



Early Years Group Leader Job Description

Hours of work: 08:30 – 17:30

Contract type: Seasonal Fixed-Term

Salary: £516.78 – £663.48 salary per week (*dependant on age, experience, and qualifications*).

(February Half Term Contracts to be issued on 2025 wage level. 2026 wage level effective from 1st April).

Reportable to: Early Years Manager, Camp Manager, Area Manager and Central Office

Barracudas is fully committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and act in the best interests of children at all times. Adhering to our safeguarding policies and procedures including safer recruitment practices, staff should play an active role in creating a supportive, safe, and protective environment for all children and young people.

About us

Barracudas is the UK's leading provider of children's holiday camps, helping young people build confidence, develop new skills, and make new friends through a wide range of activities. With 45+ camp locations across the UK, we offer exciting programmes including Sports, Arts & Crafts, Drama and more. We are committed to creating an inclusive environment where every child feels supported and valued. Safeguarding and wellbeing are at the heart of everything we do.

Role Purpose

Early Years Group Leaders play a central role in delivering a safe, nurturing, and engaging camp experience for our youngest children. They lead Explore and Play and Active Play sessions, support the implementation of the EYFS, and ensure the daily running of their group is well-organised and child-centred. By building positive relationships, providing attentive supervision, and adapting activities to meet individual needs, they help every child feel confident, supported, and excited to learn and play.

Key Responsibilities

1. Ensure the Early Years Foundation Stages are implemented and facilitate children's development through Explore and Play and Active Play sessions.
2. Maintain a safe, clean, and inviting environment by setting up and keeping the base room tidy, hazard-free and ensuring all activity spaces and equipment are safe, fit for purpose and packed away appropriately.
3. Deliver high-quality activity sessions by following the daily timetable and using available resources to plan, adapt and deliver a wide range of structured, age-appropriate, and engaging activities.
4. Ensure active supervision at all times, monitoring children closely throughout the day, including breaks and lunch periods, and always knowing their whereabouts.
5. Promote positive behaviour and participation by encouraging involvement, modelling appropriate behaviour, setting clear expectations, and addressing issues calmly and appropriately.
6. Build positive relationships with children, offering encouragement, reassurance and support, and creating an environment where they feel confident to participate and ask for help.
7. Meet individual needs and make reasonable adjustments to support children with additional needs, dietary requirements, or medical conditions.
8. Uphold safeguarding responsibilities by following all safeguarding procedures and immediately reporting any concerns to the Senior Team or Designated Safeguarding Lead.

This role involves working with children and is exempt from the Rehabilitation of Offenders act 1974. A successful applicant will be required to undergo an Enhanced Disclosure and Barring Service (DBS) check, including a check of the children's barred list. Applicants are not required to disclose convictions or cautions that are considered "protected" under the Rehabilitation of Offenders act 1974 (Exceptions) order 1975 (amended in 2013 & 2020). This information will not be taken into account. Guidance on protected convictions and cautions is available from the Ministry of Justice.



9. Follow all Health & Safety procedures, including registration, collection, movement systems, hygiene expectations, and wider camp protocols.
10. Work collaboratively with the wider staff team to support colleagues, communicate effectively, and ensure smooth delivery of the daily timetable and camp operations.
11. Be a positive role model by demonstrating professionalism, enthusiasm, and a commitment to high-quality childcare, promoting healthy lifestyles and good hygiene practices.
12. Support additional camp activities, including Skills Builder sessions (where required) and swimming sessions, supervising children in and out of the water.
13. Carry out additional duties as required in line with the needs of the camp and the organisation's objectives.
14. Support additional camp activities, including Skills Builder sessions (where required) and swimming sessions – you'll need to bring swimwear, and a spare t-shirt will be available at camp.

REQUIREMENTS

Essentials

- Experience working with Early Years children (nursery, preschool, reception or similar)
- Understanding of the Early Years Foundation Stage (EYFS)
- Confident leading small groups and delivering structured activities.
- Ability to supervise children safely and respond appropriately to behaviour or welfare needs.
- Strong communication skills and ability to work as part of a team.

Desirables

- Qualified Primary Teacher or training towards a Primary Education degree
- CACHE Level 2 or above
- Paediatric First Aid Qualification
- Safeguarding training or certificates.

Employment in this role is subject to completing all pre-employment requirements, including being aged 18 or over by the start date, providing proof of eligibility to work in the UK, supplying satisfactory references, and holding or obtaining an Enhanced DBS check. All staff must complete mandatory training, including online modules, an in-person Induction Training Day and any additional role-specific briefings delivered by Central Office.

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