



Play Assistant



Starting August 2026



# Join Our Founding Team - Little Explorers

We are delighted and extremely excited to be recruiting our very first staff team for Little Explorers, Strathallan School's brand-new nursery. This is a rare and rewarding opportunity to be part of something special from the outset.

We are seeking up to four highly motivated Early Years professionals (Nursery Practitioners and a Play Assistant) who are ready to embrace both the challenge and the joy of establishing a new nursery from scratch, working alongside our inspiring newly appointed Nursery Manager.

Opening within the outstanding grounds of Strathallan School, Little Explorers will provide high quality early learning and care for children aged 3 to 5 years. As a member of the founding team, you will play a pivotal role in shaping the ethos and daily life of the nursery, helping to embed exceptional early years practice within the values, traditions and high standards of one of Scotland's leading independent schools.

This is a fantastic opportunity for individuals who are enthusiastic, creative and passionate about early years education, and who are excited by the prospect of helping to create a setting where children and staff can flourish together.

You will help create a warm, nurturing and stimulating environment, working closely with colleagues to plan and deliver rich, play based learning experiences that support every child's learning and development.

A defining feature of Little Explorers will be its strong outdoor learning ethos. Children will be encouraged to spend significant time outdoors, enjoying purposeful, nature rich experiences that foster curiosity, confidence and wellbeing. Our team will be central to developing engaging, safe and inspiring indoor and outdoor spaces that invite exploration and discovery every day.

In return, Strathallan School offers the chance to be part of an exciting new chapter within a supportive and values driven community. This role will particularly suit professionals who take pride in their practice, thrive in a collaborative environment, and are energised by the opportunity to help shape a nursery's vision.



# Key Duties and Responsibilities

- ◇ Provide warm, caring and child-centred support to children, encouraging their engagement in a wide range of play-based learning activities both indoors and outdoors.
- ◇ Help create a welcoming, inclusive and nurturing environment for children, parents, colleagues and visitors.
- ◇ Support Strathallan's strong commitment to outdoor learning, assisting children to enjoy regular, meaningful play experiences in natural outdoor environments.
- ◇ Follow all Strathallan Nursery policies and procedures, including safeguarding, health and safety and Care Inspectorate requirements, supporting the safety, wellbeing and protection of children at all times. This includes the accurate recording and reporting of incidents and accidents, participation in fire drills and emergency procedures, and ensuring the safe collection and handover of children in line with service policies.
- ◇ Support positive behaviour approaches and children's emotional regulation in line with nursery policy.
- ◇ Work closely with Nursery Practitioners to support children's wellbeing, learning and development.
- ◇ Share appropriate observations and feedback with colleagues and contribute to observations and informal records of children's learning and development to support their ongoing learning and progress.
- ◇ Assist with the preparation, organisation and tidying of learning spaces, resources and materials for both indoor and outdoor play.
- ◇ Support daily routines throughout the day, including arrivals and departures, smooth transitions between activities, toileting support and hygiene routines, and mealtimes and snack times, ensuring children feel safe, supported and well cared for.
- ◇ Contribute to wraparound care and holiday club provision, supporting safe, structured and engaging activities appropriate to the role and under supervision.
- ◇ Take shared responsibility for maintaining clean, well-organised and stimulating nursery environments and outdoor areas.
- ◇ Support special nursery events, seasonal activities and wider School initiatives as required.
- ◇ Participate positively in training, team meetings and professional development activities as agreed.
- ◇ Contribute to a positive team culture by working collaboratively, communicating effectively and supporting colleagues when needed.
- ◇ Represent the nursery positively when engaging with families, visitors or at School events, as directed by the Nursery Manager.
- ◇ Be flexible and willing to support nursery activities, including occasional events outside normal working hours where required.

# Who are we looking for?

## Qualifications

### **Essential**

- ◇ A willingness to work towards, register with, or maintain registration with the SSSC (where applicable)
- ◇ A suitable qualification in childcare **or** relevant experience working with young children, or a commitment to undertake training while in post

### **Desirable**

- ◇ An SVQ Level 2 or Level 3 (or equivalent) in Childcare or Early Years Education
- ◇ Training or interest in outdoor learning, such as Forest Kindergarten, FOLA, or similar

## Experience

### **Essential**

- ◇ Experience of working with children, ideally within the 3-5 year age range
- ◇ Experience of supporting play-based activities in an early years or childcare setting
- ◇ Experience of working as part of a team to deliver a safe, caring and engaging environment for children

### **Desirable**

- ◇ Experience of supporting outdoor play and learning activities
- ◇ Experience of following risk assessments and using a risk-aware approach to play

# Our successful candidate will demonstrate...

## **Knowledge & Skills**

- ◇ A good understanding of the importance of play in children's learning and development
- ◇ An awareness of early years practice and child development (training will be supported)
- ◇ Good communication skills and the ability to build positive relationships with children, parents and colleagues
- ◇ The ability to work effectively as part of a team and follow guidance from Early Years Practitioners and leaders
- ◇ Ideally, an awareness of the Early Level of the Curriculum for Excellence and an interest in outdoor learning and nature-based play.

## **Personal Values and Attributes**

- ◇ A warm, caring and enthusiastic approach to working with young children
- ◇ A positive, reliable and flexible attitude
- ◇ Enjoyment of working outdoors and supporting children's play in all weathers
- ◇ A patient, kind and respectful manner, with a genuine commitment to children's wellbeing
- ◇ Willingness to learn, reflect on practice and participate in training and CPD.
- ◇ The ability to follow policies, procedures and safeguarding requirements at all times
- ◇ A sense of fun, curiosity and creativity that enhances children's play and learning

# Terms of Appointment

## Start Date

- ◇ We would like the nursery team to start on Monday 10th August.

## Remuneration

- ◇ The pro-rata salary is £21,309—£22,261 per annum

## Hours of work

- ◇ The hours for this post are 30 per week.

## Pension Scheme

- ◇ A contributory pension scheme with an employer contribution of 4%.

## Benefits

- ◇ Free On-site parking.
- ◇ Death-in service cover.
- ◇ Free lunch during term-time.
- ◇ Discounts in 100's of retailers.
- ◇ Cycle to Work Scheme.
- ◇ Blue-light card eligibility.
- ◇ Staff Discount in Art Café.
- ◇ Access to wellbeing support
- ◇ Occupational sick pay
- ◇ Competitive annual leave entitlement.

## Applicant Information

- ◇ Any offer of employment will be subject to Safer Recruitment checks; suitable clearance through Disclosure Scotland's PVG scheme, the receipt of two satisfactory professional references and proof of the Right to Work in the UK.
- ◇ If you think you have what it takes to help shape our new nursery, please submit your application online by Sunday 31st May 2026.
- ◇ Interviews will be held shortly after the closing date.
- ◇ If you have any questions or wish to have an informal conversation about this role, please contact [hr@strathallan.co.uk](mailto:hr@strathallan.co.uk)



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