

## **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: Senior Early Years Froebelian Practitioner**

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

**Hours:** 28 per week: Mon – Thurs, 10am to 5pm

**Salary:** £21,840 per year (£31,200 FTE) + pension contribution + benefits

**Apply here:** <https://forms.gle/jEXk8rFd8WyTKuDt7>

**Role Overview:** As the Senior Early Years Froebelian Practitioner, you will oversee and work in our supervised play area, ensuring that children receive high-quality, developmentally appropriate care. You will lead a team of Practitioners and Volunteers with mixed experience, ensuring that our childcare approach aligns with 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:**

✓ **Operational Leadership:** Act as the designated Person in Charge during all operating hours, maintaining full compliance with the Health and Social Care Standards, SSSC Codes of Practice, and Care Inspectorate regulations. Oversee daily creche routines, transitions, environment setup, and session flow.

✓ **Curriculum & Play Strategy** – Design and 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.

✓ **Family Engagement** – Actively work in the supervised play area to support children’s well-being and development. Greet and communicate with families, build trust, and respond appropriately to concerns. Champion a positive, accessible, and inclusive experience for families using the service.

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

✓ **Operational Management** – Maintain accurate records including registers, incident forms, medication logs, and risk assessments. Support routine evaluation and contribute to the service’s self-evaluation framework, ensure policies are consistently followed and updated as needed. Participate in Care Inspectorate inspections and assist with improvement planning.

### **Expectations & Requirements:**

✓ Priority will be given to candidates who already hold a Childhood Practice qualification at **SCQF Level 9**, such as:

- BA Childhood Practice
- Graduate Diploma in Childhood Practice
- PDA Childhood Practice (SCQF Level 9)
- Or another award accepted by SSSC as equivalent

✓ Candidates who **do not yet** hold an SCQF Level 9 award will be considered if they are willing to undertake the qualification, or are already taking it, and a clear professional development plan will be agreed with us. In this case, the candidate **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** have strong knowledge of Froebelian and play-based education principles. 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

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

### **Additional Information**

This is a working-manager role in a small, community-based service. While management responsibilities are critical, the postholder will spend the majority of their time on the playroom floor, supported by the management team for administrative tasks such as payroll, finance, and governance.

The Senior Early Years Froebelian Practitioner will provide a service compatible with good practice in the education and care of children and young people, in line with the Health and Social Care Standards, the Care Inspectorate requirements, and Work+Play Hub's policies. They 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.