



Role Title: Regional Education & Quality Lead

Department: Childcare

About the role:

Welcome to childcare with a difference, set up specifically to nurture the next generation of kind, considerate children. The right candidate will be passionate in playing their part to help us achieve that mission. In return we provide a happy and fun-loving environment that means both children and colleagues can fulfil their potential. If you are passionate about developing and coaching colleagues to raise quality to ensure children get the best start in life, then please keep reading.

The REQL is a core member of the Quality Team, reporting directly to our Education and Quality Manager. You will work in unity with the Quality Excellence, Regulatory, and Operational teams, to collectively achieve our goals and succeed all-around outstanding results.

This role requires an inspiring passionate leader, an influencer, with in-depth knowledge and understanding of early years education, and the ability to motivate Nursery Management to upskill their teams, so they take accountability for their leadership roles and clearly demonstrate a culture of excellence. You will play a key role in meeting our internal performance criteria, with colleagues, families and children rating us as outstanding.

What you'll be doing:

Helping children

- You will support nurseries and the Nursery Managers within your region through coaching and mentoring to continuously improve and develop their provision, ensuring that experiences and outcomes for children are of a consistently high standard.
- Through structured leadership and purposeful visits, you will ensure colleagues are preparing children for their next stage of learning by supporting colleagues to bring our pedagogy to life and developing exciting and enabling environments
- You will inspire the Nursery Management teams with ways to use additional funding to ensure the most vulnerable children are reaching their full potential

Helping families

- Ensuring the Nursery brings to life the Little Pioneer parent and member experience, and service proposition providing our full range of LP and Society products and services.
- Being an ambassador for our brand and values promoting confidence in the quality and monitoring of our nurseries, reflecting on the views of families, and using these as a catalyst for continuous improvement.

Helping colleagues

- Deliver targeted support and coaching in line with quality improvement plans, internal audits and Ofsted recommendations to scaffold teams in developing their provision and accelerate teaching and learning to the highest levels creating a culture of excellence
- Being a quality and training ambassador, you will adopt a 'hands on approach' to upskilling colleagues, developing, and delivering core and bespoke training packages and role modelling expected values and behaviours in line with the EYFS, Ofsted requirements,



observed trends and LP pedagogy. You will provide colleagues with positive reinforcement and challenge poor practice

- Support Ofsted readiness by conducting monitoring visits and contributing to internal audits and action plans to build confidence and understanding of inspection processes, expectations, and grade descriptors.
- You will motivate an ethos of self-evaluation supporting managers in evaluating their provision and key trends and supporting with the creation of action plans for continuous improvement, and follow up on these actions escalating when needed to the Managers line Manager
- Provide managers with the tools to be self-sufficient in driving quality performance and improvements, furthermore, signposting them to current legislation and guidance
- Effectively safeguard all statutory compliance within EYFS and Ofsted regulations and keeping confidential sensitive information

Helping yourself

- You will be self-motivated and committed to your own professional development. Keeping up to date with new thinking, changes in legislation and sector-wide trends
- Being a trailblazer of industry best practice by sharing your expert Childcare knowledge.
- Be a part of a culture where everyone plays as a team, and can achieve their full potential, are ambassadors of the Little Pioneers culture and values and thrives on feedback.
- Be a role model for exceptionally high standards, never cutting corners.

Helping Co-op and the wider community

- Actively supporting your regional community or keep it local through personal and team involvement.
- You'll enhance our excellent reputation by supporting each nursery team to work seamlessly together, providing families and children with an exceptional experience. Promoting partnerships with families and local services to drive the best outcomes for their children.
- In addition, all colleagues are expected to work within the terms of their contract of employment and adhere to Society policies and procedures.

What you need:

Your Co-op Little Pioneers ensures that all colleagues are suitable to fulfil the requirements of their roles. There are effective systems in place to ensure that colleagues, and any other person who is likely to have regular contact with children are suitable to do so every day.

- Minimum Level 3 qualification in Early Years with at least 2 years' experience of leading and managing teams and delivering high quality training.
- Degree in Early Years/ EYTS and/or strong portfolio of continuous professional development desirable .
- Training qualifications and extensive experience of delivering training
- Significant experience of supporting multiple nurseries to evaluate and raise quality.
- Excellent knowledge of the EYFS learning & development and welfare requirements and an excellent understanding of the Ofsted Early Education Inspection Framework.
- Evidence of Right to Work in the UK
- You will require a clear enhanced DBS and be required to join the DBS update service and renew this each year
- A robust understanding of safeguarding and child protection procedures and legislation.



- Agreement to occasionally deliver training and support nationally in nurseries/venues outside of your assigned region - this may require staying away from home for short periods of time.

Characteristics we're looking for:

- A 'can do' attitude. Inspiring, passionate, professional, approachable, and knowledgeable.
- Energetic, honest, and constructive, with the confidence to challenge practice and evoke change where appropriate.
- Experience of achieving/supporting acquisition of Outstanding Inspection Judgements.
- The ability to collate evidence to make robust quality judgements, supported by clear and concise reporting and targeted action planning.
- Excellent oral and written communication skills.
- The ability to produce and deliver offer targeted, dynamic, and engaging training.
- The ability to travel to and operate in multiple settings (car driver essential)