



THE MOUNT SCHOOL YORK

APPLICATION PACK FOR

EARLY YEARS EDUCATORS

We reserve the right to close this vacancy early if we receive sufficient applications for the role. Therefore, if you are interested, please submit your application as early as possible.

The Mount School York is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.



LIFE AT THE MOUNT SCHOOL YORK

The Mount School York is situated in the beautiful and historic city of York, only 10 minutes' walk from the railway station and city centre. Consistently listed in the UK's top five places to live, York is an accessible, innovative city in North Yorkshire, which is celebrated as the most beautiful of all English counties.

As one of the UK's largest tourist destinations, York has all of the modern amenities of a truly cosmopolitan city, bustling with quality activities and shopping. But pass inside the walled city and around the world-famous Minster, and York's extensively rich history becomes a delight to explore.

The Mount School educates boys and girls in the prep school, and girls in the senior school, with approximately 220 pupils in total. The Mount offers a comprehensive boarding programme for senior school girls.

The ethos and curriculum of The Mount School promote the Quaker values of simplicity, truth, peace, equality, social justice and sustainability, although fewer than 5% of our pupils come from Quaker families. We expect our staff to be in overall sympathy with the Christian outlook and aims of Quakers and know (or be prepared to find out) something of what that means. The Morning Meeting for Worship is an integral part of school life in which all academic staff and pupils participate. In our position as a successful and well-resourced community, we place great emphasis on service to others. Many schools claim that their pupils fulfil their potential; at The Mount, we believe our pupils discover potential they never knew existed.

Quakers were pioneers in girls' education and we have been educating girls here at The Mount since 1785. We believe that every child is unique and that the purpose of education is to unlock the potential within. Our community is diverse and we welcome children from all faiths and no faith to share in the opportunity to discover their gifts and to become independent thinkers.

The Mount is an academically selective school and academic success at both GCSE and A Level is high. Sport, Music and the Arts provide opportunities for the girls to develop their individual strengths and talents, not only in School but at county and national level too. We are pleased that all the girls fulfil their potential and have the results they need for the next step in their education.

The Mount School provides an environment in which pupils are heard and encouraged to find the strength to speak their minds and challenge injustice when they see it. Our pupils are equipped with the skills to shape their own future. They grow at their own pace, free from pressure to conform to stereotypes. They become themselves and they become confident and happy children. The Mount School produces a very special kind of girl; mature, quietly confident, comfortable to be herself, to think independently and be socially considerate. Our ethos is to encourage and develop the individual within a small, caring community. We pride ourselves on our welcoming atmosphere.

The Mount enjoys excellent facilities. Subjects are taught in specialist rooms with full access to modern technology. There is a purpose built Sixth Form Centre, a multi-purpose Sports Hall, a 25-metre indoor Swimming Pool, a Fitness Suite, dance studio and hard and grass Tennis Courts.



APPLICATION AND RECRUITMENT PROCESS INFORMATION AND GUIDANCE

- The Mount School York is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.
- Candidates should be aware that all posts in the School involve some degree of regulated activity and responsibility for safeguarding children, although the extent of that responsibility will vary according to the nature of the post. Please see the job description for the post.
- Recruitment and selection at The Mount School is designed to meet the requirements of best practice and of legal obligations.
- If you are currently working with children on either a paid or voluntary basis, your current employer will be asked about disciplinary offences, including disciplinary offences relating to children, including any in which the penalty is time expired (that is where a warning could no longer be taken into account in any new disciplinary hearing for example) and whether you have been the subject of any enquiry or disciplinary procedure. If you are not currently working with children but have done so in the past, that previous employer may be asked about those issues.
- All offers of employment are conditional, including requiring a satisfactory enhanced DBS disclosure, medical fitness, two satisfactory references, proof of any declared qualifications, documentary evidence of your identity and evidence of your right to work in the UK.
- You should be aware that providing false information is an offence and could result in the application being rejected or summary dismissal if you have been selected and possible referral to the Police.
- Recruitment processes run in accordance with the School's Employee Equal Opportunity Policy.
- All posts will be advertised internally and usually externally. The school is not obliged to advertise externally where there are candidates of merit and ability already within the School.
- All appointments are made by the Head.

Invitation to Interview

If you are invited to interview, this will be conducted in person and the areas which it will explore will include suitability to work with children.

All candidates invited to interview must bring documents confirming any educational and professional qualifications that are necessary or relevant for the post, e.g. the original or certified copy of certificates, diplomas etc. Where originals or certified copies are not available for the successful candidate, written confirmation of the relevant qualifications must be obtained from the awarding body.

All candidates invited to interview must also bring with them:

- A current passport and a photocard driving licence as a form of photographic ID
- A full birth certificate
- An original utility bill or financial statement showing the candidate's current name and address (dated within the last three months).
- Where appropriate, any documentation evidencing a change of name.
- Documentary evidence of right to work in the UK, such as birth certificate, passport, home office documentation.



INSTRUCTIONS FOR COMPLETING THE APPLICATION FORM

- Applications will only be accepted from candidates completing an application form in full. A CV will **not** be accepted in substitution for completed application forms.

Rehabilitation of Offenders Act 1974

This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020, and therefore all convictions, cautions and bind-overs, including those regarded as 'spent', must be declared.

Where appropriate, the successful applicant will be required to complete a disclosure from the Disclosure & Barring Service at an Enhanced Level, depending on the post.

Previous Employment

Please provide within the application form a full history of your previous employment, in chronological order, since leaving secondary education. Include any periods of post-secondary education and training, part-time and voluntary work as well as full-time employment, with start and end dates. Please account fully for any gaps in employment, education and training. Please use no more than two additional sheets as necessary.

References

One referee **must** be your current or most recent employer and someone with a line management responsibility over you. References will not be accepted from relatives or from people writing solely in the capacity of friends. Referees must be able to comment on your professional capabilities. We may approach previous employers for information to verify particular experience or qualifications. Unless otherwise specified, references for shortlisted candidates will be requested prior to the interview.

Online Checks

Please note that, as part of its due diligence checks and in line with DfE guidance, The Mount School York carries out online searches on all shortlisted candidates. The purpose of these searches is to help identify any information that may be relevant to the School's safeguarding responsibilities and the candidate's suitability to work with children.

Safeguarding Policy

As part of the Safer Recruitment Process stipulated by the guidelines in Keeping Children Safe in Education, applicants are required to be aware of the School's Safeguarding Policy. Please click on the link below to download the Policy.

<https://www.mountschoolyork.co.uk/wp-content/uploads/2026/02/Safeguarding-and-Child-Protection-Policy.pdf>



BENEFITS AND SALARY FOR EARLY YEARS EDUCATORS

The Mount School York enjoys a very pleasant working environment close to the historic city centre of York. The benefits package includes:

- Salary: £24,821– £28,285 FTE depending on experience
- Subsidised quality meals and refreshments during term.
- Free on-site parking.
- Use of the School's excellent facilities including reduced rates to use the Fitness Suite
- Salary paid monthly into a bank account on the 25th day of each month.
- Pension Scheme.

We are currently seeking to recruit a warm, creative Early Years Educator to nurture curiosity and joyful discovery in our 2–4-year-olds. You will help create calm, engaging learning environments, facilitate open-ended investigations, support nature-based learning, and contribute to reflective, child-centred practice across the setting.

Positions are available for candidates holding either Level 3 or Level 6 Early Years qualifications. Both full-time and part-time applications will be considered, with a start date of August 2026.

If you value creativity, inquiry, and a peaceful, purposeful approach to early education, we would love to hear from you.

You will be supported in your professional development and career with our friendly and welcoming team and enjoy benefits to be discussed with the successful applicant. This job description gives an overall indication of the areas of responsibility of the position but is by no means all-encompassing or fixed.

The post-holder may be required to undertake any other reasonable tasks requested by the Head which are within the capabilities of the successful applicant, within the general responsibilities of the post, and in accordance with the usual practice of an independent boarding and day school.

The Mount School, York is an equal opportunities employer.



Job Description: Early Years Educator

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Aims of the post:

- The educator will help create a calm, inquiry-led environment where children aged 2–4 build deep connections with nature and community. This role supports a rich, child centred curriculum grounded in the Quaker ethos and inspired by Steiner, Reggio Emilia, and Montessori approaches.

Specific Responsibilities as Early Years Educator

Main responsibilities and duties:

Early Years Practice

- Provide nurturing, developmentally appropriate care
- Build warm, trusting relationships with children and families
- Observe, assess, and document learning through reflective, child-centred methods
- Support calm, purposeful routines

Curriculum Support

- Set up and facilitate process-art experiences that prioritise exploration, sensory engagement, and open-ended creativity
- Support STEM provocations such as simple investigations, early maths reasoning, construction, and problem-solving with natural and open-ended materials
- Facilitate outdoor learning, encouraging curiosity, resilience, and environmental stewardship
- Prepare learning spaces—indoors and outdoors—that are beautiful, orderly, and engaging
- Encourage child-led inquiry through a wide variety of resources and learning opportunities

Environment, Safety, and Inclusion

- Maintain high standards of safeguarding, health and safety, and risk assessment
- Ensure learning environments are inclusive, accessible, and supportive of diverse learning needs
- Model respect for nature, mindful resource use, and sustainable practices
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Collaboration and Professionalism

- Work closely with colleagues to deliver a cohesive, holistic EYFS curriculum
- Contribute to planning meetings, reflections, and continuing professional development
- Communicate respectfully and openly with parents and the wider school community
- Maintain accurate records and uphold all school policies and procedures

The post-holder may be asked by the Head or Bursar to carry out other such reasonable duties as may be required for the benefit of the School.



PERSON SPECIFICATION FOR Early Years Educators

	Essential	Desirable
Level 3 Early Years qualification (or equivalent)	✓	
Level 6 Early Years qualification (or equivalent)		✓
Strong understanding of the EYFS and child-centred care	✓	
Genuine enthusiasm for process art, early STEM, and outdoor learning	✓	
Experience or interest in Steiner, Reggio Emilia, or Montessori approaches	✓	
Experience supporting curriculum areas or leading small group explorations	✓	
Confidence outdoors in all seasons and with hands-on creative or investigative activities	✓	
Calm, reflective practitioner aligned with Quaker values	✓	
Experience of planning and delivering creative, child-led, inquiry-based learning	✓	
Strong communicator who enjoys teamwork and continuous learning	✓	
Paediatric First Aid Certificate		✓
Food Hygiene Certificate		✓
Experience of supporting children with SEND in accordance to the Code of Practice for Special Educational Needs and Disabilities		✓
Experience of admissions, parent onboarding, and use of online management systems (such as Famly App)		✓
Sympathy with the School's Quaker ethos and values	✓	