

It's a big job helping little minds learn and grow—are you up to the challenge?



**Come to Renfrewshire  
for a great career in  
Early Learning and Childcare**

[www.renfrewshire.gov.uk](http://www.renfrewshire.gov.uk)

  
Renfrewshire  
Council

Renfrewshire Council is looking for nurturing, creative, positive and motivated Early Learning and Childcare staff to give children the best possible start in life.

We've created this guide to help you decide if a career in Early Learning and Childcare is the right choice for you.

### Q: What's it like to work in Early Learning and Childcare?

There has never been a better time to consider a career in Early Learning and Childcare. As of August 2020, all 3 and 4-year-olds, plus some 2-year-olds, will be entitled to 1140 hours of fully funded early learning and childcare—almost double the current entitlement. As a result, there will be lots of new Early Learning and Childcare opportunities available here in Renfrewshire.

Come and work for us in one of our Centres or Classes and you will:

- Provide children with valuable experiences to develop all key areas of their development and learning through play
- Support children to be safe, healthy, active, responsible and independent
- Work closely with children to plan and evaluate their own learning and share this with their families
- Build positive relationships with families; involving them in their child's learning and nursery life
- Work as part of a team and with other professionals to create the best possible learning experiences for the children in your care

Our early learning and childcare facilities are open either year round 8am to 6pm or school day term time. Both our Centres and Classes provide early learning and childcare for 3-year-olds until they start primary school, with some providing this for children aged 0–3 too.

### Q: What makes Early Learning and Childcare such a rewarding sector to work in?

Early Learning and Childcare is an important and completely unique sector—you'll teach children skills for life, yet no two days will be the same, and you'll never be stuck behind a desk all day. It's also an extremely satisfying feeling, making a difference to the lives of young children and working closely with them to maximise their development and learning.

Your work won't just impact the children either. As a practitioner, you'll build strong relationships with parents and families as well as your colleagues.

### Q: Why Renfrewshire?

Apply for an Early Learning and Childcare position in Renfrewshire and you'll enjoy:

- A secure job with scope for career progression
- Competitive terms and conditions, including term-time and full-time contracts and flexible working arrangements
- Lots of opportunities to grow and develop your skills, including access to a dedicated development programme to help progress your career

### Q: Who can work with children?

If you enjoy spending time with children and you're passionate about helping them grow and learn, then you have what it takes to work in early learning and childcare in Renfrewshire. We value our diverse and dynamic workforce and welcome applicants from all backgrounds. This includes;

- School, college and university leavers
- Adults of any age looking to get back into work
- Anyone looking for a career change and a new challenge

Successful applicants will be required to undergo recruitment checks, including a PVG check with Disclosure Scotland before a formal appointment is made. You will also have to register with the Social Services Council (SSSC), the regulatory body for the social services workforce in Scotland.

### Q: How do I get my Early Learning and Childcare career started?

We have a wide number of roles available, so you can build your career according to your own experience and circumstances. For example, you might start as an unqualified Early Learning Support Worker, gain qualifications with our support to then become an Early Learning and Childcare Officer. Alternatively, you might already be a qualified practitioner and aspire to become a manager. We're ready to support you whatever your chosen path.

### Flexible learning options include:

#### Foundation Apprenticeships

Get a head start by gaining a recognised qualification in S5 or S6. It's the same level as a Higher, but unlike other subjects, the foundation apprenticeship will take you out of the classroom and see you undertake practical work within an early learning and childcare setting.

#### Modern Apprenticeships

Work, learn and earn at the same time to get the skills that you need to kickstart your career. Take a look at the Early Learning and Childcare Modern Apprentice job role overleaf.

#### Vocational

On the job training working towards your SVQ qualification whilst earning a wage. The SVQ programme enables you to go at a pace which suits your own learning style.

#### College

Learn part time or full time and experience a placement in a centre or class. Gain practical skills and experience as well as an in-depth understanding of Childcare theory.

Look inside to explore the next steps...



I would recommend my job to anyone. It offers great security and it's amazing to come in and see you're making a difference. What more could you want from a career?

—Mairi McPherson,  
St Mary's ELCC Paisley

## Helpful links

[www.childcarecareersscotland.scot](http://www.childcarecareersscotland.scot)

[www.myjobscotland.gov.uk](http://www.myjobscotland.gov.uk)

[www.careinspectorate.com](http://www.careinspectorate.com)

[www.apprenticeships.scot](http://www.apprenticeships.scot)

[www.sqa.org.uk](http://www.sqa.org.uk)

[www.sssc.uk.com](http://www.sssc.uk.com)

## Contact us

For more information about an Early Learning and Childcare career in Renfrewshire, call Children's Services on 0300 300 0170 or email [cssupport@renfrewshire.gov.uk](mailto:cssupport@renfrewshire.gov.uk)

**Q: I'm ready to start my Early Learning and Childcare career. What are my next steps?**

Find a role that best suits your skills and experience. Our Early Learning and Childcare posts are as follows:

#### Unqualified roles

### Early Learning and Childcare Modern Apprentice

#### Role description:

You will learn the key skills needed to work in early learning and childcare, maximising your learning and development.

#### Qualifications required:

3 National 5 qualifications, one of which must be English.

#### Skills and experience:

You should be able to demonstrate a genuine interest in working with children, be adaptable to change and enjoy working as part of a team.

#### Ideal for:

Modern Apprentices must live in Renfrewshire and be over 16. The upper age limit for apprenticeships will be dependent upon Council requirements at the time.

### Early Learning Support Worker

#### Role description:

You'll work closely with the early learning and childcare officers to provide high-quality support and care to the children.

#### Qualifications required:

No formal qualifications are required to apply, but you will be required to undertake an SVQ in Social Services Children and Young People (SCQF level 6) which Renfrewshire Council will support you to achieve.

If you have an appropriate ELC qualification at SCQF Level 6 or above you will not be required to undertake this SVQ.

#### Skills and experience:

You should have a genuine interest in working with young children and providing for their care and developmental needs. You should also be enthusiastic, motivated and be happy to work on your own initiative and as part of a team.

#### Ideal for:

Anyone looking for a change and a new career challenge.

**Our unqualified early learning and childcare posts start at £16,500 rising to £19,700 (based on full time 35 hours, this will be pro rata and term time where appropriate)**

#### Qualified roles

### Early Learning and Childcare Officer

#### Role description:

You'll work as part of a team to provide high-quality education and care to children and families, maximising their learning and development.

#### Qualifications required:

SVQ Social Services Children and Young People (SCQF level 7), or have completed a modern apprenticeship in Social Services Children and Young People, or have an HNC Childhood Practice/ HNC Early Education and Childcare or equivalent.

#### Skills and experience:

You should have experience of working with under fives and a working knowledge of the Curriculum for Excellence Early Level and Pre-birth to 3 Years guidance. You should also be a proactive team member, who is willing to support and supervise the development of others.

#### Ideal for:

College graduates and newly qualified people wishing to gain practical experience through employment; Those who have worked previously in ELC and are returning after a career break; People who have the qualifications and are looking for a change of establishment to broaden their experience.

### Early Years Graduate

#### Role description:

You'll support the staff and management team and ensure that all children are provided with high-quality learning and teaching experiences.

#### Qualifications required:

BA Childhood Practice or equivalent

#### Skills and experience:

You should have experience of curriculum delivery, planning and assessment as well as experience of developing and implementing early years plans to suit children and families.

You should also be a good communicator, both on paper and in person and be able to lead, guide and influence other staff in their practice.

#### Ideal for:

Graduates who are passionate and knowledgeable about providing high-quality learning experiences for young children.

### Senior Early Learning and Childcare Officer

#### Role description:

You'll work as part of the management team to lead staff and ensure the delivery of high-quality education and care to children and their families.

#### Qualifications required:

SVQ Social Services Children and Young People (SCQF level 7), or have completed a modern apprenticeship in Social Services Children and Young People, or have an HNC Childhood Practice/HNC Early Education and Childcare or equivalent. Desirable qualifications also include:

- HND Childhood Practice
- PDA Childhood Practice
- SVQ Social Services Children and Young People (SCQF level 9) or BA Childhood Practice or equivalent.

#### Skills and experience:

You should have sound experience in the role of early learning and childcare officer. You should also possess excellent communication skills and be able to lead and work effectively with others.

#### Ideal for:

Experienced Early Learning and Childcare Officers looking to make the step into management and contribute to the operation of a nursery centre or class.

### Depute Head of Centre

#### Role description:

You'll work as part of the management team to ensure effective operation of the centre to the benefit of the children, their families and the local community.

#### Qualifications required:

Qualifications as specified for the Senior Early Learning & Childcare Officer. Desirable qualifications also include:

- HND Childhood Practice
- PDA Childhood Practice
- SVQ Social Services Children and Young People (SCQF level 9) or BA Childhood Practice or equivalent.

#### Skills and experience:

You should have significant experience of providing high quality early learning and childcare and knowledge of the national curriculum and child development. You should be able to develop and encourage parental involvement, undertake management tasks, supervise staff and support the development and delivery of services at the centre.

#### Ideal for:

Established practitioners with leadership and management experience.

### Head of Centre

#### Role description:

You'll have overall responsibility for the management of the centre, ensuring that a high-quality service is provided to all children and their families.

#### Qualifications required:

BA Childhood Practice or PDA Childhood Practice (SCVQ level 9) or Postgraduate Diploma in Childhood Practice or equivalent qualification.

#### Skills and experience:

You should have senior management experience including budget control and the recruitment and selection of staff. You should have excellent knowledge of the curriculum, legislation and relevant documentation pertaining to children aged 0-5 years. You should be able to adopt a consultative approach when galvanising staff, parental and community engagement.

As Head of Centre, you'll have overall responsibility for your nursery and be accountable to the Director of Children's Services at Renfrewshire Council.

#### Ideal for:

Forward thinking and innovative individuals who have the necessary knowledge, skills and experience to provide strategic leadership and management to the centre.

**Our qualified and leadership early learning and childcare posts start at £21,845 rising to £46,391 (based on full time 35 hours, this will be pro rata and term time where appropriate)**