



BENEFITS FOR YOU!

Join our professional team and
discover the magic of a career
with Crafty Wizards Childcare.





Join our magic!

Abacadabra - Unlock Your Potential in the Magical World of Early Years!

We believe that working in Early Years isn't just a job: it's about helping to change a child's life forever. If you're eager to embark on a brand-new career or seek a flexible role while you study, we'd love to hear from you.

At Crafty Wizards, we've conjured a special interview process designed to make you feel comfortable and allow your unique strengths to shine. Our enchanting Recruitment team will guide you through every step, offering support once you're accepted for an interview.

To begin your magical journey with us, get in touch, we are here to answer your questions. We invite you to come for a tour to see what Crafty Wizards is all about:



kidsplaynow@craftywizardspreschools.com

WELCOME TO CRAFTY WIZARDS CHILDCARE!

Our social purpose is to give children, or rather, 'Crafty Wizards', the best start in life by providing access to high quality, affordable Early Years education. We are an independent, small set of childcare settings, founded and grown in Greenwich, not a large, faceless chain – you are a name, not a number! We are an energetic and growing company, new opportunities are always appearing.

We are a growing organisation, and quality is driven by our strong social pedagogy, which is our teaching and learning model, so children become enthusiastic, inquisitive learners. All of our teams contribute to achieving our social purpose, so wherever you are at Crafty Wizards, you can know you are making a difference to children's lives.

We value our employees. Our teams work hard and in return we reward and support you and your professional development.

We provide:

- Term-time only care, for children 2-5 years old.
- All-year-around care, for children 6 months – 5 years old.
- Holiday clubs for all children, not just Crafty Wizards, for 2 – 10-year-olds.
- Creche care, for 3 months – 8 years old, mornings Monday to Friday at The Eltham Centre.



CHOOSE THE HOURS THAT SUIT YOU BEST

We understand that flexibility is key to a balanced life. At Crafty Wizards, we offer flexible working patterns to suit your needs:

5-day, 4-day and part time

opportunities are
often available

Term time only

opportunities
(39 weeks of the year)

All year round

opportunities at our
nurseries or a mixture of
pre-school and holiday club

Holiday club

only opportunities

Bank team

Are you studying? Caring for your family? Or just looking for a role with more flexibility? Our bank employees are valued members of our nursery teams, and if you are looking for flexibility from week to week, this could be the role for you.

Part time hours

Various part-time combinations are often available, and requests considered. We know that full-time hours don't suit everyone, if we can make it work whilst ensuring that our 'Crafty Wizards' have quality continuity of care then that's magic!



YOUR BENEFITS EXPLAINED

Holiday

Everyone works hard at Crafty Wizards, and we offer from 5.6 weeks annual leave as standard, plus time off over Christmas. Our nurseries are also closed on Bank Holidays.

100% term attendance day off reward every term!

That's an additional **3 days** off a year!

Socials every term

Paid for, or majority paid for social bonding activities! From meet ups at a local bar to walking up the O2. We love fun and building positive working relationships.



Termly Amazon voucher reward for quiz winner!



Rewards for Long Service

We reward long service with gifts.



Overtime

If you work in our nurseries and are asked to work more than your contracted hours, we will pay you overtime.



Training

Our heart is in early years, your success is our success and our 'Crafty Wizards'. We invest in you. We have a range of training available. If you want to progress, we can help you achieve this. Apprentices have successfully grown into managers and area leaders.



Nursery % Discount

We offer a fantastic discount on Childcare fees to all permanent employees if you would like your child or grandchild to join us. Also available for our on-demand Kids Play Now Club creche.



Celebrating Ofsted Results

Every childcare setting receiving an 'Outstanding' or 'Good' award will be rewarded.



Refer a Friend Bonus

Crafty Wizards rewards employees who Refer a Friend for a permanent role. You will receive up to £100 bonus gift voucher as a thank you when someone you recommend joins our team and successfully completes their probation. Your friend will also receive up to £100 bonus at the end of successful probation.

FINANCIAL BENEFITS

Pension contributions

we know it is not easy to save for your retirement, if you opt in, we help you by contributing too.

Competitive pay

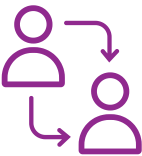
We offer competitive pay that reflects your skills and experience—because great work deserves great rewards.

PROFESSIONAL DEVELOPMENT



Grow with us

Our training plan means there are plenty of opportunities to progress and jump to the next salary band. Employees receive a minimum of 4 training days per year.



Coaching

If you are a manager, we offer a buddy scheme and coaching opportunities to support your success and your teams within their day-to-day roles, as well as enable them to ensure the team experiences the Crafty Wizards values in practice.



On-the-job training

Our Recruitment leader will support you with our onboarding program, support and guide you as you become familiar with the Crafty Wizards structure.

CAREER PROGRESSION AND SPECIALISATIONS

Men in childcare

Having different role models in childcare is important, as children's aspirations and social achievements are influenced by those around them. You will join the growing number of men in our workforce. We don't expect our male employees to conform to stereotypes, and you will be valued for who you are and your contribution to nursery life.

Developing Your Career

At Crafty Wizards, your growth is our magic! We are committed to nurturing your career through comprehensive training and development programs.

We offer various apprenticeships designed to help you gain valuable qualifications while working. Our internal progression pathways mean that as you grow with us, you'll have clear opportunities to advance your career. We support your journey every step of the way, helping you specialise in areas like SEND or sustainability to become a true leader in early years education. Your potential here is limitless!

Levels of progression

- **Level 3**
 - Apprentices
 - Qualifications
 - SEND Award
 - Chef qualification
- **Level 4**
 - Sustainability
- **Level 5**
 - Foundation Degree
- **Level 6**
 - Honours Degree



HELPING YOU JUST A LITTLE BIT MORE

BLUE LIGHT CARD™

Now offers the teacher discounts you deserve, and access to exclusive experiences and rewards. Teachers just like other key workers support our communities dedicate so much time in shaping future generations, you leave a lasting legacy on a child's life; that impact deserves recognition.



YOUR WELLBEING

At Crafty Wizards, your health and wellbeing are important to us. That's why we do what we can to make your time at work more enjoyable and have these additional benefits available to help you when you need it.



Tea, coffee and soft drinks are available in the staff room for all to enjoy, along with fresh fruit and the occasional sweet treat. Please make us aware of any dietary requirements you have so that these can be accommodated.

We work closely with **Able Futures** to ensure our team members have the support they need. Able Futures can help you manage your mental health at work so you can enjoy more good days. They can provide you with nine months' advice and guidance from a mental health specialist who can help you learn coping mechanisms, build resilience, access therapy, or work with your employer to make adjustments to help your mental health at work.



Wellbeing baskets are available in the staff bathrooms, these include things like wipes, deodorant, nail file/clippers, as well as other products so that you have all you might need on those unexpected days.





Having a family

Parents and Carers are valued at Crafty Wizards Childcare. Here are the parental leave benefits we offer our employees:

Maternity or adoption leave

Eligible employees can take up to 52 weeks' maternity leave. The first 26 weeks is known as 'Ordinary Maternity Leave', the last 26 weeks as 'Additional Maternity Leave'.

Paternity leave

We give our Dads 2 weeks' full pay so you can enjoy those first moments.

Parental leave

You can share up to 37 weeks' paid parental leave between you and your partner, paid as per statutory guidelines.

Compassionate leave

Up to 5 days a year discretionary leave used for exceptional circumstances.

BUILDING A BETTER TOMORROW

We are strong on teamwork and living our values, we may all be different but at Crafty Wizards we fly on our broomsticks together!

We rely on each other and are focused on our mission: to make learning magical through creativity, promoting resilience, problem solving, kindness, community and a zest for learning.



Diversity and Inclusion

At Crafty Wizards, we're all about creating a workplace where everyone feels like they belong. We know that different backgrounds and perspectives make us better, and we truly appreciate what each person brings to the table. Inclusion isn't just a buzzword for us; it's how we build a supportive, welcoming space and community for everyone to thrive.

Celebrating Difference

We believe in kindness, respect, and teaching children to value what makes each of us unique. We don't base our nurseries around any religion or promote specific beliefs - instead, we create a space where everyone feels welcome, no matter their background. Whether you're religious or not, you and your family belong here.





**What are you waiting for?
Come and discover
our magic!**

Apply now or simply arrange to visit
and speak with us.
You could be a part of our amazing
team and begin your career in
childcare!



Crafty Wizards Childcare
Making learning magical through creativity



www.craftywizards.com



kidsplaynow@craftywizardspreschools.com

