always Values with our staff, patients and families that characterise all that we do and our behaviours with our patients and families and each other.

Our Always Values are that we are:



## Diversity & Inclusion

Here at GOSH, we believe that improving lives for our patients begins with improving how we learn, work and grow as colleagues. So, we're changing. We know that we need to develop a more inclusive culture where everyone feels seen and heard. By growing an ever more diverse workforce, we'll have a greater range of perspectives and knowledge in our GOSH community, meaning that we can provide the children and young people at our hospital with even better care. At GOSH we have opportunities for our staff to engage with colleagues through the following networks: REACH (Race, Ethnicity and Cultural Heritage) ENABLED (Enhancing Abilities & Leveraging Disabilities Network), PRIDE & Women's networks.

Job title	Nursery Practitioner
Directorate	HR & OD
Band	3
Supervised by	Manager
Type of contract	Permanent
Hours per week	37.5
Location	8-9 Long Yard WC1N 3LU
Budgetary responsibility	N/A
Manages	N/A

### **Main purpose of the job**

To be a reliable member of the team, working to provide a positive environment, fostering children's all round development. Maintaining high standards of care for the children who use the nursery at all times.

### **Key working relationships**

Internal: parents/ colleagues

External: other internal departments

### **Main duties and responsibilities:**

- To work in partnership with other team members, providing support and assistance in all areas of the nursery as necessary.
  - To provide excellent care and education to children within the area of work.
  - To plan and implement activities/experiences which are appropriate to children's needs and stages of development, using the EYFS curriculum and OFSTED guidelines.
  - To have a good awareness of children's individual/group needs, and a good understanding of childcare issues and child development.
  - To act as a key person to named children carrying out observations/portfolios and developmental reports for each child, meeting with parents as appropriate.
  - To establish positive relationships with parent/carers, children, staff and other professional bodies. Sharing information, report writing, updating portfolios and discussing children's individual needs.
  - To be aware of the importance of each individual child's background and varied cultural needs. Be able to work with children, staff and parent/carers in accordance with the Nursery's and the Trust's policies.
  - To assist in ensuring that the childcare service provided in the nursery is done so in a non-discriminatory manner and promotes positive images for all groups within society.
  - To assist in ensuring the children receive an adequate, nutritional and well balanced diet.
  - To provide positive support and guidance to students during practical placements, where appropriate.
  - To undertake training and attend courses relating to childcare and personal development.
  - To assist in departmental induction for new members of staff and statutory/mandatory training.
  - To be prepared to attend parent/staff meetings and contribute to fundraising events which may occur outside normal working hours.
  - To undertake shared responsibility for maintaining a high standard of hygiene throughout the
  - nursery environment, adhering to Nursery policies.
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- To undertake shared responsibility for ensuring the nursery is a safe environment for staff and children by carrying out risk assessments and reporting all issues highlighted to the appropriate individual.

*This job description is intended as an outline of the areas of activity and can be amended in the light of the changing needs of the service and will be reviewed as necessary in conjunction with the post-holder.*

### Other information

Great Ormond Street Hospital for Children NHS Foundation Trust is a dynamic organisation, therefore changes in the core duties and responsibilities of this role may be required from time to time. These guidelines do not constitute a term or condition of employment.

### The GOSH Learning Academy (GLA)

Staff education and training influences every stage of the patient journey. Be it the communication skills of the medical secretary planning a patients' stay, the multi-professional team caring for them on the ward, the leadership skills of our corporate and operational teams, or the administrator planning their transport home – each member of staff needs the up-to-date knowledge, skills, and capabilities to provide our patients with exceptional care. We have a number of opportunities for staff available through the [GOSH Learning Academy](#)

## PERSON SPECIFICATION

*This table lists the essential and desirable requirements needed in order to perform the job effectively. Candidates will be shortlisted based on the extent to which they meet these requirements. Evidence for suitability in the role will be measured via a mixture of application form, testing and interview.*

GOSH Culture and Values	Essential	Desirable	Assessment method
Our Always values <ul style="list-style-type: none"> <li>Always welcoming</li> <li>Always helpful</li> <li>Always expert</li> <li>Always one team</li> </ul>	<b>E</b>		I/A/T
<ul style="list-style-type: none"> <li>Experience of working as part of a diverse team.</li> <li>Experience of contributing to an inclusive workplace culture.</li> </ul>	<b>E</b>		
<b>Academic/Professional qualification/Training</b>			

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Level 3 Childcare & Education qualification e.g., NVQ 3, BTEC etc equivalent childcare courses (i.e., must meet the early years educator criteria and be approved by Ofsted)	<b>E</b>		
Relevant level 2 qualification in Numeracy (if level 3 post 2014)	<b>E</b>		
Relevant level 2 qualification in Literacy (if level 3 post 2014)	<b>E</b>		
Paediatric First Aid		<b>D</b>	
<b>Experience/Knowledge</b>			
Significant experience of working in a nursery setting, with children aged 3 months – 5 years	<b>E</b>		
Demonstrable experience of contributing to daily planning	<b>E</b>		
Experience of working in other childcare settings	<b>E</b>		
Good all round knowledge of child development and childcare practices for children aged 0-5 years. Good Knowledge of EYFS	<b>E</b>		
Awareness of childrens' needs	<b>E</b>		
Awareness of the Health & Safety of childrens' environment	<b>E</b>		
<b>Skills/Abilities</b>			
Good Communication skills, both written and oral.	<b>E</b>		
Ability to work within a team and under own initiative	<b>E</b>		
Ability to meet the needs of the service within a team environment	<b>E</b>		

**Criteria Key:**Essential: **E**Desirable: **D****Review Method:**Application form: **A**Interview: **I**Test: **T**