



Outdoor Educator
Information Pack
May 2025





Information Pack

Nursery Information

Little Pips Nursery, a state-of-the-art Early Years education facility, will open its doors in September 2025 on the grounds of Pocklington School. This exciting development reflects the School's strong commitment to the area and its desire to create a resource that benefits every child in the community.

Little Pips Nursery was born from a vision to provide truly exceptional Early Years education. Backed by the expertise and resources of Pocklington School, the nursery will offer a nurturing haven where children aged 0 to four years can thrive. Little Pips will provide flexible care options, including the government-funded 30 hours of free childcare scheme, alongside extended hours to meet the needs of busy families.

Our Nursery

The brand-new nursery has been thoughtfully designed to create a warm and nurturing environment for young children and babies. Featuring natural materials, plants, and abundant sunlight, the environment seeks to inspire curiosity and encourage exploration. Alongside indoor spaces of the very highest quality, which include a Piazza for the nursery community to come together, and an artist's studio, Little Pips has invested significant funds in the outdoor area, to provide children with a large, bespoke outdoor environment in which they can explore, experiment and embark on adventures without limits.

Our Approach

Central to Little Pips Nursery is its adoption of the Reggio Emilia approach, an internationally recognised educational philosophy originating in Italy. This approach views children as curious, capable, and competent individuals, placing emphasis on creativity, collaboration, and exploration to foster a lifelong love of learning and respect for each child's unique interests.

What sets Little Pips apart is its comprehensive offering. The nursery combines the expertise of highly qualified and passionate educators with access to weekly swimming lessons, Forest School sessions, and the use of 32 acres of outdoor space. Children also benefit from nutritious, locally sourced meals prepared by an in-house chef, creating a truly holistic approach to early years care and education.

Understanding the needs of busy parents, the nursery offers a unique feature: 'The Pip Stop!' This welcoming space allows parents to take a moment for themselves—whether to enjoy a coffee, catch up on emails, or simply recharge—before starting the rest of their day.



Information Pack

Employee Benefits

The following are on offer as part of your employment with the Nursery. For further information on anything detailed here, please speak to the Human Resources Team. Benefits are subject to change.

Generous Leave Entitlement – includes holiday and other leave

Competitive Pension Scheme – competitive employer contribution rates for all staff (salary sacrifice available where applicable)

Death in Service Benefit – 3 times basic annual salary

Discounted Nursery Fees for Permanent Staff

Discounted Gym Membership - Francis Scaife Leisure Centre (Pocklington)

Employee Assistance Programme – offering a health, wellbeing, 24/7 online GP and counselling service for staff and their families

Private Healthcare – access to private healthcare provision through Benenden at competitive rates

Employee Discount Portal – access to savings and discounts portal

Free Lunch - whilst on duty

Free Staff Room Refreshments

Enhanced Maternity, Paternity and Adoption Pay

Enhanced Sick Pay Arrangements

Free parking

Cycle to Work scheme - this scheme is offered on a salary sacrifice basis, allowing eligible staff to benefit from reduced tax and NI payments.



Information Pack

Job Advert - Outdoor Educator

Our Nursery

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The role

- An ideal opportunity for an experienced Nursery Educator looking to progress or a current Room Leader looking for a new challenge
- You will lead outdoor learning experiences that inspire curiosity, creativity, and a love for nature.
- Create a safe and stimulating outdoor environment where children can explore and learn through play and nature-based activities
- The role will involve designing and delivering engaging outdoor activities that align with the Reggio Emilia philosophy, while supporting children's physical, emotional, and social development
- You will work closely with the Nursery Manager, Pedagogical Lead and other educators to align outdoor learning with the overall curriculum
- You will mentor, inspire, and support our educators to deliver high-quality, child-centred learning experiences whilst playing a key role in promoting environmental awareness and fostering a connection with the natural world

The team

You'll be part of a nurturing, innovative team working with supportive, experienced and dedicated teaching professionals along with new recruits such as yourself. You'll have the opportunity to work with vibrant and engaged educators in a setting that celebrates creativity, individuality, and collaboration. Together you will make a significant impact on the future of early childhood education within a forward-thinking, Reggio Emilia-inspired nursery.

What you'll receive

- Competitive Salaries: £24,570 for 35 hour week (£13.50 per hour)
- Working hours are 9am – 4.30pm, with half an hour unpaid break, working 35 hours per week
- Training and support to meet your individual needs with opportunities for professional growth and career progression
- 33 days holiday (includes bank holidays)
- Defined contribution pension scheme (5% employer contributions, 3% employee contribution)

Information Pack

- Fee discount for children attending the nursery
- Free high quality lunch
- Free on-site parking

You will be

- Qualified to level 3 or above in early Years Education (e.g. Early years educator, CACHE level 3 or equivalent)
- Experienced in working within an early years setting, with a strong understanding of child development and a passion for outdoors.
- Committed to the application of the Reggio Emilia approach in early childhood education

Next steps

To find out more please contact Sarah Cobb, Head of Nursery on 01759 322680 / CobbS@pocklingtonschool.com

Please apply via TES: <https://www.pocklingtonschool.com/work-with-us> and indicate on your application which role you are interested in and the working patterns that you would prefer.

Closing Date: 9am 20th May 2025

We will be continuously reviewing applications and interviews may be arranged at any time. Therefore, we reserve the right to bring forward the closing date should we receive exceptionally strong applications and would like to encourage interested candidates to apply as soon as possible.

At Pocklington School we strive to inspire, support & celebrate equity, diversity & inclusion, indeed this is so fundamental that it is one of our core strategic objectives. As such we are committed to promoting equality and diversity within our workforce. As part of our recruitment process, we actively encourage applications from individuals of all backgrounds, experiences, and identities, including but not limited to race, ethnicity, gender, sexual orientation, disability, and age. We recognise the value of diverse perspectives and believe that a diverse team enhances innovation, creativity, and success. We strive to create an inclusive environment where all employees feel valued, respected, and empowered to contribute their best.

Pocklington School Foundation is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. The successful applicant will be required to undertake an enhanced disclosure via the DBS.



Job Description

OUTDOOR EDUCATOR

Reporting To:

Nursery Manager

As **Outdoor Educator** you will lead outdoor learning experiences that inspire curiosity, creativity, and a love for nature. The role will involve designing and delivering engaging outdoor activities that align with the Reggio Emilia philosophy, while supporting children's physical, emotional, and social development. The Outdoor Educator will also play a critical role in promoting environmental awareness and fostering a connection with the natural world.

Child Protection

The post holder is responsible for promoting and safeguarding the welfare of children and young persons for whom they are responsible, or with whom they come into contact, and will adhere to and ensure compliance with the Foundation's Child Protection Policy Statement at all times. If, in the course of carrying out the duties of the post, the post holder becomes aware of any actual or potential risks to the safety or welfare of children in the school they must report any concerns to the Designated Safeguarding Lead or to the Head.

February 2025

Information Pack

Key Responsibilities:

1. Outdoor Curriculum Development:

- Design and implement an engaging outdoor curriculum that supports children's learning and development through hands-on experiences.
- Create a safe and stimulating outdoor environment where children can explore and learn through play and nature-based activities.
- Integrate the Reggio Emilia approach into outdoor learning, encouraging children to take the lead in their exploration and discovery.

2. Child Engagement & Development:

- Encourage children to develop confidence, resilience, and problem-solving skills through outdoor challenges and activities.
- Observe and assess children's progress, adapting activities to meet their individual interests and developmental needs.
- Promote teamwork, collaboration, and respect for others and the environment.

3. Health, Safety & Wellbeing:

- Ensure the outdoor environment is safe, clean, and well-maintained, conducting regular risk assessments and addressing any hazards promptly.
- Uphold all safeguarding policies and procedures, ensuring the welfare of every child.

4. Collaboration & Community Engagement:

- Work closely with the Nursery Manager, Room Leads, and other educators to align outdoor learning with the overall curriculum.
- Foster positive relationships with parents and caregivers, providing updates on children's outdoor activities and progress.
- Support community-based events and workshops to promote outdoor learning and environmental stewardship.



Information Pack

5. Professional Development & Leadership:

- Stay informed on best practices in outdoor education and early years development.
- Attend training and development opportunities to enhance knowledge and skills.
- Act as an advocate for outdoor learning within the nursery, inspiring staff to incorporate outdoor experiences into their practice.

This job description is not exhaustive and the post holder may be required to undertake any other duties commensurate with their role.

Information Pack

Person Specification

| | Essential criteria | Desirable criteria | How measured |
|-------------------------------|--|---|--------------------------------|
| Experience | <ul style="list-style-type: none"> • Experience in outdoor education or leading nature-based activities for young children. | <ul style="list-style-type: none"> • Experience with Forest School programs or outdoor play schemes. | Application form |
| Education and Training | <ul style="list-style-type: none"> • A Level 3 qualification in Early Years Education or Forest School Leadership (or equivalent). • First Aid certification (outdoor-specific training is desirable). | | Application form |
| Skills and knowledge | <ul style="list-style-type: none"> • A willingness to learn about the Reggio Emilia approach and a commitment to implementing its principles in practice. • Strong understanding of the Early Years Foundation Stage (EYFS) framework. • Excellent communication and interpersonal skills, with the ability to engage and motivate children. | <ul style="list-style-type: none"> • Skills in gardening, outdoor crafts, or environmental conservation. | Application form and interview |
| Personal attributes | <ul style="list-style-type: none"> • Commitment to safeguarding and promoting the welfare of children. • Passionate about nature and outdoor learning. • Energetic, enthusiastic, and physically active to engage in outdoor activities in all weather conditions. • Empathetic, nurturing, and approachable. • Organised, adaptable, and able to work independently as well as part of a team. | <ul style="list-style-type: none"> • A proactive and creative approach to problem-solving. | Application form and interview |

Child Protection: this post is subject to acceptable references and clearance from the Data Barring Service as part of the Foundation’s commitment to providing a safe environment for our pupils.

Information Pack

Recruitment Timetable

Closing Date: 20th May 2025 at 9am

Expected Interview Date: During week commencing 2nd June and 9th June 2025

Expected Start Date: 26 August 2025

Please apply online using the TES website. This can be accessed through <https://www.pocklingtonschool.com/work-with-us> where you can browse our current opportunities and apply using the “quick apply” button.

Please ensure you read the information in the “attached documents” section of the advert on the TES website which is uploaded as “other document”

- application process and safer recruitment guidance
- recruitment of ex-offenders policy statement
- policy regarding disclosure information
- GDPR privacy notice relating to the Recruitment Process

These policies are also available to view on the key recruitment policies page of our website along with our safeguarding children policy

<https://www.pocklingtonschool.com/work-with-us>

We can also send these to you as a hard copy if requested.

For further information please contact Abby Popely, HR & Recruitment Advisor:

PopelyA@pocklingtonschool.com 01759 322666

Thank you for your interest in working with us and we look forward to receiving your application.





**Little
Pips
NURSERY**