

Early Years Assistant

Join the team and be part of an organisation passionate about making the UK the best place for people with a learning disability to live happy and healthy lives.



What will you do

As an Early Years Assistant, you'll play a vital role in supporting children to develop their confidence, independence and school readiness through engaging, child-centred experiences.

You'll:

- Support the delivery of stimulating, caring and therapeutic play within a specialist educational environment.
- Build warm, trusting relationships with children and their families.
- Work collaboratively with the multidisciplinary team, Family Support team and external professionals to deliver individualised care and learning.
- Assist with planning and delivering activities that promote children's development and wellbeing.
- Observe children's progress and contribute to care plans, learning records and associated documentation.
- Support children to develop communication, independence and social skills through play-based learning.
- Follow individual therapy programmes under the guidance of Allied Health Professionals.
- Help prepare learning environments before sessions and maintain safe, welcoming and organised play spaces.
- Promote safeguarding, health and safety, equality and inclusion in all aspects of your work.
- Following appropriate training, support children with complex care and medical needs, including gastrostomy feeding, suctioning, tracheostomy care and medication administration where required.

What will you bring

We're looking for someone who is passionate about supporting young children with a learning disability and committed to helping every child reach their full potential.

You'll bring:

- A caring, compassionate and enthusiastic approach, with a genuine passion for making a positive difference in the lives of young children and their families.

- The ability to build positive, trusting relationships with children, families, colleagues and partner professionals.
- Excellent communication and teamwork skills, with the confidence to work collaboratively as part of a multidisciplinary team.
- A child-centred approach that promotes inclusion, independence, wellbeing and positive outcomes for every child.
- A willingness to learn, develop new skills and undertake specialist training to meet the individual needs of the children we support.
- An understanding of safeguarding, health and safety, confidentiality, and the importance of maintaining accurate records.
- A positive, flexible and proactive attitude, with the ability to adapt to the changing needs of children, families and the service.
- A commitment to Mencap's values of being **Passionate, Brave, Positive, Kind and Inclusive**, ensuring every child and family feels valued, respected and empowered

Your experience

We're looking for someone who is compassionate, motivated and committed to helping children achieve the very best outcomes.

You'll ideally have:

- A Level 2 QCF qualification (or equivalent) in Childcare, Learning and Development, Playwork or a related discipline.
- Knowledge of child development and age-appropriate play and learning.
- At least one year's experience (paid or lived) supporting children aged 0–5 years and their families.
- Experience of working with children with additional or special educational needs is desirable.
- Excellent communication and teamwork skills.
- The ability to develop positive, child-centred relationships with children and families.
- A flexible, positive attitude and willingness to learn new skills.

More information about this role

- **Location:** Belfast, Mencap Centre
- **Contract:** Fixed Term (September to the end of June, with the possibility of extension)
- **Hours:** 35 hours per week (Term Time). Posts may also be offered as **21-hour and 14-hour contracts** depending on successful applicants and service requirements.
- **Pre-employment checks:** An Enhanced AccessNI check and the relevant Belfast Health and Social Care Trust checks are required for this role.

What will Mencap give you

When you join Mencap, you'll become part of an organisation that is passionate about creating opportunities for people with a learning disability.

You'll benefit from:

- A rewarding role where you can make a genuine difference every day.
- Full induction, training and ongoing professional development.
- A supportive multidisciplinary team who value collaboration.
- Excellent employee benefits and pension scheme.
- Opportunities to develop your skills in specialist early years practice

How to apply

Please apply with an up to date CV that demonstrates your skills and experiences relevant to this position

If you require any further information please contact our Recruitment team on 01733 246699

Mencap's values and how they apply to this role



We are **brave**
we challenge and
try new things

You will have a genuine passion for changing the lives of young people and supporting their transition into work.



We are **inclusive**
of everyone

You will advocate for inclusion in the workplace and be a positive role model for learners.



We are **kind**
to everyone

You will encourage learners to try new things and step out of their comfort zone, being brave when faced with new challenges.



We are **passionate**
about making the
world a better place

You will highlight and celebrate how unique each learner is. You will positively approach their journey to employment.



We are **positive**
in our work and
with each other

You will be kind, supportive and encouraging to everyone you interact with.