

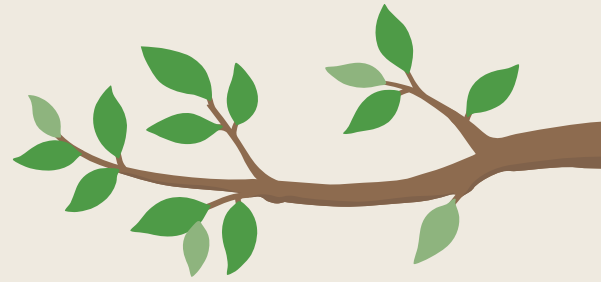


WHY WORK WITH US?



WHY WORK AT TREEHOPPERS?

Working in a fully outdoor Forest Kindergarten is truly a job like no other. We often rightly talk about the incredible benefits for the children, but it also provides profound advantages for our staff, too. Here, we've highlighted what it's like and what you gain, including quotes from the Treehoppers team.



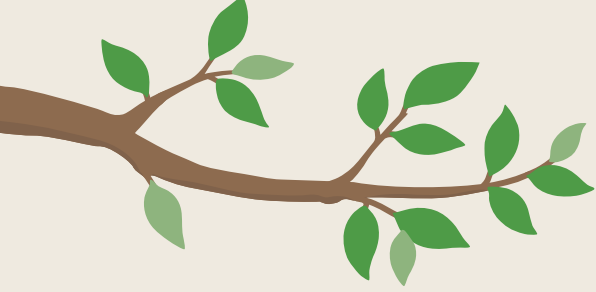
TIME IN NATURE: BOOST YOUR WELLBEING

Spending sustained periods outdoors in nature is scientifically proven to reduce stress and anxiety, significantly boosting overall wellbeing. If you've ever worked in a noisy, indoor nursery space, you'll experience a completely different kind of peace here. We spend all our time outdoors (moving into a yurt, tipi, or indoor hall only on extreme weather days), allowing you to reap the benefits, every day.

"After working in hospitality for well over a decade, this has been my favourite job to date and has definitely improved my own mental health and well being. I love how varied the role is and working outdoors is a dream."

"I'm grateful for working outside as it helps me physically and mentally. Being outside in the woods has always been something I would do to get some exercise but it also helps clear my head and is good for my mental health "





IMPROVED HEALTH: FITNESS & FEWER GERMS

The nature of an outdoor environment means you are constantly active and moving. While all Early Years practitioners work very hard, a Forest Kindergarten provides a unique physical challenge: uneven surfaces, weather changes, climbing, building, and active play. Our team enjoys all the health and wellbeing effects of being physically active all day. You will definitely get your steps in!

Plus, you'll benefit from a lower rate of common colds and general 'Early Years lurgies'! Fewer indoor surfaces, fewer toys, and an abundance of fresh air (and hopefully some sunlight) mean viruses and illnesses don't spread as easily as in indoor settings.

"When I was doing 3 long days, I've never been so fit and definitely noticed I was physically stronger."

"After working in an indoor setting for over 16 years, I couldn't go back in one after experiencing an outdoor setting. Obviously the right clothes make all the difference to our day for both staff and children."

"I've worked here for 6 years and I've only been off a few times with sickness. I've never known things to spread among the children in the same way they do at indoor nurseries either. I love being outside and seeing children outside in nature, in all the elements is the best place for them to be."



DIVERSITY OF COLLEAGUES:

BLENDED EXPERTISE & INCLUSIVE TEAMS

A 'typical' outdoor educator doesn't really exist. Our team draws expertise from diverse professional backgrounds: Play work, Forest School, Teaching, Outdoor adventure, Environmental sectors, and traditional Early Years. This blend of experience works exceptionally well outdoors, as we draw inspiration from multiple philosophies—Froebel, Forest School, Montessori, Steiner, and Planning in the Moment—rather than being restricted to one approach.

We are actively committed to building a diverse and inclusive workforce.

The Value of Diversity:

Positive Role Models: We are proud to have more men working at Treehoppers, who are hugely underrepresented in the Early Years sector (just 3% nationally). Men provide children with positive male role models and also help children experience positive male–female relationships, seeing staff of different genders cooperate, laugh, and respect each other.

Challenging Stereotypes: Having men at Treehoppers gives children a more accurate reflection of the gender mix of their community and the world. Male educators can challenge stereotypes around toys and activities—demonstrating that men can cook, play in the home corner, clean, and of course, work with young children. If we want our children to grow up with equality of opportunity for all, we need to challenge these stereotypes.

Inclusivity for All: We know that children building relationships with male, female, and LGBT members of staff is key to their holistic development. This diversity allows us all to learn and grow from one another, while modeling a world where difference is something to be celebrated.

Welcoming Environment: We want Treehoppers to be an inclusive environment where all children, all types of families, and all staff are welcome, supported, and able to be completely themselves at work.

"We definitely have an eclectic mix of people working here, which is a massive benefit."

GEAR & THE GREAT OUTDOORS

Yes, there will be days when the weather is a challenge, involving more mud, more clearing up, and countless gloves on-and-off! Just as we advise our families, the right gear is key for staff, too. Layers, good quality waterproofs, and boots make all the difference.

We support you by providing branded items such as t-shirts, fleeces, coats, and waterproof overtrousers and jackets. Every winter, we also give staff an amount to spend on other outdoor essentials like thermals, gloves, or hats.

DO COOL STUFF & GAIN NEW SKILLS

Working in our Forest Kindergarten means you get to do and learn some genuinely cool skills as part of your job! You can become proficient in building fires, cooking on the campfire, safely splitting wood, using tools with children, identifying local flora and fauna, getting involved in gardening, and putting up tarps.

"I've learnt a lot since joining Treehoppers including how to start a fire with firelighters and cotton wool, it allows me to 'think outside the box' and look around me at plants/natural resources that I can collect for activities."



COMMUNITY & COLLECTIVE PASSION

There's a powerful sense of community within the outdoor nursery world. What we do is timeless really—learning alongside nature— but can get squeezed out in our technological age. Our families are our strongest advocates and form a deep emotional bond with our settings and nothing bonds a team quite like experiencing the seasons year-round together—rain, wind, sunshine, or snow!

We are a collective of passionate practitioners who recognise that we are stronger together. Check out our reviews online (Google and Day nurseries) and you'll see how much our families value what we do.

VALUING STAFF, TRAINING & DEVELOPMENT

While many in the Early Years sector offer only a basic salary on minimum wage, we strive to do more. We regularly benchmark salaries locally to ensure we offer as much as we can while recognising the restrictions of government funding and staff ratios.

We also prioritise training and development for our teams. In addition to short courses, we support you in pursuing higher qualifications like Forest School training, Early Years higher qualifications, an Early Years PGCE, or leadership qualifications to help you progress your career.





We hope this guide has given you a helpful insight into what it is like to work with us and what we stand for as a team.

If you have any questions or would like to find out more, please get in touch.

CONTACT US AT:

admin@treehoppersfk.com

VISIT OUR WEBSITE:

www.treehoppersfk.com