



DEAN CLOSE

LITTLE TREES

NURSERIES

Apprenticeship Programme

NOVEMBER 2021



“The goal of early childhood education should be to activate the child’s own natural desire to learn.”

Maria Montessori



APPRENTICESHIP PROGRAMME

Little Trees Nurseries has a robust apprenticeship programme in place. As an organisation we work closely with local colleges and training providers. Our apprenticeship programme allows new staff to gain a qualification through the apprenticeship scheme, but we feel passionately about upskilling our existing staff too. The aim is to train our staff and offer them a long-standing career and improve staff retention.

Little Trees Nurseries are part of the Dean Close Foundation which means the children and staff benefit from the excellent resources and expertise that the educational Foundation can offer.

Little Trees Nurseries are open 52 weeks per year and cater for children aged 3 months to 5 years of age.

The children benefit from bright, airy and well-equipped rooms as well as extensive gardens.

Our children grow in a warm and friendly environment which enable them to develop and flourish. We provide an exciting curriculum to stimulate children's natural curiosity providing them with their first step in education.

Each child receives individual attention, with the activities and experiences tailored to challenge and support their potential.



ABOUT OUR APPRENTICESHIP

In 2018 we ran our first apprenticeship scheme, working alongside our Learning & Development Manager and local training providers. We were very excited at the prospect of being able to provide someone the opportunity to gain practical experience in our setting whilst achieving their qualifications.

Our first apprentice started with us in September 2018, with no prior experience and soon settled brilliantly into nursery life. An apprentice will spend time in each department within the nursery to gain an all-round experience of all ages.

Apprentices are assigned a Mentor within the nursery to be a helping hand when needed, whether it is understanding the processes the nursery undertake or guidance with NVQ work, the apprentice will always have someone they can turn to for support.

THINK YOU HAVE WHAT IT TAKES? ARE YOU...?

These are just some of the key skills needed to work in early years. Although demanding, it is a very rewarding job, especially when you know you are providing the very best experiences for the children in your care.



WHAT CAN YOU EXPECT?

- Close supervision from your Manager, Mentor and training provider
- Work 9am-5pm Monday to Friday, with one-hour break all year round
- Training opportunities for mandatory training such as Safeguarding, Prevent, Food Hygiene and Paediatric First Aid
- Regular meetings with your training provider
- Practical experience
- Aim to complete your NVQ in 12-18 months





*“A person’s a person,
no matter how small.”*

Dr Seuss

A DAY IN THE LIFE OF A NURSERY APPRENTICE

We are very conscious that we do not want to overwhelm our apprentices when they first start with us. In the beginning we will give you plenty of opportunity to learn through observing our staff, before giving you small responsibilities of your own.

As you become more confident, you will then be expected to help other practitioners to arrange and prepare activities, whilst interacting and supporting the children with their learning.

You will usually be based in the same room each day and will be paired with a buddy who will stay close by for support.

As you develop through your course, you will be given the responsibility to pair with a member of staff to do observations on certain children to document their learning. This responsibility is called being a ‘Key Worker’. These observations will then form the path of the children’s learning, which can be communicated with parents.

Each day, you will be given a one-hour lunch break where you can either spend time in our staff room or go off site.

You may also be asked to help with meal preparation e.g., snack times, where you can prepare the fruit/ snack and serve it to the children. You will never be left unattended with the children.

WHAT IS EXPECTED?

Working in a nursery is hard work but equally full of reward. We hope that the apprenticeship scheme we offer will build the foundations to a long and successful career at Little Trees Nurseries. Upon completion of the apprenticeship, you will have the opportunity to develop your career with our in-house career development programme.

We are looking for candidates who are eager to learn and passionate about helping children learn and develop in our nursery setting. By the end of the scheme, we would expect you to have achieved a NVQ level 3 and be a high-quality practitioner.

To fulfil the needs of the children, we would love an energetic, enthusiastic, and imaginative apprentice who is keen to provide fantastic experiences for the children. You will need to be adaptable to the different age groups and adopt the routines and ethos of the nursery.

Dedication is a key part of being a successful apprentice. Balancing working against your college work can be difficult, however it is important to remember the value of the experience. Perseverance is essential, and please be assured you will have the full support of your Mentor and Manager. We are happy to help with any questions or uncertainties.





STAFF BENEFITS

Training Benefits

- DCNL Training Promise
- Excellent Training Programme
- Additional training on inset days

Little Trees Nursery Benefits

- Employee of the Month recognition
- 20 days holiday plus bank holidays
- Free daily lunch (with children)

Dean Close Foundation Benefits

- Bacon Theatre (concession tickets)
- Access to Dean Close School Gym
- Death in-service
- Up to 50% discount at Dean Close summer camp
- Childcare & school fee discount

QUESTIONS AND ANSWERS

How long does the course run for?

Am I guaranteed a job after?

The course will run for 12 months if you study level 2 NVQ, 18 months for level 3 NVQ. If there is a position available within the nursery when you become qualified, there is a strong possibility that you would be able to fill a permanent vacancy.

Will I get paid for working during my NVQ?

Absolutely. You will be paid an apprentice wage for the hours you are completing practical work within the setting.

What are the working hours?

The working hours are 9am-5pm Monday to Friday with a one-hour lunch break.

Will I do any other training along the way?

Yes. We will ask you to complete mandatory training, such as paediatric first aid, safeguarding, food hygiene etc. We also have inset days once a term where training will be provided.

What age are the children I will be working with?

We take children from 3 months up until they go to school, where some of the children will be nearly 5 years old.





For more information:

Email: info@deancloselittletrees.co.uk

www.deancloselittletrees.co.uk

Little Trees Day Nursery

Lansdown

1 Queens Road
Cheltenham
Gloucestershire GL50 2LR

**Little Trees
Christ Church**

Christ Church Road
Cheltenham
Gloucestershire GL50 2NY

Little Trees Day Nursery

Hucclecote

141 Hucclecote
Gloucester
Gloucestershire GL3 3TX

Little Trees Day Nursery

St Arvans

Wye Valley Road
Chepstow
NP16 6DN

Little Trees Day Nursery

Tutshill

Castleford Hill
Tutshill, Chepstow
Monmouthshire NP16 7LE

Little Trees Day Nursery

Celtic Springs

1 Spooner Close
Celtic Springs Business Park
Newport NP10 8FZ



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