

RECRUITMENT PACK

EYFS PRACTITIONER (NURSERY)

St Benedict's School

a minimis incipe

CONTENTS

WELCOME TO ST BENEDICT'S 3

OUR SCHOOL 4

OUR ETHOS, CULTURE AND VALUES 6

FACILITIES 7

STAFF BENEFITS 8

STAFF DEVELOPMENT 9

THE ROLE AND DEPARTMENT 10

THE PERSON SPECIFICATION 11

HOW TO APPLY 12

WHY WORK WITH US 13

LIFE IN EALING 14

HOW TO FIND US 15

Staff, supported by the senior pupils, promote positive behaviour so that in lessons and around the school, pupils, almost without exception, show respect and consideration for each other.

ISI Inspection Report 2024

WELCOME TO ST BENEDICT'S



Thank you for your interest in this key post at St Benedict's School.

We recognise that applying for a new role is a significant commitment, and we approach every application with the same care and attention that you put into making it.

At St Benedict's, we are proud to offer an education that blends tradition with innovation, rooted in Benedictine values while preparing our pupils for the future.

We combine academic ambition with a commitment to developing the whole person. Through our High Performance Learning programme, every pupil is encouraged to think deeply, act creatively, and aim high achieving excellent GCSE and A level results. Our most recent ISI inspection confirmed the outstanding quality of our provision and the strength of our outcomes. Small class sizes and impressive facilities enable us to offer the very best in teaching, sport, music, drama, art and pastoral care where students develop resilience, leadership, and friendships that last a lifetime.

Our goal is to nurture confident, independent young people who are ready for the challenges of their next chapters whether that be transitioning to secondary school, Sixth Form, university, or life beyond school.

Our success rests on the dedication and professionalism of our staff. The atmosphere here is purposeful, supportive and good-humoured, with a genuine sense of community that is often remarked upon by visitors. We are proud of our record in nurturing professional growth; many colleagues have progressed to senior positions here and beyond, supported by excellent opportunities for development.

St Benedict's is more than just a school; it is a community. Inclusive and welcoming, we work in partnership with families, and our pupils benefit from the unique opportunities of being part of a through school from Nursery to Sixth Form.

This is the St Benedict's education: academic excellence, outstanding pastoral care, and a community where every child can thrive.

I encourage you to explore our website to gain a fuller sense of life at St Benedict's. I hope you will be inspired to apply and to contribute to our continued success and the flourishing of our community.

With best wishes



Joe Smith
Headmaster

OUR SCHOOL

St Benedict's is a leading independent co-educational Catholic school situated in leafy Ealing, West London. We offer the distinct advantage of a seamless education from Nursery through to Sixth Form, enabling pupils to begin their first steps in the Nursery at age three and continue through to Year 13 within one supportive, values-driven community.

Inspirational teaching, strong tutorial guidance and exceptional pastoral care lie at the heart of the education we provide. Together, these pillars shape a cohesive, all-through school experience that supports pupils at every stage of their development, equipping them with the confidence, independence and resilience to thrive, ensuring they are well prepared for key transitions and the opportunities that lie ahead.







Junior School & Nursery
The Junior School and Nursery offer a vibrant, nurturing environment where children grow in confidence and curiosity. Shared facilities with the Senior School and a thoughtful induction programme help pupils feel secure and well supported from the start.

Our curriculum is designed to challenge and inspire, preparing pupils for the rich academic and co-curricular opportunities ahead. Most pupils continue into the Senior School without the need for the 11+ examination, ensuring a smooth and confident transition to Year 7.

Senior School
St Benedict's Senior School provides a dynamic setting where students are encouraged to discover their strengths and develop a lifelong love of learning. The broad, ambitious curriculum fosters curiosity, creativity and resilience, with specialist teaching and facilities across a wide range of subjects.

Personal development and pastoral care are central to our approach. Each student is supported by a dedicated tutor and a strong network of staff, ensuring every young person is known and valued. A rich co-curricular programme in music, sport, debating and outdoor education complements academic life. By Year 11, students are well prepared to make informed choices about their future.

Sixth Form
The Sixth Form is a vibrant, aspirational community where students are challenged to think independently and contribute positively to the wider world. With a broad choice of A level subjects and enrichment opportunities, students are supported by expert teachers and receive tailored guidance on university and career pathways.

Leadership, service and reflection are central to Sixth Form life. Students mentor younger pupils, take part in outreach and volunteering, and help shape the school community. By the end of Year 13, our students leave St Benedict's as confident, thoughtful and compassionate young adults, ready for the opportunities ahead.



Academic Life
We are proud of our strong record of academic achievement, with pupils securing excellent examination results and progressing to the UK's top universities each year.

St Benedict's joined the renowned High Performance Learning (HPL) World Class School Award Programme, a recognition reserved for top schools globally that lead in innovative educational practices. This milestone reflects our commitment to continuous improvement and our ambition to deliver unparalleled learning outcomes for our students.

Co-curricular Life
At St Benedict's, personal development is shaped by an exceptional co-curricular programme. Students can explore a wide range of interests through clubs and activities in the arts, STEM, sport, debating, outdoor education and the Duke of Edinburgh's Award. The St Benedict's Combined Cadet Force (CCF) is very active and runs overnight training exercises and leadership courses throughout the year.

Sport is a particular strength, with opportunities for all abilities and many pupils competing at county and national level. The arts also thrive, with strong music, drama and art programmes, including a vibrant choral tradition, instrumental ensembles and exhibitions that celebrate students' creativity.

PARTNERSHIPS

St Bernard's Preparatory School
The St Benedict's family of schools also includes St Bernard's Preparatory School, Slough. St Bernard's is an independent, Catholic, co-educational day school for children aged 3 to 11, offering a warm and nurturing environment where pupils are encouraged to thrive academically and personally. While there are separate Heads of St Benedict's Junior School and St Bernard's Preparatory School, the Head of St Benedict's is the Chief Executive of all three schools.

The Emmaus Partnership
St Benedict's launched the Emmaus Catholic Schools Partnership in 2019 with Sacred Heart High School Hammersmith, Cardinal Wiseman School, and St Augustine's Priory. Through this collaborative network, the Heads of all four schools have committed to strengthening Catholic education in West London. The Partnership enables shared expertise, joint initiatives, and enriching opportunities for pupils, who come together regularly for debates, concerts, lectures, and charity events.

OUR ETHOS, CULTURE AND VALUES

As a Benedictine school, St Benedict's is rooted in a 1500-year tradition inspired by the Rule of St Benedict – a practical guide for purposeful living, personal fulfilment, and community. Our motto, a minimis incipe – from the smallest beginnings – reflects our belief in the potential of every individual. It serves as a reminder that everyone has enormous potential, and that great things begin with small steps in a school where all can find and develop their talents to the full.

Our Benedictine heritage shapes every aspect of school life. Reflection, kindness, and hospitality are central to our ethos, guiding relationships across the school and creating an environment where people feel supported, valued, and able to flourish. These values underpin daily life at St Benedict's and help to foster a culture of integrity, curiosity, and confidence.

Inspirational teaching, strong tutorial support, and exceptional pastoral care are central to our educational approach. Colleagues joining St Benedict's become part of a dedicated team, committed to helping young people thrive academically, personally, and spiritually.

Our students have a strong sense of social responsibility and play an active role in charitable initiatives throughout the year. They raise funds for organisations such as Glass Door, YoungMinds, Shelter, and Aid to the Church in Need, and make regular donations to the Ealing Food Bank. Every Year 12 student takes part in voluntary service, whether by assisting in the Junior School, mentoring younger students, supporting local care homes, or working in charity shops.

Environmental awareness is integral to our community. Eco-Centric, our student-led environmental action group, works closely with the Senior Leadership Team to make St Benedict's as sustainable and eco-friendly as possible. The St Vincent de Paul (SVP) society further strengthens our community outreach by organising events and celebrations for elderly residents in the local area.

At St Benedict's, you will join a warm, purposeful, and aspirational community – one that nurtures both the young people in our care and the professionals who work alongside them.



FACILITIES

St Benedict's provides a range of superb facilities that support both professional growth and a vibrant community life.

Our facilities are designed to inspire excellence and foster a strong sense of community among colleagues and students alike.

Highlights include:

- **The Atrium**: A versatile space for exhibitions, performances and school events.
- **Studio Theatre**: A modern venue equipped with advanced technology, perfect for productions, presentations and lectures.
- **Music Recording Studio:** A state-of-the-art facility for creative work and music technology.
- **Sports Hall Complex**: Featuring a dance studio, fencing salle and multi-gym, supporting a diverse co-curricular programme.
- **Sports Grounds at Perivale**: Fourteen acres of grounds with a spacious pavilion, floodlighting and a full-size all-weather AstroTurf pitch.







STAFF BENEFITS



St Benedict's is committed to supporting colleagues with a comprehensive package of benefits, designed to recognise your contribution and help you thrive both professionally and personally.

Financial
We offer highly competitive salaries for both teaching and support staff. Pay for teachers is above the maintained sector.

All eligible colleagues are enrolled in the Aviva pension scheme, which includes generous employer contributions: 16.5% for teaching staff and 5% for support staff. Permanent employees also receive life assurance at three times their annual salary.

Once probation is complete, permanent staff may be eligible for fee remission if their children attend St Benedict's. Families with children at the school also receive a 10% discount on uniform purchases.

To support travel, the school provides interest-free season ticket loans. Colleagues can also benefit from the Cyclescheme, offering savings of up to 42% on bikes and accessories, with interest-free payments over 12 months and additional tax and National Insurance savings.

Further savings are available through BHN Extras, which includes:

- Discounts of 2–8% on technology and home appliances
- A prepaid cashback card, offering up to 15% cashback at over 85 UK retailers (for £5 per year)
- Up to 15% off gift cards for major shops, supermarkets, and restaurants

Reduced-rate accommodation may be available to permanent staff, subject to availability. Free on-site parking is offered on a first-come, first-served basis.

Health and Wellbeing
St Benedict's is committed to supporting the wellbeing of all colleagues. Every permanent employee receives a comprehensive Health Shield Cash Plan, which enables you to reclaim everyday healthcare expenses, including dental, optical, and physiotherapy treatments. The plan also provides access to a wide range of wellbeing services, such as:

- A 24/7 virtual GP service for you and your dependent children, offering appointments, diagnoses, private prescriptions, referrals, and fit notes at any time
- An Employee Assistance Programme (EAP), available free of charge to permanent staff and their families, offering confidential support for personal or professional challenges
- Online health assessments
- Gym discounts

In addition to the EAP, staff may access subsidised face-to-face counselling if needed.

To help you maintain a healthy lifestyle, all colleagues enjoy a free, nutritious lunch in the School Dining Hall during term time.

We also offer free flu vaccinations, free eye tests, and a contribution towards prescription glasses.

Staff are welcome to use the school's on-site gym and take part in yoga and fitness classes.

STAFF DEVELOPMENT

Professional development is a central part of life at St Benedict's. The school invests significantly each year in high-quality training and supports staff through a comprehensive programme of:

- one-to-one and group coaching
- mentoring
- digital-teaching and classroom-practice training
- external courses and subject-specific workshops
- leadership development opportunities.

We provide structured pathways for those entering the profession through initial teacher training, as well as dedicated support for colleagues in their Early Career Teacher (ECT) years.

At St Benedict's, you will be encouraged to develop your skills and pursue your ambitions in a community that values reflection, growth, and excellence.



THE ROLE AND PERSON SPECIFICATION

EYFS PRACTITIONER

NURSERY

The Role
A part-time EYFS Practitioner, holding a relevant Level 3 Early Years qualification or above (or an accepted equivalent), is required to join the Nursery team in the Junior School.

This is an exciting opportunity for an enthusiastic, nurturing and suitably qualified practitioner to contribute to the continuing development of our lively and forward-looking Nursery. The successful candidate will share the School's commitment to providing the highest standards of education and care and will bring energy, warmth, and professionalism to the role.

The EYFS Practitioner will report directly to the Head of Pre-Prep and Nursery and will contribute to high-quality teaching, learning and pastoral care within the Nursery. The successful candidate will also be expected to support children in Reception (Pre-Prep 1) when required.

As a member of the Nursery team, the EYFS Practitioner will undertake the following responsibilities:

Specific

- To work with Junior School colleagues, under the direction of the Head of Pre-Prep and Nursery.
- To maintain high standards of teaching and learning by following the policies and practices of the School, within the agreed guidelines and directives.
- To inspire pupils with a love of learning and to introduce and maintain good learning and working habits through good practice.
- To contribute to providing a vibrant environment that meets the needs of the Nursery children, respecting and reflecting their cultural and religious backgrounds and their individual stages of development.
- To work independently with small groups to support pupils' learning, under the guidance of the Head of Pre-Prep and Nursery and other relevant teaching staff (Deputy Head/Director of Studies; Key Stage Leader; and Head of Learning Support).
- To deliver phonics teaching and learning sessions with small groups.
- To attend to the pastoral care of the pupils.
- To maintain accurate records of the progress and achievements of children for whom you are the designated Key Person.
- To ensure that there is excellent communication and partnership between school and home, with parents kept informed of their child's progress throughout the academic year as appropriate.
- To be prepared to attend out of hours activities as reasonably required by the Head (e.g. INSET; staff meetings; Parents' Evenings; and Assessment Days).
- To follow and support the School's Behaviour Management Policy and Code of Conduct.
- To know and adhere to the School's Safeguarding Policy and Procedures.
- To be a proactive team member at all times, offering appropriate support to colleagues in the Nursery and in Pre-Prep 1 (Reception).
- To be flexible within working practices in the Nursery - be prepared to help wherever and whenever necessary (e.g. the preparation of snacks; the cleaning of equipment; the preparation of display boards; and other domestic jobs).
- To ensure that accidents are recorded and reported in accordance with School procedures, including informing parents and obtaining acknowledgement/signatures when required.
- To administer paediatric first aid, when appropriately trained and required to do so, and to undertake relevant first aid training.
- To remain attentive to the needs of the Nursery as a whole and consider where help is most needed and how the needs of the children can be most effectively met.
- To ensure that children are released only to a parent, guardian, or other authorised adult, in accordance with the School's collection procedures.
- To maintain appropriate confidentiality in relation to children, families, colleagues, and School information, in accordance with School policies.

THE ROLE AND PERSON SPECIFICATION

- To support children with their personal hygiene, toileting, and intimate care needs, when required, while promoting dignity and independence and following the School's Intimate Care Policy.

General

- To support and nurture the Catholic Benedictine character and ethos of the School and to promote the spiritual, intellectual, moral, cultural, physical, and social development of its pupils.
- To observe the conventions regarding dress and decorum enunciated and published by the School.
- To communicate and liaise with colleagues as required regarding important events, updates, deadlines and matters that may affect the day-to-day running of the school.
- To undertake performance review (appraisal) process.
- To have regard for personal and professional development and to attend and participate in professional development days which the Junior School Head, or Deputy Head/Director of Studies may advise and/or organise.
- To account for all notes and/or communications from parents and see to it that these are given to the Junior School Head through established channels.

Working Hours and the Wider Life of the School

The normal working hours for this part-time, term-time role are 8.00am to 1.00pm, Monday to Friday. The Nursery itself operates from 8.00am to 6.00pm. The successful candidate will also be expected to attend specified school events outside their normal working hours where reasonably required.

As well as providing a rich creative curriculum, the children have many co-curricular opportunities in Sport, Music, Drama and Art. Music and Drama are a strength of the School and both Junior and Senior Schools are renowned for sporting achievement We believe these opportunities help children to develop into confident young people who value themselves and, importantly, learn to value others and appreciate the importance of adopting a growth mindset.

Both the Junior and the Senior Schools are renowned for their care and commitment to personal development and formation. In the Junior School we aim to provide a home from home, one that prepares the children for secondary education at the Senior School.

Person Specification

Essential

- A relevant Level 3 Early Years qualification or above, or an accepted equivalent.
- Evidence of experience in EYFS
- Positive, flexible, and nurturing
- The ability to be proactive
- A team player
- Good understanding of the needs of children in EYFS
- A willingness to contribute positively to the wider life of St Benedict's School and Nursery, as appropriate to the role.
- A willingness to be fully supportive of the Catholic ethos of the School
- Positive attitude toward meeting the needs of the children and their parents
- Able to build and maintain good relationships with teachers, pupils, and parents
- Willing to learn new skills
- Able to adapt tasks to support a child's needs
- Good communication skills

Desirable

- A relevant degree
- Qualified Teacher Status (QTS)
- Relevant SEND qualifications
- Evidence of relevant continuing professional development
- Catholic Teachers' Certificate
- At least two years' experience as an EYFS Practitioner
- Good digital skills, including confidence in using Microsoft 365 and digital systems for recording and supporting children's learning.
- Experience of Arc Pathway
- An understanding of children's transition from EYFS into Key Stage 1.
- Musical, artistic and/or performing arts skills

HOW TO APPLY

If you would like to be considered for this role, please complete our online application form, available on the St Benedict's website. We are only able to consider applications submitted using the school's application form.

The closing date for applications is 12 noon on Thursday, 3rd December 2026.

Interviews will take place during w/c 7th December 2026.

We encourage early applications, as we may close the vacancy earlier than advertised if we receive a high volume of suitable applications or make an appointment from early applicants.

If you have any questions or would like further information, please contact our HR department on 020 8862 2185 or email recruitment@stbenedicts.org.uk.

Safeguarding Statement
St Benedict's is committed to safeguarding and promoting the welfare of children. Applicants must be willing to undergo all appropriate safeguarding checks relevant to the post, including online searches, checks with current and previous employers, and the Disclosure and Barring Service.

Equality, Diversity and Inclusion
We value the diversity of our community and are committed to promoting equality of opportunity for all. We welcome applications from candidates of all backgrounds and do not discriminate on the grounds of any protected characteristic. Our aim is to create an inclusive environment where every member of our community is respected and able to thrive.

Accessibility
We are committed to making our recruitment process accessible and welcoming. If you require the application form in a different format, or need any adjustments or support to complete your application, please contact us on 020 8862 2185 or at recruitment@stbenedicts.org.uk. We will be pleased to support you to ensure your needs are met.

"It's a school where everyone feels welcome, no matter their background."

Year 12 student





WHY WORK WITH US?



A school that truly allows students to develop outside the classroom.

Parent

Since my arrival I have received a generosity of spirit and kindness from every single member of staff.

Teaching Staff Member







The teachers here really care and want to help students succeed.

Year 11 student

LIFE IN EALING



St Benedict's is set on a spacious site in a quiet, attractive, and safe residential area of Ealing, in west London. Just 20 minutes from central London, the school enjoys close proximity to world-class museums, galleries, theatres, and historic landmarks, while offering staff the comfort and community of a green suburban setting.

Ealing, known as the "Queen of the Suburbs", has long been celebrated for its wide, tree-lined avenues, elegant Edwardian architecture, and excellent transport connections. The area's rich history is evident in features such as the beautiful Ealing Abbey, which sits at the heart of the local community.

Ealing offers an exceptional quality of life, with numerous parks and commons – including Walpole Park, Ealing Common, and Pitshanger Park – providing extensive green space for walking, sport, and recreation. The lively town centre features a mix of independent shops, cafés, restaurants, and cultural venues, including the renowned Ealing Studios, the world's oldest continuously working film studio.

Transport links are outstanding. The Elizabeth Line, along with Central, District, and Piccadilly tube lines, and excellent bus services, make travel to central London, Heathrow Airport, and beyond fast and convenient.

Recent regeneration has brought new cultural spaces, fitness centres, dining options, and family-friendly facilities, adding to the area's vibrancy. This blend of green space, strong community, excellent amenities, and connectivity makes Ealing an ideal place for staff to live and work.





HOW TO FIND US

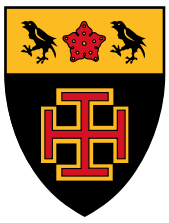
St Benedict's School
54 Eaton Rise
Ealing
London
W5 2ES

By Train
St Benedict's School is approximately a 10-minute walk from Ealing Broadway station, served by the Elizabeth Line, Central Line, and District Line, providing fast and convenient connections across London.

By Bus
The School is well served by local bus routes, including the 226, E2, and E9, all of which stop within a short walking distance.

Parking
While many of the roads around the School operate parking restrictions, free on-street parking can be found a short walk away.
A staff car park is available on site, operating on a first-come, first-served basis.





St Benedict's School

a minimis incipe

Ealing • London • W5 2ES • 020 8862 2185

recruitment@stbenedicts.org.uk

St Benedicts School, Ealing

stbenedictsschool