



Apprentice Nursery Educator Information Pack

July 2026





Information Pack

Nursery Information

Little Pips Nursery, a state-of-the-art Early Years education facility, opened 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 offers a nurturing haven where children aged 0 to four years can thrive. Little Pips provides 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.

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.





Job Advert

Apprentice Nursery Educator

Our Nursery

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What sets Little Pips apart is its comprehensive offering; the nursery combines the expertise of highly qualified and passionate educators, inspired by the Reggio Emilia approach, with access to our art studio, Forest School and the use of 32 acres of outdoor space, creating a truly holistic approach to early years care and education. We see children as capable, curious learners and educators as reflective, intentional partners in their learning journey.

The role

- A fantastic opportunity to begin your career in Early Years while gaining a nationally recognised Level 3 Early Years Educator qualification.
- Earn whilst you learn, combining practical experience in the nursery with study through an approved training provider.
- You will work alongside experienced Nursery Educators in one of our four rooms: Baby, Walking to 2s, 2 to 3s or Pre-school, learning how to deliver high-quality early childhood education.
- You will support the day-to-day care and supervision of children, helping to ensure their safety, wellbeing and happiness.
- As part of our nursery team, you will learn to create engaging, child-centred learning experiences inspired by the Reggio Emilia approach while developing the knowledge, skills and behaviours needed to become a qualified Nursery Educator.

The team

You'll be part of a nurturing, innovative team working with supportive, experienced and dedicated teaching professionals who are passionate about helping you succeed. You'll learn from 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

- Paid employment whilst studying towards a nationally recognised Level 3 Early Years Educator apprenticeship (£8.40 - £9.60 per hour)
- Excellent work-life balance, including 4 x 10-hour shifts per week (with the same day off each week). Hours of work are between 7:30am and 6:30pm with study time allocated.
- Outstanding mentoring and support from experienced Nursery Educators throughout your apprenticeship.



- Excellent training and professional development opportunities, including specialist Reggio Emilia training and workshops.
- 33 days' holiday (including bank holidays).
- Defined contribution pension scheme (5% employer contribution, 3% employee contribution).
- 50% fee discount for your children attending the nursery.
- Free high-quality lunch and snacks.
- Free on-site parking.
- Excellent career progression opportunities, with the potential to secure a permanent Nursery Educator position upon successful completion of your apprenticeship.

You will be

- Enthusiastic about working with young children and committed to building a career in Early Years education.
- Caring, patient, creative and eager to learn.
- A positive team player with excellent communication skills.
- Reliable, motivated and willing to embrace new challenges.
- Committed to providing exceptional care and learning experiences for every child.

No previous nursery experience is required. If you have a genuine passion for helping children learn and develop, we'll provide the training, guidance and support you need to succeed. Don't worry if you're totally new to the Reggio Emilia philosophy! We proudly invest in you with excellent training, mentoring, specialist workshops and inspiring study opportunities, alongside a strong culture of support and collaboration.

Next steps

To find out more please contact Abby Holtby, Nursery Manager, on 01759 321685 or nurserymanager@littlepips.com, or Abby Popely in the HR Team on 01759 322666 or popelya@pocklingtonschool.com.

Please apply on MyNewTerm; click the green "Apply Now" button to submit your application. You can upload the information from your CV to make the process quick and easy.

We will be continuously reviewing applications and interviews may be arranged at any time.

Therefore, we encourage interested candidates to apply as soon as possible.

At Little Pips, we believe educators deserve inspiring environments and professional respect, just as much as the children we care for. If you're looking for an exciting opportunity to begin a rewarding career in Early Years education, we'd love to hear from you.

We strive to inspire, support and celebrate equity, diversity and 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 DBS disclosure.

Job Description



APPRENTICE NURSERY EDUCATOR (BIRTH TO 4 YEARS)

Reporting To: Nursery Manager

An Apprentice Nursery Educator plays an important role in supporting the delivery of high-quality early childhood education while working towards an approved Early Years qualification. Under the guidance of experienced practitioners, you will help provide day-to-day care and supervision of children, ensuring their safety, wellbeing and happiness.

As a valued member of the nursery team, you will develop your knowledge and practical skills while supporting engaging, child-centred learning experiences inspired by the Reggio Emilia philosophy. You will learn how to promote children's independence, curiosity and exploration through play, observation and meaningful interactions.

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.

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Key Responsibilities:

1. Child-Centred Learning & Development

- Support experienced practitioners in delivering the Reggio Emilia approach to create a child-led, play-based learning environment.
- Assist in planning and preparing engaging activities that encourage children's curiosity, creativity and exploration.
- Help provide a safe, nurturing and stimulating environment where children can learn and develop.
- Observe children's play and learning, contributing to observations and learning records under supervision.
- Support children's individual learning and development in line with the EYFS.
- Develop an understanding of child development through practical experience and apprenticeship training.

2. Working with the Nursery Team

- Work closely with Room Leads and Nursery Educators to support the daily running of the room.
- Attend team meetings, staff training and apprenticeship learning sessions.
- Learn about the Reggio Emilia philosophy and apply new knowledge in everyday practice.
- Be open to feedback and actively develop your skills and confidence.
- Build positive working relationships with colleagues and contribute positively to the nursery team.

3. Building Relationships with Children & Families

- Develop warm, caring and professional relationships with children.
- Welcome and support parents and carers, communicating courteously and professionally.
- Assist with sharing information about children's daily experiences with families under the guidance of qualified staff.
- Encourage children's independence, confidence and participation in nursery life.

4. Health, Safety & Wellbeing

- Follow all nursery policies and procedures, including safeguarding, health and safety, hygiene and child protection.
- Help maintain a clean, safe and stimulating environment.
- Support children's personal care routines, mealtimes and wellbeing in accordance with nursery procedures.
- Promote positive behaviour through kind, consistent interactions.



- Complete mandatory safeguarding and health and safety training as part of your apprenticeship.

5. Contribution to the Learning Environment

- Help prepare and maintain attractive indoor and outdoor learning environments.
- Support the organisation of resources and learning materials.
- Encourage children to explore natural materials, open-ended resources and creative opportunities.
- Ensure resources are clean, safe and ready for children's use.

6. Professional Development

- Work towards successful completion of your Early Years apprenticeship qualification.
- Complete all apprenticeship coursework and attend off-the-job training as required.
- Demonstrate a willingness to learn, reflect and continuously improve your practice.
- Take responsibility for your own professional development with support from your mentor and manager.

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



Person Specification

	Essential criteria	Desirable criteria	How measured
Experience	Experience (paid / voluntary or from activities at school) to demonstrate commitment, reliability and team working	Previous experience (paid or voluntary) with children.	Application form
Education and Training	- GCSE Grade 4/C or above in English and Maths (or willingness to achieve where required by the apprenticeship). - Willingness to work towards an approved Early Years qualification.	First Aid certification (or willingness to obtain).	Application form
Skills and knowledge	- A willingness to learn about the Reggio Emilia approach and a commitment to implementing its principles in practice. - Understanding of safeguarding and child protection protocols, with a commitment to creating a safe environment for all children. - Proactive and enthusiastic in engaging with children and colleagues.	Creative skills (e.g., arts, music, or nature-based activities) that can enrich the nursery's learning environment.	Application form and interview
Personal attributes	- Excellent communication and interpersonal skills, with the ability to form strong, trusting relationships with children, colleagues, and parents. - A reflective approach to practice and a commitment to ongoing professional development. - Patience, empathy, and a genuine passion for working with young children. - Professional, reliable, and committed to maintaining high standards of practice.		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 children.

Recruitment Timetable

Expected Interview Date: To be arranged

Expected Start Date: August / September 2026

You should apply via MyNewTerm through <https://www.littlepips.com/careers> where you can see all our current vacancies and our safeguarding policy.

Please ensure you read the information in the “related documents” section of the advert

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

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.





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