



KINDHAUS

Level 3 Early Years Educator

Location: Hackney

Hours of Work: This is a full-time position of approximately 35 hours per week

Salary: Up to £29,000 per annum per annum + Pension and Benefits

Reports to: Room Manager/Nursery Manager

Responsible for: Level 2 Educators and Bank Team (day-to-day guidance and role modelling), and contributing positively to the wider KindHaus environment and community

About KindHaus

KindHaus is an integrated childcare and workspace designed to support modern families during the critical early years. Our early years setting is relationship-led and offers high-quality, three-hour sessions designed to support both children and their parents.

Our approach is calm, intentional, and rooted in strong, respectful relationships, where children feel a deep sense of belonging and emotional security.

Our curriculum is centred around four key areas:

- **Belonging & Wellbeing**
- **Voice & Independence**
- **Curiosity & Creativity**
- **Nature & the World**

These are aligned with the EYFS and support a holistic view of children's development.

Our practice is inspired by Froebel and Montessori, with a strong emphasis on play, independence, and meaningful, first-hand experiences, alongside respectful, attuned care and secure relationships.

At KindHaus, we value slow pedagogy, reflective practice, and meaningful partnerships with families. Our team works collaboratively to create a calm, enabling environment where every child is supported to explore, express themselves, and develop at their own pace.

“A nurturing environment where children feel safe, seen, and supported to thrive.”

Our Approach at KindHaus

At KindHaus, our approach is rooted in relationships, emotional wellbeing, and a deep respect for childhood.

We value:

- Slow, intentional pedagogy
- Relationship-led practice
- Respectful, responsive care
- Children's voice and autonomy

As a Level 3 Educator, you play a key role in bringing this approach to life through your daily practice.

You will:

- Support children's wellbeing, belonging, and emotional security
- Engage in meaningful, child-led play and interactions
- Respond sensitively to children's needs, interests, and development
- Contribute to a calm, enabling, and thoughtfully prepared environment

You will work as part of a reflective team, ensuring the KindHaus ethos is consistently embedded in practice.

Purpose of the Role

The Level 3 Educator plays an important role in providing high-quality care and education within the room, supporting children's development through meaningful interactions and experiences.

You will work closely with the Room Manager and wider team to ensure:

- Children feel safe, secure, and valued
- Daily practice reflects the KindHaus ethos
- Learning experiences are responsive, engaging, and developmentally appropriate

This role is hands-on and relational, requiring warmth, attentiveness, and a reflective approach to practice.

Requirements

Essential

- Full and relevant Level 3 Early Years qualification
- Sound knowledge of the EYFS and child development
- Good understanding of safeguarding and child protection
- Level 2 Safeguarding training (*or willingness to complete within the first 3 months*)
- Enhanced DBS check (*or willingness to obtain*)
- Strong communication and teamwork skills
- A warm, nurturing, and reflective approach

- Commitment to ongoing professional development

Desirable

- Experience working in an early years setting
- Interest in Froebel, Montessori, or child-led approaches

Main Responsibilities

Care & Child Development

- Provide warm, responsive, and attentive care throughout the day
- Support children's play, following their interests and curiosity
- Support children's emotional wellbeing and development
- Treat all children as individuals, supporting inclusive practice

Learning & Environment

- Contribute to a calm, well-prepared, and enabling environment
- Support the implementation of the KindHaus curriculum
- Assist in setting up and maintaining engaging learning spaces
- Ensure resources are accessible, purposeful, and well presented

Observation & Assessment

- Complete meaningful observations using the Famly app

- Contribute to reflective practice and discussions
- Support planning based on children's interests and development
- Maintain accurate and up-to-date records

Safeguarding & Welfare

- Maintain a vigilant and proactive approach to safeguarding
- Follow all safeguarding policies and procedures
- Recognise and respond to any concerns regarding a child's welfare
- Report concerns promptly to the Designated Safeguarding Lead (DSL)
- Ensure a safe, secure, and inclusive environment

Teamwork & Communication

- Work collaboratively with colleagues to ensure smooth routines and transitions
- Communicate effectively with families, sharing key information
- Build positive and professional relationships with children, families, and the team
- Contribute to team discussions, meetings, and reflective practice

Daily Practice & Responsibilities

- Carry out care routines (nappy changing, toileting, mealtimes) with dignity and respect
- Support the smooth running of daily routines and transitions
- Maintain high standards of cleanliness, hygiene, and organisation

- Undertake general duties within the setting as required

Professional Responsibilities

- Attend training and development opportunities
- Maintain confidentiality at all times
- Use professional judgement in day-to-day practice
- Support the wider team and setting where required

The Kind Package

- Competitive salary (dependent on experience) – £_____ per annum
- Flexible working opportunities, supporting a healthy work-life balance
- Up to 35 days holiday, including a personal 'Me Day' and Christmas closure
- Pension scheme

Professional Growth & Development

- Paid training and ongoing professional development opportunities
- Continuous learning, including safeguarding and early years training
- Opportunities for progression within a growing and developing setting

Working Environment

- Short, structured working days through our three-hour session model
- Protected time between sessions to support quality practice and team wellbeing

- A calm, intentional working environment grounded in slow pedagogy
- Reduced paperwork approach, focusing on meaningful observations and relationships

Team & Wellbeing

- A supportive and collaborative team culture where every voice is valued
- A strong focus on wellbeing for both children and educators
- A positive and sustainable working environment
- Team wellbeing initiatives, including social events and in-house sessions

Additional Benefits

- Access to staff discounts (e.g. gym membership and local partnerships)

KindHaus Expectations

- Work in a calm, reflective, and professional manner
- Value relationships at the centre of practice
- Respect each child as an individual
- Maintain high standards of care and education
- Be present, observant, and responsive

At KindHaus, we believe that when educators feel supported, valued, and respected, they are able to provide the highest quality care and education for children.

Safeguarding & Equal Opportunities

KindHaus is committed to safeguarding and promoting the welfare of children and expects all team members to share this commitment.

We are an equal opportunities employer and welcome applications from all backgrounds.

At KindHaus, we are creating more than a nursery, we are building a space where children, families, and educators feel a true sense of belonging.

We are looking for someone who shares our values and is passionate about creating meaningful, high-quality experiences for children and their families.

If you are nurturing, reflective, and committed to your practice, we would love to hear from you.