



Join the Nourished Routes Team

..... 
**Help Children Build
Healthy Habits for Life**

**Senior Cooking, Nutrition &
Activities Practitioner**



Lead with **purpose**
and make a real
difference



Inspire children through
cooking, nutrition and
creative activities



Grow your **career**
while supporting
healthier futures



We believe every child deserves the tools,
opportunities and support to **thrive.**

Nourish.
Learn.
Grow.
Thrive.



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Everything you need to know about joining the Nourished Routes team

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Welcome from Helen

Thank you for your interest in joining the Nourished Routes team.

Whether you're an experienced practitioner or looking for your next opportunity to make a meaningful difference, I'm delighted you're considering becoming part of our journey.

When I founded Nourished Routes, I had a simple vision: every child should have the opportunity to build a positive relationship with food, regardless of their background or circumstances.

What started as a small idea has grown into a thriving community where children learn to cook from scratch, explore nutrition in fun and engaging ways, stay active, express themselves creatively and, most importantly, grow in confidence.

Every afternoon, our team creates a safe, welcoming environment where children feel valued, supported and inspired to try new things. Sometimes that means helping a child chop vegetables for the very first time. Sometimes it means encouraging them to join in a game, discover a new favourite food or simply believe in themselves.

These moments may seem small, but together they create lasting healthy habits and lifelong memories.

As we continue to grow, we're looking for people who share our values. People who are kind, enthusiastic, dependable and passionate about helping children thrive. You don't need to have all the answers. What matters most is a genuine commitment to learning, working as part of a team and creating positive experiences for every child who walks through our doors.

At Nourished Routes, you'll find a supportive team, opportunities to grow, and the chance to help shape the future of a growing social enterprise. Your ideas will be valued, your development will be encouraged and your work will have a real impact on the lives of children and families in our community.

If our vision inspires you, we'd love to hear from you.

Thank you for taking the time to learn more about us. I hope this Recruitment Pack gives you a real insight into who we are, what we believe and why so many children love being part of Nourished Routes.

I look forward to receiving your application.

Helen Mullings

Founder & Managing Director

Nourished Routes CIC

"Every child deserves the opportunity to nourish their body, discover their potential and thrive." Helen Mullings

Our Vision

Building Healthier Futures Together

"Every child deserves the opportunity to build lifelong healthy habits, regardless of their background or circumstances."

Our Vision

We envision a future where every child, regardless of their background or circumstances, has the knowledge, confidence and opportunity to build lifelong healthy habits.

Through inspiring cooking and nutrition education, practical life skills and strong community partnerships, we want to empower children and families to live healthier, happier lives while reducing food insecurity and health inequalities in the communities that need it most.

We believe that by investing in children today, we can create lasting change for generations to come.

Our 10-Year Vision

Over the next decade, we aspire to:

 **Become one of the UK's leading providers of children's cooking and nutrition education.**

Develop an innovative curriculum that can be delivered in schools, community organisations and youth settings across the UK and beyond.

Inspire healthier generations.

Equip children with the confidence, knowledge and practical skills to make informed food choices and build positive relationships with food throughout their lives.

Create welcoming community spaces.

Develop supermarket-style Community Pantries and Family Support Hubs where families can access nutritious food, practical cooking education and holistic support with dignity and respect.

Strengthen communities.

Build partnerships with schools, charities, businesses and local organisations to create healthier, more connected communities.

Create lasting social impact.



Reduce food insecurity and tackle health inequalities through education, innovation and community-led action.

♥ What Success Looks Like

Success isn't measured only by the number of children we support.

It's measured by:

- ✓ A child confidently preparing their first healthy meal.
- ✓ A family cooking together at home.
- ✓ A young person developing lifelong healthy habits.
- ✓ A community where everyone has access to nutritious food, practical education and the opportunity to thrive.

Because when children flourish, families flourish.

When families flourish, communities flourish.

“Our vision isn't simply to teach children how to cook.

It's to inspire healthier generations, stronger communities and brighter futures.”

NOURISHED ROUTES

Our Values

The Principles That Guide Everything We Do

Kindness First

We believe every child deserves to feel seen, valued and supported.

Kindness shapes every interaction, every conversation and every session. We celebrate effort, encourage one another and create an environment where children and colleagues feel safe to learn, grow and be themselves.

Healthy Habits for Life

We're not just teaching recipes.

We're helping children develop the confidence, knowledge and practical skills to make healthier choices that will benefit them throughout their lives.

Every activity is an opportunity to build lifelong habits that support physical, mental and emotional wellbeing.

Curiosity & Creativity

Learning should be joyful.

We encourage children to ask questions, try new foods, solve problems, experiment, create and discover.

There is no such thing as "just cooking" at Nourished Routes. Every session is designed to inspire curiosity, imagination and confidence.

Community Matters

We achieve more together.

Strong communities are built through connection, collaboration and belonging. We work alongside families, schools, volunteers and local partners to create meaningful opportunities that strengthen the communities we serve.

Everyone Belongs

Every child.

Every family.

Every colleague.

Every volunteer.

We celebrate diversity, champion inclusion and strive to create welcoming environments where everyone feels respected, valued and able to thrive.

Adventure Every Day

We believe learning should be exciting.

Whether we're preparing a new recipe, discovering an unfamiliar ingredient, exploring nutrition or taking part in a creative challenge, every session should spark curiosity, confidence and a sense of achievement.

Because the best learning happens when children are engaged, inspired and having fun.

What Our Values Mean for Our Team

Joining Nourished Routes means becoming part of a team that:

- ✓ Leads with kindness and compassion.
- ✓ Believes every child has incredible potential.
- ✓ Supports one another to learn and grow.
- ✓ Welcomes new ideas and fresh perspectives.
- ✓ Works together to create healthier futures.

Our values are more than words on a page. They guide the decisions we make, the relationships we build and the experiences we create every single day.

"Our values shape every recipe we create, every conversation we have and every child we inspire."

NOURISHED ROUTES

Why Join Nourished Routes?

Help Shape Healthier Futures

More Than Just a Job

Joining Nourished Routes means becoming part of a growing social enterprise with a clear purpose: helping children build healthy habits for life.

Every recipe prepared, every activity delivered and every conversation shared contributes to something much bigger than an after-school club. Together, we're helping children develop the confidence, knowledge and life skills they need to thrive, while supporting families and strengthening our community.

If you're looking for meaningful work where you can see the difference you make every day, you'll feel right at home at Nourished Routes.

Why You'll Love Working Here

A Meaningful Career

Make a genuine difference in the lives of children, families and the wider community every single day.

Ongoing Learning & Development

We invest in our people through regular training, mentoring and professional development, helping every team member continue to learn and grow.

Training opportunities include:

- Safeguarding
- Food Hygiene
- First Aid
- Behaviour Management
- Nutrition Education
- Designated Safeguarding Lead training (Senior Practitioner)

Opportunities to Grow

As Nourished Routes grows, so do the opportunities within our team.

We are committed to developing our people and creating clear progression pathways for those who want to build a long-term career with us.

Your Ideas Matter

We believe the best ideas can come from anyone.

Our team is encouraged to contribute ideas, develop new activities, improve our curriculum and help shape the future of Nourished Routes.

A Supportive Team

You'll be joining a welcoming, collaborative team that supports one another, celebrates success and works together to create the very best experience for every child.

What We Offer

- ✓ London Living Wage Employer
- ✓ Competitive salary
- ✓ Paid holiday
- ✓ Workplace pension
- ✓ Ongoing training and development
- ✓ Food Hygiene training
- ✓ Safeguarding training
- ✓ Career progression opportunities
- ✓ Opportunity to become a Designated Safeguarding Lead (Senior Practitioner)
- ✓ Opportunity to help shape new programmes
- ✓ Friendly, supportive team
- ✓ Complimentary refreshments during sessions

Who Thrives at Nourished Routes?

You'll love working with us if you are someone who:

-  Believes every child deserves the opportunity to thrive.
-  Loves cooking, healthy food and lifelong learning.
-  Brings energy, creativity and positivity to every session.
-  Enjoys working collaboratively as part of a supportive team.
-  Wants to grow professionally while making a genuine difference.



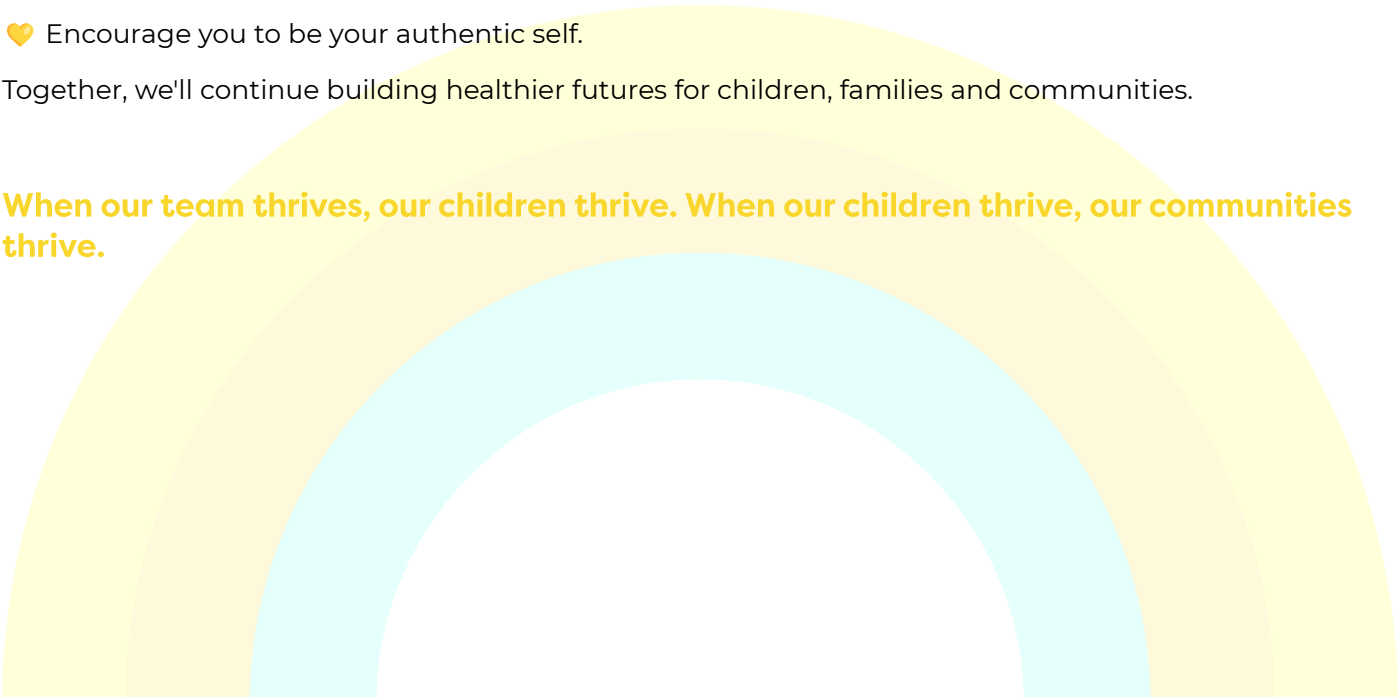
Our Promise to You

When you join Nourished Routes, we promise to:

- 🌱 Value your ideas.
- 📚 Support your professional development.
- 🤝 Treat you with kindness and respect.
- 🌟 Celebrate your achievements.
- 💛 Encourage you to be your authentic self.

Together, we'll continue building healthier futures for children, families and communities.

When our team thrives, our children thrive. When our children thrive, our communities thrive.



NOURISHED ROUTES

A Typical Afternoon

Every Afternoon Makes a Difference

A Typical Afternoon

No two sessions are ever exactly the same, but every afternoon follows a familiar rhythm designed to help children feel safe, settled, inspired and ready to learn.

From the moment we collect children from school until they head home with new skills, healthy habits and happy memories, every part of the session has a purpose.

12:15pm | Session Planning & Preparation

Our team prepares ingredients, resources and activity areas, reviews the day's session plans and ensures everything is ready to welcome the children.

1:30pm | Team Briefing & Session Set-Up

We come together to discuss the afternoon ahead, review safeguarding and wellbeing updates, allocate responsibilities and make sure everyone feels prepared and supported.

3:15pm | School Collection

Children are safely collected from school and welcomed into the Nourished Routes community, where every child is greeted with warmth and enthusiasm.

3:45pm | Healthy Snack & Connection

Children enjoy a nutritious snack while catching up with friends, talking about their day and settling into the session.

4:15pm | Cooking, Creativity & Active Play

The afternoon comes alive with practical cooking, engaging nutrition activities, active games and creative projects.

Every activity is designed to develop confidence, independence and curiosity while making learning enjoyable.

5:00pm | Nutrition Education & Enrichment

Children explore nutrition through interactive discussions, games, challenges and reflection, while continuing practical activities and building on the day's learning.

5:45pm | Independent Learning & Reflection

Children help tidy their learning spaces, reflect on what they've achieved and celebrate their successes before home time.

6:00pm | Home Time

Children are safely collected by their families, often excited to share what they've learned and created.

6:15pm | Team Clear Down & Debrief

Our team prepares for the following session, reflects on the day's successes and shares ideas for continuous improvement.

Every day is an opportunity to learn, grow and become even better together.

What Makes Every Afternoon Special?

Every session combines:

-  Practical Cooking
-  Nutrition Education
-  Active Play
-  Creative Activities
-  Teamwork

 Confidence Building

 Fun

Because we believe healthy habits are built through meaningful experiences, positive relationships and joyful learning.

"Every afternoon is an opportunity to inspire confidence, curiosity and healthier futures."

**NOURISHED
ROUTES**

Meet the Team

The People Behind the Mission

♥ Helen Mullings | Founder & Managing Director

Helen founded Nourished Routes with a vision to help children build healthy habits for life through cooking, nutrition education and community connection.

Following her own personal health journey, she recognised the importance of teaching children practical life skills from an early age, believing that prevention is just as important as intervention.

Helen leads the organisation's strategic direction, curriculum development, partnerships and community programmes while remaining actively involved in delivering sessions and supporting children and families.

"Every child deserves the opportunity to nourish their body, discover their potential and thrive."

🌈 Abbey Chung | Deputy Manager

Abbey plays a key role in the day-to-day running of the after-school club, supporting children, families and colleagues to create a safe, organised and welcoming environment.

She is passionate about helping every child feel included, encouraging confidence and independence while ensuring each session runs smoothly.

💡 Jade Nairne | Education & Safeguarding Director

Jade provides strategic leadership for education and safeguarding across Nourished Routes, ensuring every child receives the highest standards of care, support and protection.

She works closely with the team to maintain a culture where children feel safe, valued and able to thrive.

⚙️ Greta Milburn | Operations Director

Greta supports the organisation behind the scenes, helping to develop systems, processes and operational planning that allow Nourished Routes to continue growing sustainably.

Her work helps ensure that great ideas become reality.

👩 Bleonë Halimi | Cooking, Nutrition & Activities Practitioner

Bleonë brings energy, warmth and creativity to every session, supporting children to develop practical cooking skills, explore healthy food and enjoy learning through hands-on experiences.

She loves encouraging children to try new ingredients and celebrate their achievements.



✿ Paulette Mullings | Support Worker

Paulette helps create the welcoming and nurturing environment that Nourished Routes is known for.

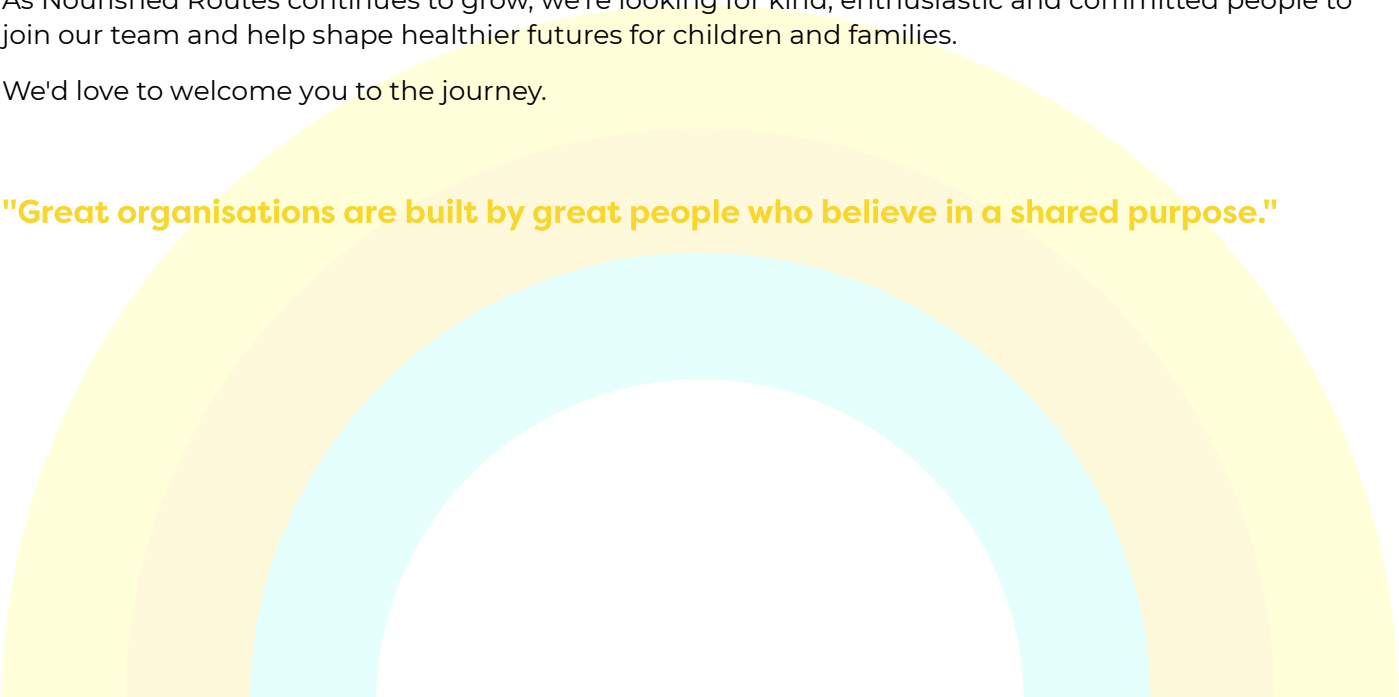
Whether supporting cooking sessions, encouraging children or lending a helping hand wherever it's needed, she plays an important role in making every child feel valued and cared for.

★ Could You Be Next?

As Nourished Routes continues to grow, we're looking for kind, enthusiastic and committed people to join our team and help shape healthier futures for children and families.

We'd love to welcome you to the journey.

"Great organisations are built by great people who believe in a shared purpose."



NOURISHED ROUTES

Grow With Us

Your Career Journey at Nourished Routes

Grow With Us

At Nourished Routes, we don't just invest in children.

We invest in our people.

We believe the best organisations are built by developing talented, committed individuals who share our vision and want to make a lasting difference.

Whether you're joining us at the beginning of your career or bringing years of experience, we'll support your professional development every step of the way.

As Nourished Routes continues to grow, so will the opportunities within our team.

Your Career Journey

Cooking, Nutrition & Activities Practitioner

Inspire. Support. Grow.

Deliver engaging cooking, nutrition and enrichment sessions while building your confidence, developing your skills and becoming part of our supportive team.



Senior Cooking, Nutrition & Activities Practitioner

Lead. Guide. Develop.

Take on additional responsibility through curriculum planning, safeguarding leadership, mentoring colleagues and helping shape high-quality practice across the organisation.



Deputy Manager

Support. Coordinate. Empower.

Help lead the day-to-day operation of our programmes, support the wider team and ensure every child receives an exceptional experience.



Manager

Lead. Inspire. Innovate.

Provide strategic leadership, develop new programmes, build partnerships and help shape the future direction of Nourished Routes.

Professional Development

We are committed to helping every member of our team reach their full potential.

Opportunities may include:

- ✓ Safeguarding Training
- ✓ Food Hygiene Qualifications
- ✓ Paediatric First Aid
- ✓ Designated Safeguarding Lead (DSL) Training
- ✓ Leadership & Management Development
- ✓ Curriculum Planning
- ✓ Behaviour Support
- ✓ SEND Awareness
- ✓ Nutrition Education

Grow Beyond Your Role

As Nourished Routes continues to expand, opportunities may arise to contribute to:

-  Curriculum development
-  School partnerships
-  Community programmes
-  Holiday programmes
-  Family support initiatives
-  Resource development
-  Community events
-  Future organisational growth

Your ideas, creativity and expertise will help shape what comes next.

We Grow Together

We're building much more than an after-school club.

We're building a team of people who want to learn, develop and create healthier futures together.

When you grow, Nourished Routes grows.

And together, we can reach even more children, families and communities.

"Your journey doesn't end when you join us. It's only just beginning."

Our Recruitment Process

What Happens Next?

Thank You for Considering Nourished Routes

We're delighted you're interested in joining our team.

We know applying for a new role can feel exciting and sometimes a little daunting, so we've designed our recruitment process to help us get to know you, while giving you the opportunity to learn more about us.

We're looking beyond qualifications and experience. We want to meet people who share our values, believe in our mission and are excited about helping children build healthy habits for life.

Step 1 | Submit Your Application

Send your CV and a covering letter to  hello@nourishedroutes.co.uk

In your covering letter, we'd love to hear:

- Why you'd like to join Nourished Routes
- Why you're passionate about working with children
- What interests you about cooking, nutrition and wellbeing
- What strengths you would bring to our team

Step 2 | Shortlisting

We'll carefully review every application and invite shortlisted candidates to interview.

We value enthusiasm, kindness and potential just as much as experience.

Step 3 | Interview

Your interview is an opportunity for us to get to know each other.

We'll talk about:

- Your experience & approach to working with children
- Safeguarding
- Behaviour management
- Food safety
- Why you'd like to join Nourished Routes

Most importantly, we want you to feel comfortable asking us questions too.

Step 4 | Practical Session

Successful candidates will be invited to take part in a practical session.

This gives you the opportunity to experience a real Nourished Routes session, meet the team and demonstrate how you engage with children in a supportive environment.

Step 5 | Offer of Employment

If you're successful, we'll make you a conditional offer of employment.

This is subject to:

- ✓ Enhanced DBS clearance
- ✓ Satisfactory references
- ✓ Right to work in the UK
- ✓ Completion of all mandatory training

Step 6 | Welcome to the Team!

Once everything is complete, we'll welcome you to Nourished Routes with a structured induction programme, introducing you to our team, curriculum, policies and ways of working.

From your very first day, we'll support you to grow in confidence and feel part of our community.

Our Recruitment Promise

We are committed to creating a recruitment process that is:

-  Fair
-  Inclusive
-  Respectful
-  Transparent
-  Welcoming

Every applicant will be treated with dignity, professionalism and respect throughout the recruitment journey.

Questions?

If you have any questions before applying, we'd love to hear from you.

 hello@nourishedroutes.co.uk

 www.nourishedroutes.co.uk

"We're not just recruiting colleagues. We're welcoming new members of our community."

FREQUENTLY ASKED QUESTIONS

Everything You Need to Know

Do I need previous cooking experience?

Not necessarily.

We're looking for people who enjoy cooking, are confident preparing simple, healthy meals and are enthusiastic about helping children learn. We'll provide support, training and curriculum resources to help you succeed.

Do I need a childcare qualification?

Relevant experience working with children is highly desirable, but we welcome applications from people with a range of backgrounds who share our values and are committed to helping children thrive.

Will I receive training?

Absolutely.

All team members receive an induction and ongoing professional development, including safeguarding, food hygiene and role-specific training. As Nourished Routes grows, we'll continue investing in your learning and development.

Is holiday work compulsory?

No.

Additional work during school holidays, community events and holiday programmes is optional, although we'd love as many team members as possible to get involved.

What should I wear?

We provide guidance during your induction, but we generally ask staff to wear comfortable clothing and suitable footwear that allows them to move freely, support practical cooking activities and engage in active play with children.

Will I have opportunities to progress?

Yes.

We're committed to developing our people and creating opportunities for career progression as the organisation continues to grow.



How many children will I work with?

This varies depending on the day and activity, but you'll always work as part of a supportive team and within appropriate staffing ratios to ensure every child receives the attention and support they need.

What makes Nourished Routes different?

We're more than an after-school club.

We're a growing social enterprise using cooking, nutrition education and community action to help children build healthy habits for life while tackling food insecurity and health inequalities.

Every member of our team plays a part in that mission.

What qualities are you looking for?

We're looking for people who are:

- 🌱 Kind and caring
- 🍓 Enthusiastic about healthy food and lifelong learning
- 🌈 Positive, creative and adaptable
- 🤝 Reliable and supportive team players
- 💚 Passionate about helping children thrive

How do I apply?

Simply send your CV and a covering letter to:

✉ hello@nourishedroutes.co.uk

We recruit throughout the year as opportunities become available, so we'd love to hear from you.

We Can't Wait to Meet You

Thank you for taking the time to explore our Recruitment Pack.

Whether you're applying for your first role with us or bringing years of experience, we're excited to hear your story and discover how you could contribute to the future of Nourished Routes.

Together, we can help children build healthy habits for life.

"Your next chapter could begin here. We'd love you to be part of the journey."

About The Role ★

Senior Cooking, Nutrition & Activities Practitioner

Thank you for taking the time to learn about Nourished Routes.

The following pages contain the detailed Job Description and Person Specification for the **Senior Cooking, Nutrition & Activities Practitioner** role.

These documents explain the responsibilities, requirements and expectations of the position and should be read alongside the Recruitment Pack.

If, after reading them, you feel excited by the opportunity to help children build healthy habits for life, we'd love to receive your application.

After-School Club Senior Cooking Nutrition & Activities Practitioner (DSL)

Location:	The Community Hub, Factory Quarter, Warple Way, London W3 7DQ
Contract Type:	Part-time, term-time only, permanent
Hours:	12 - 18 hours per week, 39 weeks per year
Additional Hours:	Expected during Half Terms & School Holidays (additional pay, by agreement)
Salary:	£7,800 - £11,600 per annum
Reports to:	After-School Club Manager / Deputy Manager
Responsible for:	Supporting Practitioners and other session staff during day-to-day delivery

Job Purpose

To plan, deliver and supervise high-quality, engaging after-school sessions as part of the Nourished Routes Wellness Curriculum, while taking additional responsibility for safeguarding and supporting the safe, consistent and effective delivery of the club.

The Senior Practitioner will undertake all the core duties of a Nourished Routes Practitioner, supporting primary-aged children to develop healthy lifestyles through hands-on cooking and nutrition education, inclusive physical activity, and creative wellbeing-focused arts and crafts.

As a senior member of the team and a Designated Safeguarding Lead, the postholder will provide guidance and support to Practitioners, model excellent practice and help ensure that safeguarding concerns are identified, recorded and responded to appropriately.

The Senior Practitioner may take responsibility for coordinating the session when delegated by the Manager or Deputy Manager. The role does not carry the full management, curriculum leadership or operational responsibilities of the Deputy Manager.

Key Responsibilities

1. Programme Delivery

Undertake all responsibilities of the After-School Club Practitioner role, including:

- Plan and deliver high-quality, age-appropriate activities aligned with the Nourished Routes Wellness Curriculum
- Deliver activities across one or more of the following areas:
 - Cooking & Nutrition
 - Physical Activity & Fitness
 - Wellbeing Arts & Crafts
- Create engaging, inclusive activities that meet varying needs, abilities and interests
- Promote children's confidence, independence, teamwork and positive participation
- Adapt activities to ensure all children can participate meaningfully
- Integrate Nourished Routes themes, values and wellbeing principles into daily practice
- Contribute ideas to programme planning and continuous improvement

2. Cooking & Nutrition

- Plan and deliver age-appropriate practical cooking activities aligned with national food education guidance and the Nourished Routes Wellness Curriculum
- Teach basic food preparation skills and healthy eating habits in a fun, safe and supportive environment
- Ensure strict adherence to food safety and hygiene standards
- Plan inclusively to meet diverse dietary requirements
- Understand and follow allergy management procedures and relevant risk assessments

3. Physical Fitness

- Lead structured, inclusive physical activities such as games, sports and movement challenges
- Promote physical health, coordination, teamwork and confidence
- Encourage positive participation, cooperation and enjoyment
- Adapt activities to suit varying abilities and needs

4. Wellbeing Arts & Crafts

- Deliver creative arts and craft activities that reinforce wellbeing themes and session learning objectives
- Support emotional literacy, resilience, mindfulness and positive peer relationships
- Incorporate relaxation, creative play and reflection to help children unwind after the school day
- Create a calm, nurturing environment where children feel safe, valued and heard

5. Designated Safeguarding Lead Responsibilities

As a trained Designated Safeguarding Lead, the Senior Practitioner will:

- Act as a Designated Safeguarding Lead during agreed sessions
- Promote a strong safeguarding culture across the club

- Be available to staff who wish to discuss or report safeguarding or child protection concerns
- Receive, assess and respond appropriately to safeguarding concerns and disclosures
- Ensure concerns are accurately recorded and reported in line with the Nourished Routes Safeguarding and Child Protection Policy
- Escalate concerns promptly to the appropriate senior DSL, statutory agency or other relevant professional where required
- Make referrals to children's social care and other agencies where appropriate and in accordance with organisational procedures
- Maintain clear, accurate, confidential and timely safeguarding records
- Ensure safeguarding information is shared only with those who need to know
- Support staff to understand and follow safeguarding procedures
- Remain alert to signs of abuse, neglect, exploitation, peer-on-peer abuse and other safeguarding concerns
- Support the safe management of allegations or concerns involving staff or volunteers in line with organisational procedures
- Complete DSL training and all required safeguarding updates
- Maintain current knowledge of relevant safeguarding guidance and local procedures
- Work closely with the Manager, Deputy Manager and other Nourished Routes DSLs to ensure continuity of safeguarding oversight
- Participate in safeguarding reviews, audits and updates as required

The Senior Practitioner must never delay action on a safeguarding concern because the Manager or Deputy Manager is unavailable.

6. Senior Practice & Team Support

- Act as a positive role model for Practitioners, casual staff and volunteers
- Model high standards of professional practice, safeguarding, supervision and behaviour management
- Provide day-to-day guidance and practical support to less experienced colleagues
- Help new staff and volunteers understand routines, expectations and safe working practices
- Support consistent implementation of Nourished Routes policies and procedures
- Share observations and concerns about practice with the Manager or Deputy Manager
- Encourage a collaborative, supportive and reflective team culture
- Help maintain clear communication between staff during sessions
- Support colleagues to respond appropriately to children's individual needs

7. Session Coordination

When delegated by the Manager or Deputy Manager, the Senior Practitioner may:

- Support the coordination of staff and activity areas during a session

- Help ensure children are appropriately supervised and staff are effectively deployed
- Lead staff briefings or end-of-session debriefs
- Monitor registers, collections and authorised handovers
- Respond to day-to-day issues arising during the session
- Ensure incidents, accidents, medication and safeguarding concerns are appropriately recorded and escalated
- Act as the senior point of contact on site for an agreed period or session where this has been formally delegated

The Senior Practitioner is **not expected to routinely deputise for the Club Manager or assume the full operational and management responsibilities of the Deputy Manager.**

8. Health, Safety & Supervision

- Maintain a safe, clean and well-organised environment
- Ensure high standards of supervision at all times
- Identify and respond to hazards and emerging risks
- Follow all risk assessments, emergency procedures and health and safety policies
- Administer first aid where required and within the scope of training
- Ensure accidents, incidents, medication and other relevant records are completed accurately
- Support safe collection and handover procedures
- Escalate health, safety or operational concerns promptly

9. Behaviour, Inclusion & Children's Wellbeing

- Build positive, respectful and nurturing relationships with children
- Promote positive behaviour using the Nourished Routes approach
- Support children experiencing emotional, social or behavioural difficulties
- Help colleagues respond consistently to behaviour and wellbeing needs
- Promote equality, diversity and inclusion
- Ensure children's voices are heard and their views are respected
- Support an environment in which every child feels safe, valued and included

10. Administration & Record Keeping

- Complete session plans, registers, evaluations and other required documentation
- Maintain accurate incident, accident and safeguarding records
- Support the completion of communication logs and other session records
- Ensure information is handled confidentially and in accordance with organisational procedures
- Provide clear and timely information to the Manager and Deputy Manager

11. General Duties

- Build positive, respectful relationships with children, families and colleagues
- Communicate professionally with parents and carers within the scope of the role
- Attend training, briefings, supervision sessions and team meetings as required
- Follow all safeguarding, health and safety and organisational policies
- Actively promote the ethos and values of Nourished Routes
- Support special events, Supper Clubs, Holiday Clubs and community activities where required
- Undertake other reasonable duties appropriate to the level and responsibilities of the role

Person Specification

Essential

- Significant experience working with primary-aged children in an educational, childcare, playwork or enrichment setting
- Strong knowledge and practical understanding of safeguarding and child protection procedures
- Current Designated Safeguarding Lead training, or willingness to complete DSL training before undertaking DSL responsibilities
- Confidence in responding to safeguarding concerns and disclosures
- Ability to maintain accurate, confidential and professional records
- Experience planning and leading engaging activities for children
- Ability to support and guide colleagues positively
- Strong communication and organisational skills
- Ability to remain calm and make appropriate decisions in challenging situations
- Ability to engage, motivate and support children with varying needs
- Reliable, professional and flexible approach to work
- Strong alignment with the Nourished Routes ethos and values
- Enhanced DBS clearance and satisfactory references

Desirable

- Relevant Level 2 or Level 3 qualification in Playwork, Childcare, Education, Health & Wellbeing or a related field
- Previous experience as a DSL or Deputy DSL
- Experience supervising, mentoring or supporting colleagues
- Paediatric First Aid qualification
- Food Hygiene certification
- Mental Health First Aid or children's wellbeing training

- Experience planning or delivering after-school, holiday or enrichment programmes
- Familiarity with the UK National Curriculum, PSHE guidance or relevant childcare frameworks
- Experience supporting children with additional needs

Personal Attributes

The successful candidate will be:

- Warm, nurturing and engaging with children
- Calm and confident when responding to concerns
- Approachable and trusted by children and colleagues
- Professional and discreet
- Proactive and solution-focused
- Reliable and highly organised
- Confident enough to provide guidance while remaining collaborative
- Reflective and open to learning
- Creative, adaptable and enthusiastic
- Committed to safeguarding and promoting children's welfare

Our Ethos

At Nourished Routes, we believe in nurturing the whole child through food, movement, creativity and connection. Every session is an opportunity to build confidence, curiosity and lifelong healthy habits.

Our Senior Practitioners play an important role in bringing this ethos to life. They combine excellent hands-on practice with the confidence, judgement and safeguarding knowledge needed to help children and colleagues feel safe, supported and able to thrive.

Safeguarding Statement

Nourished Routes is committed to safeguarding and promoting the welfare of children and young people. All staff and volunteers are expected to share this commitment.

The Senior Practitioner holds additional safeguarding responsibility as a trained Designated Safeguarding Lead and is expected to act promptly, professionally and in accordance with Nourished Routes policies and statutory safeguarding procedures.

This role is subject to enhanced DBS clearance, satisfactory references and completion of all required safeguarding and DSL training.