

Early Years Career Guide

Haringey
LONDON



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Safeguarding

- Anyone who works or volunteers with children and young people must have an enhanced Disclosure and Barring Service check (DBS).
- It is the responsibility of an employer to carry out checks to make sure the people they employ are suitable to look after or be in regular contact with children.
- Employers must get an enhanced DBS and satisfactory reference checks for all the staff and volunteers that work directly with children or who have unsupervised access to children.
- DBS checks are free for volunteers.
- The DBS Update service lets applicants keep their DBS certificate online and allows employers to check a certificate online

So you want to

work with children...

You've made a fantastic choice!

Working in early years opens up an industry full of opportunities. Starting a childcare role is the chance to support children as they learn, develop and prepare for school. It's a career path that could see you become self-employed, go into education, or secure a role that makes a difference in your local community.

If you enjoy working with children or want to combine a new career with caring for your family, a role working in early years could be for you. It can be a challenging job but also hugely varied, rewarding and fun.

It doesn't matter where you're starting from, there's a way into early years for you.





The first few years of a child's life

are crucial

The first five years of a child's life are fundamentally important. The brain develops rapidly and this lays the foundations that shapes children's future health, happiness, growth, development and learning achievement at school, in the family and community, and in life in general.

Learning through play gives children an opportunity to explore, observe, experiment, solve problems and learn from their mistakes. They need love and nurturing to develop a sense of trust and security that turns into confidence as they grow.

Childcare practitioners play a crucial role in this development.





There are many different places

to work in early years

Private and Local Authority Nurseries

Private and Local Authority nurseries are generally open from 8am - 6pm all year round so your working hours can be flexible and could include shifts to cover early starts and late finishes to meet the needs of parents.

Pre-school and playgroups

Pre-schools and playgroups are typically open for sessions in the morning and/or afternoon so there are often opportunities to work full-time, part-time or during term-time. These are often organised by community or voluntary groups and run from community centres and church halls.

Schools

All primary schools have a Foundation Stage which consists of a Reception class and Nursery class. Some schools have only a Reception class. The age range in the Nursery is 3 – 4.5 years and Reception is 4.5 – 5 years. The hours in a school for a class teacher or a nursery nurse are generally longer than the school day and are term time.

Your own home!

Become a registered childminder and you'll be self-employed and running your own business. You'll work in your own home and you can be flexible with your working hours. You can set your own fees and how much you earn will depend on how many children you are registered to look after and the number of hours you work.



Have you got the skills

to succeed in early years?

A career in early years can be challenging so it's important you are equipped with certain personal qualities.

- To have a genuine interest in the care and development of young children
- The ability to engage and build positive relationships with young children
- A positive approach to training and development and a willingness to learn new skills
- The ability to plan inspirational learning activities both indoors and outside
- To work closely with parents and other professionals
- To have patience and understanding
- To be motivated and enthusiastic
- To be committed to improving children's outcomes
- Effective written and verbal communication skills
- To be committed to safeguarding
- To work as a positive role model and member of the staff team
- An ability to speak local community languages could be useful in some areas
- A good sense of humour!





Working in early years...

not just for women!

A career in early years can be just as rewarding for males as it can for their female counterparts. Higher levels of qualification and progression opportunities are elements that are attractive to both genders.

Caring is not just women's work, but this myth is self-perpetuating because childcare services have 98% women workers. Most of us realise that men are role models for boys, but the presence of a positive male role model in a child's life is equally important for boys and girls. Children need contact with both women and men.

A workforce that promotes a balance of male and female practitioners will provide children with the widest range of experiences, skills and opportunities that will only benefit their learning and development.

Children can benefit from the different experiences and caring styles men bring to the profession. A diverse workforce provides children with a more accurate reflection of the gender mix of their community and the world around them.



You can be

an Early Years Practitioner

An Early Years Practitioner works with young children in any school, nursery, or childcare environment. They play a vital part in encouraging children's learning and development through play and teaching.

Practitioners work as part of a team using their skills and knowledge to create a stimulating learning environment that supports the educational and personal development of children.

An Early Years Practitioner has a responsibility to ensure each child is observed, assessed and planned for, alongside upholding a positive relationship with both child and parent.

An Early Years Practitioner will need to be active, resourceful and have a caring nature with the stamina to keep up with the needs of young lively children.

Creative skills such as music, dance, drama and arts and craft are as important as literacy and maths skills.

Qualifications you need

NVQ level 2 – you can progress on to more advanced levels to further your career

Where you could work

As an Early Years Practitioner you can work in a school, playgroup, preschool, private or children centre nursery.

What you could earn

£14,000 to £24,000 average per year

You can be

an Early Years Teacher

Early Years Teachers (EYTs), also known as Nursery Teachers, are specialists in early childhood development.

An EYT work with children from birth to 5 years old, to standards set out in the Early Years Foundation Stage (EYFS) framework.

The day-to-day tasks will include supporting children's development and learning through planned play, activities and tasks to build up their language, literacy and numeracy skills.

An EYT will work with and supervise early years practitioners, teaching assistants and volunteer helpers.

You'll need to gain Early Years Teacher Status (EYTS) by completing an Early Years Initial Teacher Training (EYITT) course. There are several routes available:

- graduate entry – for degree holders with limited experience with children and who aren't currently working with them
- graduate employment – for degree holders currently working in an early years setting
- undergraduate entry – for those taking an early childhood degree, who may or may not be currently working in an early years setting
- assessment only – for graduates with substantial experience across the 0 to 5 age range who also have knowledge of key stage 1 and 2 in schools

Qualifications you need

- Early Years Initial Teacher Training (EYITT) course.
- GCSEs at grades 9 to 4 (A* to C) in English, Maths and a science subject or equivalent qualifications
- Passes in numeracy and literacy skills tests

Where you could work

Early Years Teachers can work in maintained settings (state-funded nursery or primary schools) where classes are led by a member of staff with qualified teacher status.

What you could earn

£18,000 to £30,000 average per year

You can be

an Early Years Teaching Assistant or SEND Assistant

An Early Years Teaching Assistant works alongside and supports a classroom teacher in either a primary school or nursery school. As an Early Years Teaching Assistant, you could work one-to-one with individual pupils or with small groups.

An Early Years SEND Assistant will work in close collaboration with the class teacher, SENCo, any specialist working with the child and the child's parents/carers to ensure a child's needs are fully met. Special educational needs and disabilities (SEND) can affect a child or young person's ability to learn. They can affect their:

- behaviour or ability to socialise, for example they struggle to make friends
- reading and writing, for example because they have dyslexia
- ability to understand things
- concentration levels, for example because they have ADHD
- physical ability

An Early Years SEND Assistant needs to have a passion for supporting children on a 1:1 basis or in small groups as well as supporting the whole class.

Qualifications you need

- Level 2 Supporting Teaching and Learning
- Level 3 Diploma in Specialist Support

Where you can work

An Early Years Teaching Assistant or SEND Assistant can work in a primary school or nursery school.

What you could earn

£11,500 to £23,000 average per year

You can be

a Nursery Manager or Deputy Nursery Manager

The Nursery Manager will be expected to provide high quality, flexible childcare for families from the local communities. The Nursery Manager will oversee the operation of the day nursery to the highest standards, ensuring that the best possible environment and care are provided for young children.

The Nursery Manager will lead planning and delivery of the curriculum to meet children's needs. The Nursery Manager will not only work as a positive role model and member of the staff team but will also lead the team to ensure that all children and families are safe.

A Deputy Nursery Manager plays an equally important role in running the day to day life of a nursery. They will deputise for the manager when they are not there and support the practitioners to constantly improve their practice and as a result improve outcomes for children.

Qualifications you need

- A full and relevant level 3 qualification in childcare
- Level 2 qualifications in English and Maths (including functional skills)
- 2 years' work experience with children in a nursery setting
- Experience of supervising or managing staff

Some smaller nurseries may prefer you to have a degree or early years teacher status (EYTS).

Where you could work

As a Nursery Manager and a Deputy, you can work in a playgroup, preschool, private or children centre nursery.

What you could earn

£23,000 to £45,000 average per year

You can be

a Childminder

A Childminder will care for children usually in their home. Many Childminders are parents themselves and may also have their own children to care for.

Childminders tend to work long days to accommodate working parents. Their core hours are usually between 7.30am and 6pm.

Childminders can care for up to six children at a time, including their own. There are even opportunities to offer weekend, evening or overnight care if you want.

To find out how to become a registered childminder visit www.haringey.gov.uk/childminders or email early.years@haringey.gov.uk

Qualifications you need

- A childcare qualification like the Level 3 Award Preparing to Work in Home-Based Childcare (or equivalent)
- A basic first aid course
- Safeguarding children training
- Training in food hygiene

Where you could work

A Childminder would usually work from their own home or can work with another childminder as an assistant. Childminders are allowed to operate out of non-domestic premises as well.

What you could earn

Variable average per year



How to get started

in your career

Volunteer

A great first step is to get some practical experience by volunteering. It'll give you a chance to try out different roles, will look great on your job application and may make you eligible for some funding towards a qualification.

If you are interested in becoming a volunteer please visit:

www.haringey.gov.uk/jobs-and-training/training-and-apprenticeships/volunteering

Get qualified

There are full and part-time courses, college or workplace learning and e-learning packages so you'll be able to find something that suits you. But first, you need to look at what type and what level of qualification you wish to undertake.

If you are interested in further information about childcare qualifications, please go to:

- **College of North East London**
www.conel.ac.uk/courses/early-years-and-childcare
- **Barnet & Southgate College**
www.barnetsouthgate.ac.uk/courses/display/all/childcare

Do an apprenticeship

Apprenticeships are a way of gaining qualifications and workplace experience. As an employee, you can earn as you learn and you gain practical skills from the workplace.

For more information about apprenticeships visit the National Apprenticeship Service website www.apprenticeships.org.uk

If you are interested in becoming an apprentice in Haringey, please visit:

www.haringey.gov.uk/jobs-and-training/training-and-apprenticeships/apprenticeships

Early years in Haringey

The foundations in early childhood are key to a child's development and Haringey is committed to ensuring that these foundations are as strong and positive as possible. We want all children to have the best possible chances in life, reach their greatest potential and most importantly be happy in everything they do.

Early Years in Haringey is committed to developing a diverse and thriving early years education sector in the borough, which offers good and outstanding quality provision, achieves good outcomes and is accessible to all parents.

To ensure children get a good start in life we work alongside all the agencies who work with very young people and their families, particularly health practitioners and those providing services through our Children's Centres, so that we promote the highest quality early learning and childcare in the Early Years.

“We will work together with families to ensure that every child in Haringey has the very best start in life, including the highest quality childcare and education.”

Haringey Early Years Improvement Strategy





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You can work in early years!