



FRENESHAM HEIGHTS

CANDIDATE INFORMATION
Early Years Practitioner – Fireflies Nursery
SEPTEMBER 2025



WELCOME FROM THE HEAD

I am honoured and humbled to be leading the Frensham Heights community as it enters its second century. I am part of this community both as Head and as a parent and my family is incredibly excited to be a part of this wonderful and unique school.

As a parent, I want my children to grow up being open minded and willing to embrace new experiences; I want them to be free to explore their own paths and experience the beauty and joy which exist in our world (without being naive to its many flaws). Most importantly, I want them to learn within a community of individuals who understand the importance of kindness, compassion and optimism.

As a teacher, I believe that a traditional, linear, education system does not adequately prepare children for the world they will inherit. This world is a rapidly changing, uncertain and, sometimes, scary place. If an education only equips children with an armoury of facts and knowledge and the ability to pass exams, but it doesn't furnish them with the ability to think creatively, critically and empathetically, then we have failed them. A Frensham education is one which ensures our children are well qualified and well educated and, most importantly, free to be kids in a world where we all grow up too quickly.



I look forward to meeting you in the near future.

Ben McCarey



ABOUT FRENESHAM HEIGHTS.



Frensham Heights was founded in 1925 by educationalists Beatrice Ensor and Isabel King with the aid of a generous benefactor, Edith Douglas-Hamilton. They were passionate about offering an alternative style of education with the child at its heart. A school and a community based on mutual respect, tolerance and generosity of spirit which would educate the whole child – mind, body and spirit

And so it has been ever since.

There is an energy about Frensham which is hard to describe. It's a feeling of happiness and lightness, a sense of freedom. It comes from all the children being comfortable in their own skins, their own clothes. As from our founding days, everyone at Frensham is on a level playing field, with no prefects or head boys and girls. Students can be who they are, and as a member of staff at Frensham, so can you. When you come here, you can just relax and be yourself.

The teachers don't hide behind titles or formal clothes, and the children's individuality isn't hidden behind uniforms or false respect. Egos are left at the door.



The Head, the littlest nursery child, the newest teacher, the shyest sixth former, the full-time TAs, the support staff. Everyone is an equal, important, valued part of the community. Contrary to what many believe, Progressive Education is not without boundaries. Respect underlies everything we do at Frensham; but it is respect that is earned, rather than demanded or assumed.

We give children more freedom than at other schools, but with freedom comes responsibility and we have high expectations of everyone in our community. It all comes from our foundation of exceptional pastoral care which thrives on the genuine relationships which develop between all members of the community - looking out for one another.

There is a misconception that a school without uniforms and with children walking together rather than in lines is a school without discipline. It is true that we don't give detentions, and the sanctions we do give out are not done on a whim. We acknowledge that our students make mistakes, because they're people and everyone makes mistakes, but we believe that this is how we grow. At Frensham, discipline is based on conversations. It's not an easy, laissez-faire option. These are difficult two-way conversations about putting your hands up, owning and accepting your choices, rectifying, moving on and becoming the best version of yourself.



OUR VALUES

Our values are at the heart of everything at Frensham, from our lessons and discipline structure to our enrichment programme and culture. We expect everyone in our community to actively live these values.

BE CREATIVE

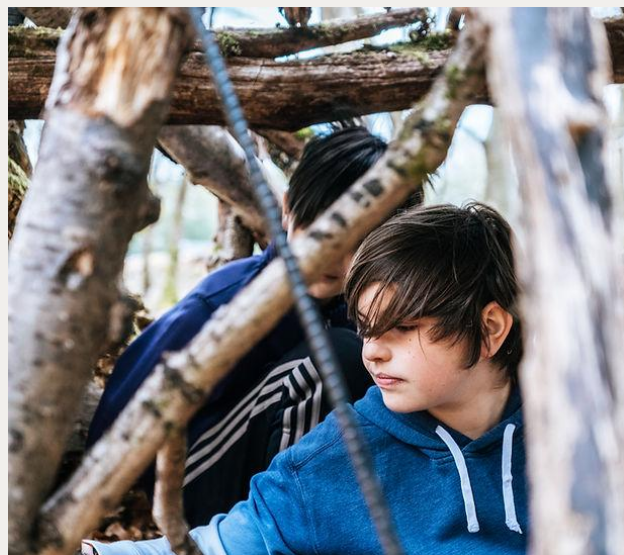
FRENHAM EMBRACES CREATIVITY

We encourage everyone to foster their boldness and innovation, seeking opportunities locally and globally to discover and bring fresh thinking to our community.

BE KIND

FRENHAM NURTURES COMMUNITY SPIRIT

Relationships are the foundation of our school and our success, built on genuine mutual respect, compassion and kindness. We embrace freedom with a firm understanding of our responsibility towards our community.



BE YOU

FRENHAM CELEBRATES AUTHENTICITY

This is a place where you can be the 'true you'; we pride ourselves on that. We support all to have the confidence to stand for something and be the person you truly want to be.

BE BRAVE

FRENHAM FUELS PERSONAL DEDICATION

We aspire to be the very best we can be, fully committing to our learning, proactively seeking improvement, and working collaboratively for the benefit of the whole community.



EQUALITY, DIVERSITY & INCLUSION



Frensham is committed to fostering an inclusive culture and community that promotes our core values: we believe that diversity makes our community richer and more vibrant and, as such, we aim to embrace and celebrate our differences. Fundamental to our school is our belief that every individual, regardless of their background, beliefs, or abilities, deserves the chance to thrive and reach their full potential. We are committed to a journey of improvement, even when this is challenging, and recognise that we need to examine our institution as a whole to achieve our goals. This is an ongoing journey, and we are committed to continuous improvement.

We oppose all forms of unlawful and unfair discrimination, harassment or victimisation. We are striving to attain a workforce that is representative of society to ensure we secure the widest pool of talent available. Applicants whose backgrounds are under-represented in the sector are encouraged. It is our aim to ensure that no job applicant or employee receives less favourable treatment (either directly or indirectly) in recruitment or employment on grounds of age, disability, gender / gender reassignment, marriage / civil partnership, pregnancy / maternity, race, religion or belief, sex or sexual orientation (the protected characteristics).

SAFEGUARDING:

Frensham Heights is committed to safeguarding and promoting the welfare of children and young people. Applicants must undergo child protection screening, including checks with past employers and the Disclosure and Barring Service.



WORKING AT FRENSHAM

At Frensham, we leave as we come – as individuals – but in our time here, we become more. We become stronger. Kinder. As the school approaches its centenary, it is clear that Frensham is bigger than any one of us, from our founders to our newest family; it is all of us. We are Frensham.



We believe passionately that our school thrives because of our members. When you become part of the Frensham family you are given the same freedom, trust and support as every member of our community. We have high standards for students and staff alike – and we support you in reaching and exceeding these. But we also give you the space and the freedom to take educational risks, to try new things, to take your students beyond the classroom to experience real-world applications and grow a love of learning.

As a member of staff at Frensham, you have the freedom to be you.

Below are some key practical benefits of working at Frensham:

- Competitive pay scales
- Free lunch in term time (Mon-Fri)
- Free on-site parking
- Access to the on-site fitness suites
- Access to an Employee Assistance Programme
- Afternoon sweet treats, plus tea and coffee throughout the day
- Generous pension scheme, provided through Royal London
- School fee remission for staff children
- Staff wellbeing initiatives + access to the swimming pool (conditions apply)
- Continuing professional development as part of our staff development programme
- Access to over 100 acres of beautiful land within the Surrey Hills



JOB TITLE Early Years Practitioner

REPORTS TO Nursery Manager

JOB PURPOSE & SCOPE

Our nurturing Fireflies Nursery Team is looking for a dynamic, fun and creative Early Years Practitioner to support in driving a new phase of development for the Fireflies Nursery at Frensham. You will ideally have EYP Experience and a minimum NVQ Level 3 or higher. This role will be pivotal in working as a part of an exciting Fireflies Nursery team as we move our provision from Term Time only, to a 48 week all year-round approach. The final piece of this new adventure is to be someone who firmly believes in and who represents the Frensham ethos and who will deliver that ethos through the Fireflies Nursery and pre-School spaces.

You must have a genuine and evidenced desire to work with 2.5-5-year-olds providing them with excellent care, guidance and opportunities for learning. You should be able to communicate effectively with these children and understand how to connect with a range of learners through their interests. You may have experience of 'Planning in the Moment' and other child-led learning methods.

You will be based in our Nursery Learning Space within the Junior school. Your hours will be Full Time from Monday through to Friday and will be split on a rota basis that would revolve around an earlier start (7.30am) or a later finish (6.30pm). This will be an all-year-round role with 6 additional weeks allocated for the holidays which you can use flexibly. You will also be flexible to meet the needs of the school as we grow and will attend Staff Conference (INSET) each term if and where appropriate.

You will be working with a lovely Nursery Team of Practitioners yet will also be an important part of the wider Junior School Team and of the Frensham Teaching community, as whole through the school (3yrs to 18yrs).



ABOUT THE FIREFLIES NURSERY AND THE JUNIOR SCHOOL

As a progressive school, we hear a lot of funny things being said about the way we tick. No structure. No discipline. No rules. These are the main misunderstandings. We may be different than a lot of very traditional independent schools, but we have classes and timetables and very solid expectations of everyone here. We don't have uniforms, prefects, head boys and girls or Saturday school, but we do have a diverse curriculum, a lot of outdoor learning time and a very nurturing, kind and caring community.

This is where the Fireflies Nursery comes in. We are passionate about keeping that childhood sense of wonder alive. Young children are fascinating. Their ideas are inspiring. Full of an optimism, creativity and open-mindedness that rivals a superpower. Their huge imaginations and confident creativity are the basis for an amazing life, an amazing world. These things should be nurtured, encouraged and strengthened, but it's only when you acknowledge that each child shows these things differently - some when they're older, some younger - some visually, some physically, some verbally - only then can you support each child on their own educational adventure.

By championing individuality and building a firm basis of mutual respect, our Fireflies Nursery and Junior School teachers and children learn together, discuss together and grow together.

OBJECTIVES FOR THE EARLY YEARS PRACTITIONER ROLE

Professional Practice and Behaviour

- **Be a warm, dependable, and adaptable team member**, working collaboratively and supporting others with kindness and flexibility.
- **Take a creative interest in designing a vibrant, inspiring, and nurturing nursery environment** that reflects the uniqueness of each child and encourages curiosity and self-expression.
- **Confidently guide daily learning in the nursery**, working closely with the Nursery Manager and Team to bring the school's '*learning in the moment*' approach to life through brave, thoughtful, and child-centred practice aligned with the Frensham Ethos.
- **Celebrate each child's individuality** by developing a deep understanding of their needs, personalities, and developmental journey, using your professional knowledge to nurture their growth with compassion and insight.
- **Encourage and inspire pupils** to explore learning with curiosity and confidence, in line with our values of *being brave* and *being yourself*.
- **Promote kindness and respect** in all interactions, modelling positive behaviour and helping to create a warm, supportive classroom environment.
- **Collaborate creatively with the Fireflies Team** to enhance the learning environment, bringing fresh ideas and enthusiasm to the space.



- **Foster a safe and inclusive atmosphere** where all children feel empowered to express themselves, aligned with our value of *being yourself*.
- **Allowing children to be brave** in their learning – to take risks, embrace challenges and learn from mistakes with a growth mindset.
- **Champion and uphold Frensham Heights' values** in daily routines, supporting the holistic development of each pupil.
- **Contribute to the emotional wellbeing of students**, offering encouragement, a listening ear, and gentle guidance when needed.
- **Use the learning platform (e.g. Family or Tapestry)** to document, share and highlight key learning moment and development of the children in your care.
- **Build meaningful, trusting relationships** with parents, carers, and colleagues, ensuring communication is open, respectful, and rooted in empathy.
- Support the upkeep, safety, and creative use of nursery resources and learning tools.
- **Engage fully in staff meetings, ongoing training, and professional development opportunities**, showing bravery in reflecting on your own practice and a commitment to continual growth.
- **Stay informed and prepared to respond to all school procedures**, including emergency protocols and daily routines such as drop-off and collection.
- **Uphold all Frensham Heights School policies**, bringing them to life through your actions and values—always leading with kindness, courage, creativity, and authenticity
- **Work collaboratively within a team** of dedicated professionals, demonstrating openness, flexibility and a positive and fun attitude.
- **Communicate effectively with parents, carers and staff**, helping to build strong, trusting relationships within the school community.
- **Demonstrate a willingness to grow professionally**, reflect on practice, and embrace new challenges in line with the school's commitment to innovation and continuous improvement



PERSON SPECIFICATION:

ESSENTIAL = E

DESIRABLE = D

KNOWLEDGE

- An understanding of Continuous Provision and Child-led learning
- Knowledge of the changes to the EYFS in September 2021
- Knowledge of a range of strategies to engage very young children
- Knowledge of strategies to develop self-regulation in Nursery-aged children and manage behaviour positively.
- Knowledge of nursery logistics and operation

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EXPERIENCE

- Experience of working with Tapestry / Family or a similar online reporting / development system
- Experience of applying current safeguarding practices
- Experience as a Key Worker
- Experience of working in a whole school setting
- Experience of working in a 'learning in the moment' environment

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SKILLS

- Strong teamwork, creative and proactive skillsets
- An ability to communicate professionally with all children, parents and staff
- An interest in extending experience through CPD and contributing to the wider school community
- A good sense of humour and the ability to turn your hand to all sorts of situations – a real invested team player.

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QUALIFICATIONS

- Approved Level 3 Qualification (minimum)
- Current Paediatric First Aid qualification
- Food Hygiene Certificate

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APPLICATION PROCESS

Application forms should be submitted, along with a covering letter of application outlining suitability for the post, to the Nick O-T, the Head of the Junior School via the Heads PA (head@frensham.org)

Early applications are warmly encouraged, and candidates may be invited for interview before the closing date.

Frensham Heights is committed to safeguarding and promoting the welfare of children and young people. Applicants must undergo child protection screening, including checks with past employers and the Disclosure and Barring Service.

Closing date for applications is **9am on Wednesday 6th August 2025**.

Interviews will be held in the week commencing **Monday 11th August**.



FRENSHAM HEIGHTS SCHOOL

Rowledge, Farnham, Surrey GU10 4EA 01252 792 – www.frensham.org

