



Sandroyd

Candidate Information Early Years Practitioner

Introduction

Sandroyd is an independent, co-educational prep school for day and boarding pupils aged from 2-13 years. For over 130 years Sandroyd has represented the very best in prep school education. We aim to develop children through a combination of a caring and supportive environment with the provision of stimulating opportunities in and out of the classroom.

The Walled Garden is the home of the Pre-Prep and Nursery at Sandroyd, open for girls and boys aged 2 – 7 years and offering them their first step into a Sandroyd education. Situated in the original Walled Garden of the Sandroyd estate, the Pre-Prep is purpose-built and was opened in 2004 to provide an appropriate space for EYFS and Key Stage 1 learning. We have recently developed an additional building to provide more space for our nursery. We are fortunate enough to enjoy wonderful facilities and resources and we make the very most of our location in the middle of 600 acres of the stunning Rushmore Estate.

Sandroyd has approximately 220 pupils in total, with 40 children in the pre-prep and about 15 in the nursery.



The Post

We are seeking to appoint a warm and enthusiastic Early Years Practitioner with a passion for giving children the very best start in life. The successful candidate will join a thriving nursery, housed in our new and bespoke nursery building in a stunning setting. They will work alongside our nursery and pre-prep team and closely with the Head of The Walled Garden.

Hours of work:	Term Time only (Approx. 33 Weeks a Year), Monday to Friday, 0800-1600, plus 1 after-school club per week
Salary:	In line with experience
Reporting to:	Head of The Walled Garden

Why Work at Sandroyd?

Three main values are ingrained into both our teaching and support staff. Upholding these values forms a significant part of our working culture to ensure we operate as an effective team in an inclusive, fun and enjoyable working environment. The success of Sandroyd is down to the attitudes, skill set and values of the staff. To ensure we are continually providing an outstanding education for all children at Sandroyd, the values we work towards are:



- **Be better than yesterday**

Our staff are dedicated to going the extra mile to provide an exceptional education for every child at Sandroyd. Although often experts in their field, there is always room for improvement in our practice, and we look for staff dedicated to continually learning themselves. Reflecting on where we can improve as a team, and individually, forms a crucial part of our practice.

- **Support the team**

Sandroyd has an all-embracing staff culture, which sees us support and communicating with one another at all times. For a team to be effective, each member of staff must care about their colleagues. Sandroyd staff understand and appreciate that all staff members in the school community are equally as important and valued in delivering a first class education for the children.

- **Be Passionate about doing the 'right thing' for the children**

When decision-making and planning, it is essential that we consistently work towards our mission statement in assessing what is in the children's best interests. Often this involves us going over and above to ensure an outstanding education for the benefit of the children.

The staff at Sandroyd are undoubtedly our most important and valued asset, and we work hard to ensure they are rewarded appropriately. We work closely with everyone so that they have the correct training and support to be able to seek internal or external promotion as appropriate to their experience and skill level.

All employees at Sandroyd are enrolled in our Employee Assistance Programme which helps to provide practical information and counselling on a variety of topics. This is also available to family members of Sandroyd employees. The key benefits include confidential counselling sessions, provided by a third party company, available 24 hours a day, 7 days a week, 365 days a year. The Employee Assistance Programme can provide support on a wide range of work and personal issues from managing stress, managing life changes to support with bereavement or in providing financial or impartial career advice.

The Governors, Headmaster and Senior Leadership team are ambitious to ensure that Sandroyd remains at the very forefront of boarding prep schools in the country, and the successful candidate will be joining a thriving school at an exciting time.

Candidate Specification

The successful candidate will be a personable, patient, and warm individual who can engender the trust of both small children and adults. We are looking for an energetic and enthusiastic practitioner who uses creativity and imagination in their work and can adapt their approach to meet the needs and interests of the children. Above all, the desire for continuous improvement in their work, and being a true team player will be key characteristics for the successful candidate.

The successful candidate will ideally have:

- At least a Level 3 qualification in Early Years, or similar
- The willingness to be the 'key person' for a small group of nursery children
- The ability to build strong relationships with the staff and parents
- Excellent communication and organisational skills and the ability to work flexibly
- A desire to work as part of a collaborative team and an interest in sharing good practice and experience
- Great energy in their work and the ability to inspire children of this age
- The desire to contribute to the wider life of the school
- Paediatric First Aid would be an advantage, but we will train to this level if required
- Food Hygiene Certificate would be an advantage, but we will train to this level if required
- The desire to run a toddler group in the Walled Garden site for external visitors would be welcome



Equality and Diversity at Sandroyd

We recognise the value of a workforce in which people from diverse backgrounds are encouraged to introduce fresh ideas and contribute to delivering an outstanding education. Our staff work in a supportive and safe environment, recognising their responsibility to value and respect each other's contributions. Standards of conduct are expected to be of the highest level to ensure that no one is harassed, bullied or victimised.



We are in favour of a workforce that reflects the make-up of the local and national population. No job applicant, temporary worker or employee should receive less favourable treatment on the grounds of age, disability, gender, race and ethnicity, religion and belief (including no belief), marriage or civil partnership status or sexual orientation.

We are conscious that there are many groups that are currently under-represented at Sandroyd and we are committed to changing this. To that end, we actively encourage applicants from all backgrounds.

Further Information

Any offer of appointment will be subject to satisfactory references and criminal record checks via the Disclosure and Barring Service. Letters of application should state what particular skills and attributes you can bring to Sandroyd School, brief details of how you fit the position, including specific details of experience and achievements, and any interests and hobbies.

The completed application form and your brief letter of application should be addressed to the Headmaster and sent via Miss Sarah Harding, Headmaster's PA, Sandroyd School, Rushmore Park, Tollard Royal, Salisbury, Wiltshire, SP5 5QD, or by email to sharding@sandroyd.com. Please do feel free to contact Polly Holbrook, Head of The Walled Garden, for an informal conversation if you would like to discuss this role before submitting your application. pholbrook@sandroyd.com

Interested candidates should apply by midday on Friday 15th October 2021. Interviews will be held at Sandroyd on Thursday 21st October 2021.



**Sandroyd School, Rushmore, Tollard Royal, Salisbury, Wiltshire SP5 5QD
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www.sandroyd.org