



Part Time Practice Supervisor (SEN) Maternity Leave Cover

Salary: (£17.29 per hour) depending on experience. **Hours:** 16-22 hours per week

Location: First Steps Moorlands Community Nursery

Job Reference: MOPSMAT0426 **Closing Date:** 12 noon Friday 1st of May

We are pleased to offer an **exciting opportunity** for a **Part-Time Practice Supervisor – SEN**, based at **Moorlands**. This role is ideal for colleagues who are passionate about inclusive, person-centred practice and who would like to grow their leadership experience in supporting children and families with additional needs.

First Steps puts people before profit: work for a family of nurseries with heart.

First Steps is a charity and social enterprise, our people love working for us because we focus on the child and work alongside their families, and the local community to give them the best start in life.

First Steps is known for quality and inclusion, we give you strong in-house training and access to promotion. Our nurseries are community-focused, and teams take care of each other. You join a family of nurseries with a great support network.

What's in it for you?

"First Steps provided opportunities for me to train and develop my leadership skills and balance the needs of a young family" Laura preschool lead at Twerton.

- Lots of training with access to Noddle Now training
- We encourage development and promote internally when possible, offering a good salary for the sector
- Generous pension, an employer/employee matched contribution of 5%
- 50% discount on childcare fees.
- Holiday of 24 days a year plus bank holidays.
- Many other benefits that take care of you, including access to Health Assured employee assistant app and Bike2Work scheme. See our website for full benefits

[Jobs at First Steps | First Steps Bath](#)

About the role:

The Practice Supervisor (SEN) will provide specialist leadership and guidance to support **high-quality, inclusive practice** for children with Special Educational Needs and Disabilities. The role will focus on ensuring children's individual needs are understood, met, and championed within a nurturing and enabling environment.

Working closely with families, practitioners, and other professionals, the postholder will:

- Lead on **SEN-informed practice** across the setting
- Support staff to develop confidence, skills and understanding in meeting a wide range of needs
- Promote **person-centred approaches**, ensuring each child's strengths, needs and voice are central
- Support the development and review of inclusive strategies, plans, and documentation



- Work collaboratively with parents/carers and external professionals to support positive outcomes
- Providing reflective supervision and practice guidance to staff
- Deputise when the manager is out of the setting.

This role plays a key part in creating a culture where inclusion is shared, reflective and embedded in everyday practice.

About the Secondment

This is a **part-time Maternity Cover opportunity**, created to strengthen SEN leadership while also offering staff meaningful opportunities to:

- step into a more senior role in a supported way
- develop specialist knowledge and leadership skills
- contribute to service development and inclusive practice

The role will be **fully supported**, with opportunities for mentoring, reflection, and professional learning throughout.

Who Should Apply

This opportunity would suit colleagues who:

- have experience of working with children with SEN and a strong commitment to inclusion
- value relational, person-centred practice with children and families
- are keen to support and guide colleagues in developing inclusive approaches
- are interested in developing leadership skills within a nurturing setting

About the Nursery:

Moorlands Community Nursery is based in a modern, purpose-built building adjacent to Moorlands School. We provide early education and care to children from birth to 5 years old.

We are a friendly team of experienced early years professionals. Our children enjoy our accessible outdoor learning spaces and exploring our local areas.

We are committed to the safety and well-being of children. As part of our safeguarding measures, we will conduct thorough criminal record checks.

Apply Now:

Contact us today, our friendly team are waiting to hear from you.

Charlotte Miller, Manager Moorlands Community Nursery charlotte.miller@firststepsbath.org.uk

We warmly encourage colleagues who are passionate about inclusive practice and professional growth to consider applying



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Ofsted Registration Number: EY287532