



Nursery Practitioner Application Pack



Thank you for your interest in joining Little Robins' Day Nursery. We are delighted that you are considering becoming part of our founding team.

Little Robins' is a brand-new, purpose-designed nursery opening in February 2026 in the heart of Nafferton. Our vision is to create a warm, nurturing environment where children feel safe to explore, confident to express themselves, and excited to learn. We believe that childhood should be filled with curiosity, joy and meaningful relationships, and we are committed to building a setting that reflects these values every day.

Our approach is inspired by child-led, play-based learning, with an emphasis on real experiences, natural materials and thoughtful interactions. We want children to feel valued as individuals, respected as capable learners, and supported to explore the world at their own pace.

At Little Robins', relationships matter. We work closely with families, value the knowledge they bring, and aim to create a genuine sense of belonging for every child. Our practitioners play a vital role in building this culture through warm, responsive care and positive daily interactions.

As a new setting, we have the exciting opportunity to build our practice, environments and routines together. We are looking for Nursery Practitioners who are caring, enthusiastic and committed to supporting children's wellbeing, development and learning through play

If you are passionate about working with young children, enjoy being part of a supportive team, and want to help create a calm and nurturing start for children and families, we would love to hear from you.



About the Role:

The Nursery Practitioner at Little Robins' Day Nursery plays a vital role in creating a warm, inclusive and high-quality early years environment. You will work closely with Room Leaders and the wider team to support the day-to-day care, learning and development of children, ensuring that practice reflects our values and meets the needs of every child.

This is a hands-on role focused on three key areas of practice:

- **Working directly with children** , supporting their learning, wellbeing and development through play, routines and everyday experiences.
- **Providing nurturing care** , including working within a baby room where responsive interactions, attachment and consistent routines are central.
- **Working in partnership with families** , building positive relationships and supporting open communication to ensure continuity of care between home and nursery.

You will contribute to a calm, caring and collaborative room culture, where children feel safe, secure and confident to explore, and where staff work together to deliver high-quality practice. As a practitioner, you will model warm, respectful interactions and support inclusive, child-led learning throughout the day.

What We're Looking For:

We are seeking a caring, enthusiastic and committed early years practitioner who:

- Is passionate about child-led, inclusive early years practice.
- Has experience working with young children, including within a baby room, with an understanding of attachment, routines and responsive caregiving.
- Enjoys working as part of a team and contributing positively to room practice.
- Can build warm, respectful relationships with children, families and colleagues.
- Is reflective, reliable and committed to developing their practice.
- Is excited by the opportunity to help build a new nursery from the ground up.

Key Responsibilities

The Nursery Practitioner role focuses on providing high-quality care, learning and support for children within the room. You will work as part of a team to ensure children experience a calm, nurturing and inclusive environment that supports their wellbeing and development.

★ Working with Children:

- Support children's learning and development through play, routines and everyday experiences.
- Build secure, trusting relationships through warm, responsive and respectful interactions.
- Follow children's interests and support child-led learning opportunities.
- Promote children's wellbeing, independence and confidence throughout the day.
- Support inclusive practice so that all children feel valued and supported to thrive.

★ Care and Routines:

- Support children's individual care needs and routines, including feeding, rest and personal care, appropriate to their age and stage of development.
- Provide nurturing, responsive care that supports emotional security and positive attachments.
- Observe and respond sensitively to children's cues, interests and emerging skills.
- Help maintain calm, safe and engaging environments that meet the needs of different age groups.

★ Working as Part of a Team:

- Work collaboratively with colleagues to support consistent routines and high-quality practice.
- Follow guidance from Room Leaders and the wider leadership team.
- Contribute to observations, planning and assessments as part of the room team.
- Share information appropriately to support children's care, learning and wellbeing.

★ Safeguarding and Welfare:

- Promote safeguarding and children's welfare at all times in line with nursery policies and procedures.
- Maintain a safe, clean and welcoming environment for children.
- Support children's physical, emotional and developmental needs with care and sensitivity.



Person Specification:

Our Nursery Practitioners will be caring, committed early years professionals who play a vital role in supporting children's wellbeing, development and learning, and who contribute positively to a warm, inclusive and reflective team culture.

Essential Criteria:

- Level 2 or Level 3 qualification in Early Years Education or Childcare (or working towards).
- Experience working with young children in an early years setting.
- Understanding of the EYFS and the importance of safeguarding and children's welfare.
- Ability to support children's learning and development through play and everyday experiences.
- Warm, responsive approach to working with children.
- Good communication skills and the ability to work effectively as part of a team.
- Commitment to inclusive, child-led, play-based practice.
- Willingness to reflect on practice and engage in professional development.

Desirable Criteria:

- Experience working across different age groups within an early years setting.
- Experience supporting observations, planning and assessments.
- Paediatric First Aid qualification (or willingness to undertake training).
- Experience working in a play-based or curiosity-inspired environment.

Personal Qualities:

We are looking for someone who:

- Is caring, patient and approachable.
- Enjoys working collaboratively as part of a team.
- Is reliable, organised and professional.
- Can remain calm and responsive in a busy environment.
- Values positive relationships, play and exploration.

Shortlisted applicants will be assessed against these criteria through their application (CV and cover letter), interview and practical tasks, and subsequent reference and suitability checks.



What We Offer:

At Little Robins' Day Nursery, we are committed to creating a supportive, collaborative and positive working environment where staff feel valued, respected and encouraged to grow.

As a Nursery Practitioner, you will play an important role in supporting children's wellbeing, learning and development, and in helping to create a calm, nurturing and inclusive environment for children and families.

★ Role Details:

- Full-time and part-time roles available.
- Flexible working patterns between 8:00am and 6:00pm, Monday to Friday.
- This is a hands-on, ratio-based role working directly with children.
- Start date: **February 2026.**

★ Pay and Benefits:

- A competitive hourly rate, based on experience and qualifications.
- Supportive, values-led working culture.
- Opportunities for professional development and training.
- Opportunities to develop skills and progress within the nursery over time.

★ Our Commitment to Staff:

We are committed to nurturing a workplace where:

- Staff feel respected, listened to and supported.
- Wellbeing and work-life balance are valued.
- Dedicated time for continuous professional development is prioritised and built into our practice.
- Collaboration, reflection and professional curiosity are encouraged.

We believe that when adults feel confident, empowered and connected, children flourish.


★ Why Join Us?

This role offers the unique opportunity to:

- Be part of a founding team.
- Help shape the culture, environment and practice of a new setting.
- Make a meaningful difference in the lives of children and families.
- Grow professionally in a supportive, collaborative environment.



How to Apply:

If you are interested in joining Little Robins' Day Nursery, we would love to hear from you. To apply, please send your **CV**, and **cover letter** explaining how you meet the essential and desirable criteria for this role to:  contact@littlerobinsdaynursery.co.uk

Please ensure your cover letter includes specific examples from your experience, as applications will be shortlisted against the person specification.

If you would like an informal conversation about the role before applying, please feel free to get in touch via the same email address.

Application closing date: Friday 17th January 2026

★ Recruitment Process:

Shortlisted candidates will be invited to a two-stage selection process that includes:

- An interview.
- Practical tasks exploring interaction with children.

We will aim to make the recruitment process supportive, transparent and reflective of our values.

★ Safeguarding Statement:

Little Robins' Day Nursery is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment.

All applicants will be required to:

- Provide satisfactory references.
- Undergo an enhanced DBS check.
- Demonstrate suitability to work with children.

Any offer of employment will be subject to the completion of safer recruitment checks.

★ Equality and Diversity:

We welcome applications from all individuals, regardless of age, gender identity, sexual orientation, disability, ethnicity, religion or background.

We are committed to fostering an inclusive community where everyone feels respected, valued and able to thrive.

Thank you for your interest in Little Robins' Day Nursery and in becoming part of our founding team.

We look forward to hearing from you.