



Deputy Room Lead – Baby Room

Information Pack

June 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 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.



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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.



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Job Advert

Our Nursery

Little Pips Nursery, a state-of-the-art Early Years education facility, opened its doors in September 2025 on the grounds of Pocklington School. 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 will offer a nurturing haven where children aged 0 to four years can thrive. 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.

The Role

- An ideal opportunity for an experienced Nursery Educator looking to take the next step in their career
- You will work alongside our Room Leads, Nursery Manager & Pedagogical Lead in one of our baby rooms to ensure that our pedagogical practices reflect the very best of the Reggio Emilia approach Focusing on the development, implementation, and continuous improvement of our curriculum, you will ensure that each child's learning experience is engaging, responsive, and based on their interests
- You will assist the Lead Educator to mentor, inspire, and support our educators to deliver high-quality, child-centred learning experiences whilst playing a key role in fostering positive relationships with families.

The team

You'll be part of a nurturing, innovative team working with supportive, experienced and dedicated teaching professionals along with new recruits such as yourself. You'll play a key role in supporting the smooth operation of 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

- Competitive Salary of £28,794per annum (£13.80 per hour)
- Excellent work life balance as we can accommodate a range of working patterns including 4 x 10 hour shifts per week or any other options that you can offer us. Hours of work are between 7:30am and 6pm
- Training and support to meet your individual needs with opportunities for professional growth and career progression
- 33 days holiday (includes bank holidays)
- Defined contribution pension scheme (5% employer contributions, 3% employee contribution)
- 50% fee discount for children attending the nursery
- Free high quality lunch and free on-site parking

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You will:

- Be qualified to level 3 or above in early Years Education (e.g. Early years educator, CACHE level 3 or equivalent)
- Have experience in an early years setting, with a strong understanding of child development and pedagogical practice
- Be committed to the application of the Reggio Emilia approach in early childhood education
- Have the ability and desire to lead, develop, and inspire a team of Early Years educators.

Next steps

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

Please apply on MyNewTerm via <https://www.littlepips.com/careers>

We will be continuously reviewing applications and interviews may be arranged at any time. Therefore, we would like to encourage interested candidates to apply as soon as possible.

At Pocklington School and Little Pips we strive to inspire, support & celebrate equity, diversity & 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 disclosure via the DBS.



DEPUTY ROOM LEAD

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Reporting To:

Room Lead/Pedagogical Lead

As **Deputy Room Lead** you will support the Room Lead in the day-to-day running of the room, helping to ensure high-quality care, education, and consistent practice. You will model excellent practice, support colleagues, and contribute to delivering a rich, child-led curriculum. In the Room Lead's absence, you will take on a leadership role, maintaining a calm, organised, and inspiring environment. You will also support the implementation of the Reggio Emilia approach and work collaboratively with the wider team to promote reflective practice and continuous improvement.

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.

April 2026

Role Overview

As **Deputy Room Lead** you will support the Room Lead in the day-to-day running of the room. This role is integral in ensuring high-quality care, education, and consistency of practice. You will model excellent practice, support and guide colleagues, and contribute to the planning and delivery of a rich, child-led curriculum. You will step into a leadership role in the absence of the Room Lead and play a key part in maintaining a calm, organised, and inspiring learning environment.

You will actively support the implementation of the Reggio Emilia approach, ensuring that children's learning remains responsive, inquiry-led, and reflective of their interests. You will work collaboratively with the Room Lead, Pedagogical Lead, and wider team to promote reflective practice and continuous improvement.

Key Responsibilities:

1. Lead Practitionership & Team Management:

- Support the Room Lead in the day-to-day organisation and smooth running of the room.
- Act as a role model for high-quality interactions, teaching, and care.
- Provide guidance and support to other educators, fostering a positive and collaborative team culture.
- Step into a leadership role in the absence of the Room Lead, ensuring continuity and consistency.
- Contribute to staff support through informal coaching, modelling, and sharing best practice.

2. Curriculum & Learning:

- Support the planning, implementation, and evaluation of a child-led, responsive curriculum in line with the Reggio Emilia approach.
- Contribute to the development of meaningful provocations and learning experiences based on children's interests.
- Observe, document, and reflect on children's learning to inform next steps.
- Support the use of documentation (learning stories, observations, displays) to make learning visible.
- Help maintain a stimulating and well-organised learning environment that evolves with children's interests.

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3. Child-Centred Approach & Individualised Care:

- Act as a Key Person, building strong, secure relationships with children and their families.
- Support each child's individual development, ensuring their needs, interests, and wellbeing are prioritised.
- Promote children's independence, confidence, and emotional security.
- Support inclusive practice, including children with SEND, working alongside the Room Lead and external professionals where needed.

4. Health, Safety & Wellbeing:

- Support the maintenance of a safe, clean, and nurturing environment.
- Adhere to safeguarding, health and safety, and nursery policies at all times.
- Assist with daily checks, risk assessments, and maintaining high standards of hygiene.
- Promote positive behaviour and emotional wellbeing, supporting children to develop self-regulation and social skills.

5. Partnership with Families:

- Build positive, professional relationships with parents and carers.
- Share information about children's development through daily communication, learning stories, and discussions.
- Support family engagement by encouraging involvement in nursery life and learning experiences.

6. Quality Practice & Continuous Development:

- Work closely with the Room Lead to maintain high standards of care, education, and compliance.
- Engage in reflective practice and contribute to room evaluations and improvements.
- Participate in professional development opportunities and training.
- Support preparation for inspections and ensure practice aligns with EYFS and regulatory requirements.

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

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Person Specification – Deputy Room Lead

	Essential criteria	Desirable criteria	How measured
Experience	<ul style="list-style-type: none"> • Experience working in an early years setting, with a deep understanding of child development and early childhood education principles. • Experience in a leadership role or a strong desire to take on leadership responsibilities within a team. 	<ul style="list-style-type: none"> • Experience supporting or mentoring other staff. • Experience working with SEND in an early years setting. • Experience in using documentation to track and enhance children’s learning. 	Application form
Education and Training	<ul style="list-style-type: none"> • Level 3 qualification in Early Childhood Education (e.g., Early Years Educator, CACHE Level 3, or equivalent). • First Aid certification (or willingness to obtain). 	<ul style="list-style-type: none"> • Degree-level qualification in Early Childhood Education or a related field. 	Application form
Skills and knowledge	<ul style="list-style-type: none"> • Understanding of the Reggio Emilia approach (or willingness to develop knowledge). • Excellent communication skills, with the ability to build positive relationships with children, families, and colleagues. • Strong teamworking skills and the ability to model good practice and support others. 	<ul style="list-style-type: none"> • A reflective & proactive approach to learning & development. • Confidence in observation, assessment, and planning processes. 	Application form and interview
Personal attributes	<ul style="list-style-type: none"> • A commitment to high-quality practice and a willingness to take on additional responsibility. • Patience, empathy, and a genuine passion for working with young children. • Proactive and enthusiastic in engaging with children and colleagues. • Professional, reliable, and committed to maintaining high standards of practice. 	<ul style="list-style-type: none"> • Creative and flexible approach to learning and problem-solving. 	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 pupils.

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Recruitment Timetable

Closing Date: 19th June 2026

Expected Interview Date: Mondays or Tuesdays

Expected Start Date: July 2026 (subject to notice periods)

Please apply via MyNewTerm through <https://www.littlepips.com/careers>

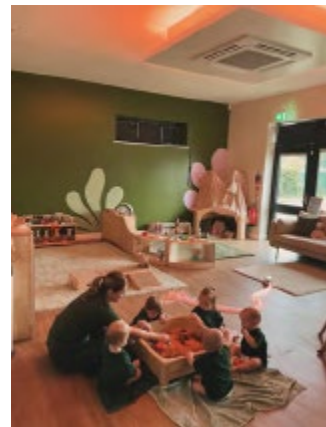
Please ensure you read the information in the “related documents” section of the advert

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

Our safeguarding policy & child protection policy is available on our website www.littlepips.com/careers and we can also send these policies 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.





**Little
Pips
NURSERY**