



HOME BASED EDUCATION

Educator Information





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*Play is the highest expression of
human development in childhood,
for it alone is the free expression of
what is in a child's soul.*

– Friedrich Froebel



Welcome/Nau mai

Work with us

Become part of a vibrant team focused on providing the highest level of education and care in a home based environment.

If you are truly passionate about children's wellbeing and development through nurturing and warm relationships, then we would love to hear from you.

As an educator, you will shape and develop young minds in a safe, calm and warm home environment. You will be supported by a qualified teacher and guided by Te Whāriki; the New Zealand Early Childhood Curriculum.

Educators have the freedom of making each day unique and providing a range of learning experiences that meet the individual needs of each child in their care.

As an educator, you have access to a range of benefits including professional development, resources, regular outings, play groups and having the flexibility to be available to your own family.



Values



At the heart of Inspired Kindergartens are six core values. **These values are:**



Aroha

We are open-hearted, generous of spirit, kind, and nurturing – and we encourage children to be these things too.



Being the best we can be

We are the best we can be and encourage children whose lives we are privileged to be part of to be that too.



For the good of children

Everything we do puts tamariki first. As a social enterprise we are concerned only with doing the right thing by children, whānau and communities. Every decision we make, every hour we spend working with them is for them.



Mana

We respect and honour the mana in people, places and objects.



Kaitiakitanga

We are blessed to work in beautiful environments and we honour Papatūānuku (the natural world) with respect and dignity for now and future generations.



Manaakitanga

We make everyone feel welcome and connected to our services.

What you need to know



What are the requirements to be an educator?

You need:

- First and most important, you need a love of children!
- New Zealand citizenship or hold a working holiday visa
- A first aid certificate
- A safe and clean home to work from

Our educators include stay-at-home parents/carers, grandparents, early childhood teachers and foster families.


What attributes do I need to become an educator?

It takes a special person to become an educator. You do not need qualifications but you do need to be open to learning and passionate about nurturing and caring for children.

Our educators must be patient, kind, respectful, fun and above all else love children! Educators build important relationships with children, families/whānau and caregivers and play an integral role in children's lives.

What are the key benefits of being an educator?

- Having a maximum of four children or less in your care gives you the freedom to tailor the day's activities to suit the children's interests from painting to attending a playgroup.
- You have the ability to create a fun and flexible work environment in your own home while still being available to your own family.
- You receive regular support from our co-ordinators who are qualified teachers, including a monthly visit to observe and record children's development.
- The co-ordinators will support you with training, activities, resources and guidance on how to develop individualised learning programmes for the children in your care.
- All your pay and fees are managed by us.
- You will join a large professional team that will support and encourage you.
- You have access to professional development and training opportunities.
- You have access to free playgroups and a range of fantastic resources.
- You will receive marketing support through our website and marketing collateral.



*Play is the highest
form of research.*

– Albert Einstein



What you need to get started

To become an educator you must have a current first aid certificate prior to starting (which we can assist you to obtain) as well as a clean police check.

We are also required to obtain full police vet checks for anyone living in your home aged 17 and over.

Educators need to provide a safe, clean home to work from. Safety and cleanliness is absolutely paramount when caring for children.

As a guide:

- your property must be fully fenced
- any access to water such as pools, spas, lakes, and streams must be fully fenced
- any heating items such as a fireplace or heater must be guarded
- if you drive a car, it must be registered, hold a current warrant of fitness and have appropriate child car seat anchor bolts
- all pets must have a safe place away from the children
- homes with stairs, decks, and terraced gardens must be made safe for children.

We will work with you through the health and safety standards based on the requirements by the Ministry of Education.

What support will I receive to fill vacancies?

Your educator profile and photo will be listed on our website and used to help match you with local families. We can assist you with marketing collateral to support you to market your services and promote you through our network of kindergartens.



Rates



Each educator/kaiako sets their own rate for their service, therefore the rates between each educator/kaiako may vary.



Transport

A standard rate per km, set to the IRD's current rate for travel, will be charged for any children that require transport to and from their educator's home.

How do I get paid?

We collect the payments for you on behalf of your families. This means you can be assured payment will be processed in a timely manner and removes any possible awkward situations asking families for payment. Payments are processed fortnightly.

As a home based educator, you will be working as an independent contractor caring for children in your own home. This means you will be required to pay your own tax. You will receive full payroll support with family payments and calculations for tax benefits.



Absences



Any time you are unable to provide care to children, the parents are not charged and you will not receive payment for that day. We will endeavour to place children with an alternative educator for the duration of your absence. We ask that any educators notify the home based team as quickly as possible so alternative arrangements for care can be made.

What if I want to have a holiday or time off?

As a home based educator you contract yourself to us to provide childcare from your own home. You are therefore classed as self-employed and not entitled to holiday pay. Any time you are unable to provide care to children, the parents are not charged and you will not receive payment for that day. We ask educators who wish to take leave to give us two weeks' notice so alternative arrangements for care can be made.

What happens if a child is absent?

When it is known that a child will be absent we ask families for a minimum of two weeks notice in writing to the home based team.

When a child is out of care for whatever reason, full fees will be charged for the first week. Thereafter a 50% holding fee will be charged.

No holding fee is charged when an educator is closed or absent.

Let the uniqueness of the child guide our work.

Mā te ahurei o te tamaiti e ārahi i ā tātou mahi.



Child provisions



All families/whānau are expected to provide their child/children with healthy food, drink, nappies and wipes (if necessary) and a change of clothing per day.

Review of services



The home based education team evaluate our services on a regular basis in accordance with the Licencing Criteria for Home Based Education and Care Services. The Education Review Office also review our services on a regular basis.



Next steps

- Step 1** Call and arrange a meeting with a co-ordinator.
- Step 2** Meet with a co-ordinator at your home. Complete the application process and relevant forms including police check.
- Step 3** A co-ordinator processes your police check and references.
- Step 4** Once your checks are cleared, references are returned and you are accepted on to our team, a co-ordinator will contact you to begin the induction process including a house check and organise your first aid training.
- Step 5** Once the induction process and all relevant paper work has been completed, we then begin marketing you as an educator.
- Step 6** Welcome to the team! You are an educator! You will now flourish and grow, as will the children in your care.

It is becoming increasingly clear through research on the brain, as well as in other areas of study, that childhood needs play. Play acts as a forward feed mechanism into courageous, creative, rigorous thinking in adulthood.

- Tina Bruce, Professor, Early Childhood Studies

I think I have the best job in the world. I am able to be at home with my own children while providing other children with a loving home away from home. I have fantastic ongoing support from my co-ordinators and the larger community. I get to play an important role in each child's life; to help shape them as an individual and to become a confident, happy child.

- Tracey, Educator



Find out more!

We would love to hear from you and discuss you becoming a part of our dynamic home based education team.

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