

About Work+Play Hub

Work+Play Hub is a charity dedicated to removing barriers to employment for parents, especially mothers, by integrating flexible coworking space, supervised childcare, and mental health support – all under one roof. Rooted in equality of opportunity, our mission is to create an inclusive, family-friendly work environment that supports career progression, financial stability, and child development. We offer affordable, high-quality childcare inspired by Froebelian principles, ensuring that children learn through play while parents focus on work, career growth, and well-being.

We are now recruiting a **Senior Early Years Practitioner** and two **Early Years Practitioners** to expand our team. Both roles will play a critical part in ensuring that children thrive in a nurturing, play-rich environment, while supporting parents in balancing work and family life. **Volunteers** looking for work experience or community work are also encouraged to apply.

Job Description: Early Years Practitioner

Location: Work+Play Hub, 225 Gilmerton Road, EH16 5UF Edinburgh

Hours: 28 per week: Mon – Thurs, 10am to 5pm - *Happy to talk flexible or part time hours!*

Salary: £18,928 per year (£27,040 FTE) + pension contribution + benefits

Apply here: <https://forms.gle/X6aQ8CYmJV5BVCpi6>

Role Overview: As a Early Years Practitioner, you will work in our supervised play area, ensuring that children receive high-quality, developmentally appropriate care. You will work within a team of Practitioners and Volunteers with mixed experience, contributing to a childcare approach informed by Froebel's principles of play, creativity, and holistic learning. We're committed to creating a workplace culture where all our people feel valued, included and able to be their best at work, and we recognise the benefits that a diverse workforce with different values, beliefs, experience, and backgrounds brings to us as an organisation.

Key Duties & Responsibilities:

✓ **Curriculum & Play Strategy** – Implement child-led, play-based learning experiences based in Froebel's values, such as respect for the child, freedom with guidance, play and creativity, real materials, nature, and the interconnectedness of learning.

✓ **Safe & Inclusive Environment** – Ensure the play area is engaging, safe, and welcoming for all children.

✓ **Parent Collaboration** – Work closely with parents and the Senior EYP to create a seamless connection between work and family life.

✓ **Holistic Child Development** – Support children’s social, emotional, and cognitive growth through nurturing interactions. Apply a warm, nurturing and child-centred approach to supporting children aged 0–5, with an understanding of responsive care.

✓ **Health & Safety Compliance** – Ensure all safeguarding, health, and safety standards are met. Ensure consistent implementation of safeguarding, behaviour, nutrition, infection control, and medication policies.

Expectations & Requirements:

✓ Candidates **must** already hold a relevant qualification such as:

- Practitioner-level qualification in Early Learning and Childcare at SCQF Level 7
- HNC Childhood Practice
- or SVQ3 Social Services (Children & Young People)

✓ Candidates must be eligible for registration with the SSSC (Daycare of Children) or already be registered.

✓ Priority will be given to candidates who already have knowledge of Froebelian and play-based education principles, but this is **not** a pre-requisite. Recognized qualifications include:

- Training through Froebelian Futures (University of Edinburgh)
- CPD with the Froebel Trust
- Courses from the Erskine Childcare Organisation
- Froebel Scotland workshops
- Relevant modules in BA Childhood Practice or ELC degrees

Additional Information

This is a practitioner role in a small, community-based service. You will work as an effective member of our team and promote a stimulating environment which meets children's individual needs and those of their families, enabling everyone to achieve their potential.

This post is regulated work with children and/or protected adults under the Protection of Vulnerable Groups (Scotland) Act 2007. The preferred candidate will be required to have, or join, the PVG scheme. Where an individual has spent a continuous period of 3 months or more away from the UK in the last 5 years, an Overseas Criminal Record Check will be required. You will be required to provide this check. An unconditional offer of employment and commencement in the post will be subject to the outcome of both these pre-employment checks being deemed satisfactory.