

Widford Lodge School

Early Years Practitioner Candidate Recruitment



Headteacher's Welcome

We believe that children who are happy and secure in their learning environment are more likely to achieve their potential.

Traditional values are at the core of the school's philosophy whilst we prepare young people for a rapidly changing world.

Dear Applicant,

Thank you for your interest in the Early Years Practitioner vacancy at Widford Lodge School.

Widford Lodge is a unique and special learning environment. We have been inspiring a love of learning in pupils between the ages of 2½ and 11 since 1935. We are set in beautiful grounds on the edge of Chelmsford, not far from the A12.

In our last inspection in November 2025, we met all ISI inspection criteria for regulatory compliance and educational quality.

Our **vision** is simple - to enable all of our children to flourish in a happy and nurturing environment. We have a strong sense of community amongst pupils, staff and parents; we empower pupils and staff so that children can fulfil their potential and develop into confident and curious learners. We provide opportunities for pupils to take part in a variety of sports, music and drama activities, to help care for our chickens and to spend time with our school dog, Bonnie. Forest school, trips and visitors enhance the pupils' learning experiences, our extended opening hours of 7.30am to 5.30pm enable pupils to participate fully in all that we have to offer.

Please come and explore our school and see how our children learn, grow in independence and become well rounded and resilient young people ready for the challenges and opportunities their lives will bring.

For further information about our school, please visit our [website](#).

To arrange a visit to the school, or to discuss the role further, please contact me on [**headteacherpa@widfordlodge.co.uk**](mailto:headteacherpa@widfordlodge.co.uk)

I look forward to welcoming you to our school.

Michelle Cole A.C.I.B. – P.G.C.E.

Headteacher



About Widford Lodge School

We are proud of our record of achievements. Widford Lodge pupils reach their full potential, flourish in a nurturing environment and develop a love of learning

Widford Lodge School is set in a secluded setting on the outskirts of Chelmsford, close to the A12 with convenient access from all of Chelmsford, Brentwood and surrounding towns and villages.

Widford Lodge School was founded in 1935 by the Witham family, as an all-boys boarding school. During the Second World War, we acquired the distinctive school hall when the school was commandeered by the local ambulance corps. In 1985, we introduced the Pre-Prep, accepting boys aged four to seven. At the end of the 1980s, we became a day school. In the early 1990s, Widford Lodge became a co-educational day school for children between the ages of 2½ and 11 years old.

Our deceptively compact school site includes school buildings in an elegant manor house and purpose-built classrooms. Our grounds include a nine acre sports field (a short walk away), a flood-lit tennis court and all-weather multi-purpose sports area as well as our playground and woods.

We provide a caring, inclusive and diverse environment for our school community, offering a broad and balanced academic curriculum in a stimulating setting full of opportunities in which children can thrive. Each and every one of our pupils are important, and we cherish their individuality and work together to support their all-round wellbeing and progress.

As an independent school, we are able to refine the curriculum to suit our ethos whilst preparing the children for a variety of academic challenges. Many of our children sit the 11+ and take entrance and scholarship exams to local senior independent schools. Our passionate teachers, subject specialists and small class sizes ensure our pupils work at pace, making progress whilst taking increasing responsibility for their work and effort.

Our core values represent the intrinsic principles that guide our actions and serve as our cultural cornerstones: **Honesty, Empathy, Acts of Kindness, Respect and Tenacity.** Our HEART logo was also designed by pupils.

We are proud of our place in the community, and always looking to do more to work in partnership to improve educational provision for all. Charitable work is an important part of our school activities. We work particularly with the Little Edi Foundation, a Chelmsford based charity that supports disadvantaged young people and their families in Chelmsford.

Our new Early Years practitioner

Starting 20th April 2026

Full time 8am-4pm

We are seeking an Early Years practitioner to work in our Reception class full time from April 2026.

The successful candidate will:

- Hold a Level 3 Early Years qualification (essential)
- Be enthusiastic and positive about Early Years education, with heart and soul fully invested in the role
- Have high standards for children's wellbeing, development, and progress
- Be a committed and supportive team player
- Work collaboratively with the class teacher to plan and enhance children's learning experiences
- Be comfortable in a predominantly outdoor role, supporting learning through exploration, play, and purposeful provision

What we can offer:

- A well-respected school with established partnerships in the local community and with external agencies.
- A collaborative and forward-thinking leadership team.
- A well-resourced working environment with dedicated, supportive and enthusiastic colleagues.
- A lovely school, with great facilities.
- A culture of continual professional development to ensure your success and develop your career.
- Employee assistance programme.
- Free car parking on site.
- High quality free lunches.



Essential	Desirable
<ul style="list-style-type: none"> • NNEB/cache Cert/Level 3 DCE/NVQ 3 (or equivalent) • knowledge and understanding about the developmental and learning needs of children, especially the EYFS. • knowledge of the particular health and safety issues relevant to this age range • commitment to ongoing personal professional development • commitment to equality of opportunity and the promotion of children's rights • commitment to working with parents/carers • ability to work in a team • good communication and interpersonal skills • appropriate literacy and numeracy skills • recognising and responding to individual children's needs, routines, interests and development • supporting and extending children's holistic development through a stimulating and challenging environment both inside and out • appropriate knowledge of key workers and record keeping • ability to set boundaries for children and manage their behaviour appropriately and sensitively • commitment to working with other professionals i.e. SENCo • ability to solve problems and make decisions as and when the need arises • ability to take the initiative and to be flexible • awareness of and commitment to child protection regulations • have a clear understanding of the importance of confidentiality 	<ul style="list-style-type: none"> • qualification for work with children who have Special Educational Needs, or for whom English is an additional language • ability to contribute to parents' evenings and the Reception class induction process • positive experience of team work in an early years setting • first aid qualification

Application process

Application Form

- Applicants must use the school's application form
- CVs are not accepted.
- Please complete all aspects of the form fully. Include your full work history leaving no unexplained gaps since leaving school education and include all the training you have completed.

References

- Please make sure your referees are aware of your application and that they are able to provide a swift turn around. Please give the name and contact details of your two most recent employers. If your current/most recent employment does/did not involve work with children, then your second referee should be from your employer with whom you most recently worked with children.
- In the case of references from a school, this should be the Headteacher (or Chair of Governors for Headteacher positions).

It is the School's policy to employ the best-qualified personnel and to provide equal opportunity for the advancement of employees including promotion and training and not to discriminate against any person because of their race, colour, nationality or ethnic origin, sex, sexual orientation, marital or civil partnership status, religion or religious belief, disability or age.

The School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Applicants must be willing to undergo child protection screening including checks with past employers and the DBS. All new posts within the School are subject to a probationary period.

This post is exempt from the Rehabilitation of Offenders Act 1974 and the Exemptions Order 1975, 2013 and 2020. Therefore all convictions, cautions, reprimands and final warnings must be declared other than those which are "protected" under the Act.

The application

Pay range:	£21,000 (approx.)
Hours	8am-4pm term time plus 5 inset days per year
Visits to the school:	Please email: headteacherpa@widfordlodge.co.uk
School website link:	www.widfordlodge.co.uk
Send your completed application form to:	headteacherpa@widfordlodge.co.uk
Any questions, call the school office team:	01245 352581





Please contact us for more information.

**We have virtual tours of the School
on our website.**

**Widford Lodge Preparatory School
Widford Road, Chelmsford, CM2 9AN**

01245 352581

headteacherpa@widfordlodge.co.uk

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