

## Sandleford Nursery Career Framework

### How we work together

The fun and diverse learning opportunities you offer every child in Sandleford is dependent on *how* you work, as well as what you do. How you work forms an important part of your practice at every career level.

### As a nursery team, we value

- building professional relationships with parents, carers and each other
- supporting each other as a team
- enthusiasm and a positive attitude
- safe working practices
- reliability in attendance and punctuality
- sharing knowledge and ideas
- taking responsibility for personal learning
- diverse backgrounds
- a professional appearance

### Enabling you

At every stage of your career with Sandleford you will gain knowledge of the setting and it's routine. You will be able to learn and demonstrate a growing understanding of early years practice and the Key Worker system. We recognise your development is a partnership and will support you wherever possible with opportunities so that you can develop your skills at your own pace. We will be open to your suggestions, and take advantage of opportunities to give you appropriate levels of responsibility that reflect your interests. The career framework gives some examples of how you might develop your skills, experience, knowledge and level of responsibility.

### Performance and Pay

Salaries are reviewed every year at St Gabriel's. As well as this, your annual appraisal will bring together a review of your work and personal development and will, in part, inform your salary progression along the Career Band. Promotion upwards through the career framework can also take place due to a job move as a result of an internal vacancy.

**Developing your career by growing skills, experience, knowledge, responsibility**

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								<b>Band E</b> <b>Nursery Management</b>	Deputy Manager new to role	Deputy Manager Professional development and career progression step with salary review	Nursery Manager Early Years QTS	
								<b>Band D</b> <b>Room Leader</b> from £22,000	New to Room Leadership. Hold or embarking on Team Leader L2	Professional development and career progression step with salary review	Professional development and career progression step with salary review	Professional development and career progression step with salary review
								<b>Band C</b> <b>Nursery Staff</b> from £19,000	Newly qualified as full and relevant EYFS at Level 3	Professional development and career progression step with salary review	Professional development and career progression step with salary review	Professional development and career progression step with salary review
								<b>Band B</b> <b>Nursery Staff</b> from £17,000	Newly qualified as full and relevant EYFS at Level 2	Professional development and career progression step with salary review		
								<b>Band A</b> <b>Nursery Assistant</b>	May hold Play Worker qualification. Good general education	Embarking on a L2 or L3 qualification, working largely under supervision		

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