Nursery Assistant – Level 3

Bearwood Primary & Nursery School

Location:	Bearwood Primary & Nursery School
Contract:	Permanent Contract Term Time only (38.2 weeks per year) 31.25 hours per week (8:45am – 3:30pm, with a 30-minute lunch break)
Salary:	Between £18,138 to £18,423 per annum (actual) £25,614 to £26,016 (full time equivalent)
Application deadline:	Monday 7th December 2026 at 9am
Interview date:	Thursday 10th December 2026
Start Date:	1st January 2027 (or as soon as possible after this date)

Bearwood Primary & Nursery School is a vibrant, one-form entry school catering for children aged 2 to 11, situated in the north of Poole, Dorset. Rooted in our vision of *Learning, Enjoying, Succeeding Together*, we are proud to be a trauma-informed school that places the wellbeing and success of every child at the heart of all we do.

Our Bearwood Belief underpins a nurturing and inclusive environment where children thrive academically, emotionally, physically, and spiritually. We are privileged to serve our local community, offering a rich and inspiring curriculum that builds knowledge and skills from the Early Years through to Year 6.

Led by a dedicated and caring team, Bearwood is a school full of charm and values, where children are supported to reach their full potential. Our core values – *Ready, Respectful, Safe* – guide our daily practice and foster a culture of mutual respect and high expectations. Joining our team means becoming part of a collaborative, forward-thinking school community that is passionate about making a difference.

Bearwood Primary & Nursery School is part of the Hillary Partnership of Hamwic Education Trust (HET); a large, fast-paced multi-academy trust with currently 37 schools across the South Coast: Portsmouth, Southampton, Poole and Dorset.

Role Summary:

Bearwood Primary & Nursery School are seeking to appoint a Nursery Assistant – Level 3, starting in January 2027.

We are looking for a new colleague to join our dedicated team. Above all applicants must believe that with motivation, passion and positivity they can make a difference to the children and their families, raise aspirations and ensure the best possible outcomes for everyone.

This role involves – Being a valuable member of the nursery team who will be responsible for supporting the learning, development, and wellbeing of children while ensuring a safe, nurturing, and stimulating environment. They will be passionate, driven, and willing to 'go that extra mile' when contributing to the wider aspects of school life.

We are seeking a professional individual who:

- A passionate individual with experience in working with young children.
- A minimum of a recognised Level 3 qualification within Early Years
- Strong communication skills and a team-oriented mindset.

All about the child

- A commitment to providing high-quality care and education.
- Has experience of working with children age 2 years to 5 years
- Committed to using a trauma informed approach to support all the children in our care
- Be willing to undertake professional development to develop your understanding and knowledge

What we offer you:

- An opportunity to be part of a collaborative team with a shared vision of excellence
- A real career path in a thriving and respected organisation
- Flexible working approach, where possible
- Excellent training and development programmes and opportunities
- Eligibility to join the Local Government Pension Scheme / Teacher Pension Scheme
- Generous holiday entitlement, increasing with length of service (support staff)
- Access to our benefits portal offering a full range of discounts available through Lifestyle Savings
- Access to wellbeing support through our Employee Assistance Programme, this includes free confidential telephone and face to face counselling for employees and family members
- Access to financial wellbeing support through a company that provides comprehensive guidance on all things mortgage related
- Eligible for a Blue Light card

About Hamwic Education Trust:

HET is fully committed to developing an outstanding workforce. We are a friendly and supportive community of professionals working hard to ensure that our schools are enabling children to grow and develop for the future.

We have talented staff working in leadership, teaching and support roles throughout our schools and committed professionals working in the Managed Services team covering education, safeguarding, HR, IT, finance and estates. This experienced team supports our schools and is responsible for the successful delivery of our multi-academy trust.

As an employer, we support our staff to grow through continuing professional development and there is a range of apprenticeships and other opportunities available throughout the Trust to extend your knowledge, skills and career prospects.

HET celebrates the uniqueness of our pupils, our staff and our schools and we aim for everyone to achieve their full potential through the pathways of opportunities available.

HET recognises that by valuing and promoting equal opportunities in employment for all employees and job applicants and avoiding unlawful discrimination in employment and delivery of services, we will be able to deliver first class education and value the differences our workforce brings to HET.

Application Procedure:

If you would like to discuss the role further, the main office by emailing school@bearwood.poole.sch.uk to arrange an informal chat or have a tour of the school. Potential candidates will be asked to bring their current school ID and/or photographic ID as proof when they visit the school for a tour.

If you wish to apply for this position, please complete an application form which can be found at Job vacancies | Careers | Hamwic Education Trust | Multi-academy Trust and return to school@bearwood.poole.sch.uk **CV's will only be accepted along with a completed application form.**

Please note, we may close the advert prior to the advertised closing date should we have sufficient applications. We strongly encourage prospective applicants to apply as soon as possible.

Hamwic Education Trust (HET) are committed to safeguarding and protecting the welfare of our pupils and we expect all staff and volunteers to share this commitment.

All posts are subject to a safer recruitment process which includes enhanced criminal record and barring checks, scrutiny of work and training history, robust referencing, and other vetting checks. Successful candidates will also be subject to online searches.

Our safeguarding system is underpinned by a range of policies and procedures which encourage and promote safe working practice across HET.

All HET employees are required to undergo continuous professional development to maintain safe working practices and to safeguard our pupils.