Early Years Practitioner

Term Time



OUR SCHOOL

Morrison's Academy is proudly the only all through independent day school in Perthshire, offering an outstanding education to boys and girls aged 2-18. The school is a community of pupils, parents, teaching and support staff who all have a special role in the shaping of our friendly, vibrant and caring school.

Situated in the vibrant community of Crieff, surrounded by stunning Perthshire countryside, Morrison's Academy has one of the most beautiful locations of any school in Britain. Within easy reach of the central belt, the stunning mountain scenery provides the backdrop for the school and offers outstanding locations for outdoor learning.

From 2-18, our pupils excel, and our long tradition of academic success continues today with a contemporary Scottish curriculum and a programme of independent, child-centered learning that builds emotional intelligence, creativity and life skills, and encourages every child to Strive for the Highest.
Inspiring teaching, consistently outstanding exam results, unique and progressive learning programmes and varied co-curricular activities foster team spirit and nurture individual talent.

Our school roll of approximately 520 young people and 115 staff are all active members of the surrounding communities and we all know and support one another, working together as a team to put pupils and parents first. We embody this culture in everything we do.

OUR COMMUNITY & CAMPUS

Our young people are a delight and the staff and governors are helpful and supportive.
The Morrison's Academy family is friendly and progressive; we have high expectations of one another and the confidence to encourage innovation.

We are committed to the career-long professional learning of all our staff. Our programme of Performance Reviews and generous CPD budget promotes continuous improvement within and beyond the classroom, with plenty of scope for colleagues to pursue interests and specialisms.

The school's main campus is located in the centre of Crieff and comprises a mixture of historic (our magnificent original buildings date from 1860) and modern buildings.

We also have an off-site outdoor sports campus with all-weather flood-lit pitch, allowing for year-round matches and training.
Morrison's Academy is committed to ongoing development and modernisation.



Early Years Practitioner

ROLE

We are looking for an enthusiastic, dynamic and nurturing Early Years Practitioner to join our thriving Nursery team at Morrison's Academy. This is an exciting opportunity to contribute to the development of our setting, working with children aged 2–5 to create a stimulating, personalised and play-based learning environment.

QUALIFICATIONS

To be successful, you must be passionate about Early Years education, up to date with current Scottish practice, and familiar with GIRFEC, Realising the Ambition,Quality improvement framework for the early learning and childcare sectors and Curriculum for Excellence (including Early Level Benchmarks).

Essential

- Early Years Childcare qualification as recognised by the SSSC or GTCS (SVQ Level 3 Social Services (Children and Young People), HNC Childhood Practice, or BA Childhood Practice).
- Current registration as a practitioner with the SSSC or GTCS, or eligibility to apply upon commencement of employment.

Desirable:

- Working towards or holding a BA in Early Education & Childcare / Childhood Practice.
- Current Paediatric First Aid certificate and additional relevant qualifications.

Experience

Essential:

- Experience working collaboratively within an Early Years / nursery setting.
- Ongoing evidence of relevant career-long professional learning (CLPL).

Desirable:

- Experience delivering child-centred, play-based pedagogy in both indoor and outdoor settings

Skills & Knowledge

- Ability to plan, implement, and evaluate an appropriate play-based curriculum for children aged 2–5.
- Strong communication and interpersonal skills, with the ability to communicate clearly, sensitively, and confidently with children, parents, colleagues, and external agencies.
- Strong working knowledge of IT systems (for recording observations, planning, and parent communications).

Personal Attributes

- Ability to work effectively as part of a team and contribute positively to the wider school ethos.
- Self-motivated and able to use your own initiative.
- Flexible, responsive, and adaptable to change.
- Positive, enthusiastic attitude toward outdoor learning.

Principal Functions

Early Years Practitioner

Child Development, Learning & Environment

- Create safe, stimulating and differentiated learning environments and experiences for all children, indoors and outdoors, in line with the Nursery's strategic plan.
- Promote early literacy, numeracy, health and wellbeing through child-centred, play-based learning.
- Apply a sound understanding of child development to provide nurturing experiences suited to each child's age, stage and individual needs.
- Use personal skills and interests, such as music, drama, movement, art, literature and environmental studies, to enrich children's learning and development.
- Promote learning and celebrate children's achievements through engaging and varied displays.
- Take responsibility for children's care and safety during organised outings.

Observation, Planning & Assessment

- Observe children, maintain accurate and confidential records, and use these to identify and plan appropriate next steps in consultation with colleagues.
- Contribute to short, medium and long-term planning, ensuring records are maintained in line with Perth & Kinross Council guidelines.
- Contribute to children's personal plans, confidential observations and summative reports as required.

Principal Functions (cont.)

Early Years Practitioner

Safeguarding, Health & Safety, and Compliance

- Follow the School's Child Protection Policy, promptly reporting any actual or potential concerns and attending all mandatory training.
- Comply with Care Inspectorate standards and SSSC requirements to ensure the care, welfare and safety of all children.
- Promote positive behaviour while maintaining high standards of health and safety.
- Fulfil individual responsibilities under the Health and Safety at Work Act 1974 and the Management of Health and Safety at Work Regulations 1999, taking all reasonable steps to prevent injury to yourself and others.

Teamwork, Ethos & Professional Development

- Work collaboratively with the Early Years team to build positive, inclusive and nurturing relationships with children, parents, families, School colleagues and external agencies.
- Contribute to a culture of self-evaluation and reflective practice within the Nursery.
- Participate in the School's Performance Review and professional development programme, attending staff meetings, In-service days and Nursery/School events as required.

Principal Functions (cont.)

Early Years Practitioner

Teamwork, Ethos & Professional Development (cont.)

- Ensure relevant certifications, including Paediatric First Aid, remain valid and up to date.
- Promote and support the ethos of Morrison’s Academy and undertake any other reasonable duties requested

This role specification provides a broad outline of the position and its responsibilities. It is not intended to be exhaustive and will be reviewed periodically as part of the School's Performance Review and development process.

REPORTS TO

Nursery Manager and Head of Primary

HOURS OF WORK

A normal working week would comprise of 36.5 hours usually worked between the hours of 08:00-17:00. The position would be on a term time only basis. The post holder will also be required to attend Open Mornings, Sports Day and other ad-hoc days out with the normal working week.

SALARY SCALE

This will be dependent on experience

OTHER BENEFITS

A generous staff discount if your children attend Morrison's Academy, pension and ancillary benefits.

HOW TO APPLY

Candidates should complete the application form via School Talent together with a CV and a covering letter outlining their suitability for the role or email directly to Human Resources at vacancies@morrisonsacademy.org.

CLOSING DATE FOR APPLICATIONS 08 December 2026



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