

Bows and Arrows Recruitment Pack

Early Years Teacher Degree Apprenticeship (EYTD)

Start Date: September 2026

Welcome

Thank you for your interest in joining Bows and Arrows as an Early Years Teacher Degree Apprentice. This is a unique opportunity to begin a rewarding professional journey in early years education. Through this programme, you will work towards a BA (Hons) in Early Years alongside Early Years Teacher Status (EYTS), while gaining invaluable hands-on experience in one of our nursery settings in Ipswich. We are looking for six motivated individuals who are ready to invest in their future and develop into highly skilled early years professionals.

About Bows and Arrows

Bows and Arrows is a registered charity operating seven nurseries across Ipswich, delivering high-quality education and care for children aged 0–5. Our work is driven by a clear social purpose. As a not-for-profit organisation, we reinvest all income into improving outcomes for children, families and our staff team.

We are proud of the quality of our provision:

- Many of our nurseries are rated Outstanding by Ofsted
- Teaching and learning are consistently recognised as excellent
- Safeguarding and children's wellbeing are at the heart of everything we do

As a degree apprentice, you will join a highly skilled, supportive and passionate team, committed to delivering exceptional early years education and investing in your development.

Overview of the Apprenticeship

This is a work-based degree apprenticeship that combines paid employment with university study — offering a direct route into a professional career.

What this opportunity offers you:

- Paid employment throughout the programme
 - No tuition fees
 - A BA (Hons) in Early Years
 - Early Years Teacher Status (EYTS)
 - Real-world experience alongside academic learning
 - A strong foundation for long-term career progression
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Employment Arrangements

Successful candidates will be employed under a fixed-term apprenticeship contract for the duration of the programme (expected to be three years).

- Pay will be in line with, or above, the UK National Minimum Wage. Please note that internal applicants are likely to retain their current pay rate, which is usually higher than the UK National Minimum Wage. <https://www.gov.uk/national-minimum-wage-rates>
- Working hours: 21–40 hours per week, all year round
- Term-time only contracts may be considered where appropriate (salary pro-rated)

For existing employees, a separate training agreement will outline expectations and commitments.

Your Role and Responsibilities

As an Early Years Teacher Degree Apprentice, you will:

- Work directly with children aged 0–5
- Support high-quality care, learning and development
- Observe and assess children’s progress
- Contribute to planning engaging and inclusive activities
- Work in partnership with families and colleagues
- Develop professionally towards Early Years Teacher Status

Within your contracted weekly hours you will also complete at least 20% off-the-job training, including university study, independent learning and workplace activities.

University of Suffolk Programme

You will study with the University of Suffolk alongside your employment.

Programme Details

- Qualification: BA (Hons) Early Years Teacher Degree Apprenticeship with EYTS
- Duration: Typically three years
- Structure: Blended learning through work and study

Areas of study include:

- Child development and learning
- Safeguarding and wellbeing
- Inclusive education
- Play and early years pedagogy
- Reflective practice and research
- Leadership in early years settings

Study Model

- Regular university attendance (e.g. day release)
- Learning applied directly in your workplace
- Continuous employment throughout

Support Provided

- Workplace mentor
- Academic tutor
- Ongoing feedback and assessment

Entry Requirements

Applicants must have:

- A Level 3 qualification (A Levels, T Levels, BTEC or equivalent)
- GCSEs in English, Maths and Science (Grade 4/C or above)
- A clear commitment to working in early years education
- Evidence of the right to work in the UK for the duration of the course

Progress and Continuation

This programme is designed to support your success, with clear expectations and structured guidance.

Continued participation depends on:

- Active engagement with learning
- Meeting required milestones
- Demonstrating commitment and professionalism

Re-sits will be expected where assessments are not passed. Failure to meet requirements without good reason may result in the apprenticeship ending.

Safeguarding and Compliance

Bows and Arrows is fully committed to safeguarding and promoting the welfare of children.

Successful applicants will be required to:

- Undertake an enhanced DBS check
 - Provide satisfactory references
 - Complete safeguarding training
 - Verify identity and qualifications
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Internal Applicants

We warmly encourage applications from existing Bows and Arrows employees.

If successful:

- You will normally retain your current salary and terms
- Your role will evolve to support your development
- You will complete at least 20% off-the-job training during paid hours
- You will be supported to fully engage with study and professional development

Appointments are subject to demonstrating sufficient scope for new learning.

Application Process

To apply, please submit:

- A current CV
- A brief covering statement outlining your interest

Email: hr@bowsandarrowsgroup.co.uk

Telephone: 01473 599038

Website: <https://www.bowsandarrowsgroup.co.uk>

Closing date: Friday 31st July 2026

We review applications as they are received and will shortlist candidates on a rolling basis. Early application is advised. As a result, we reserve the right to close this recruitment early should we identify suitable candidates before the closing date.

Shortlisted candidates will be invited to:

- An interview
 - A nursery-based assessment
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Your Future Starts Here

This apprenticeship offers more than a qualification — it provides a clear, supported pathway into a meaningful and rewarding career in early years education. By combining academic achievement with real-world experience, you will develop into a confident, skilled and impactful Early Years Teacher. At Bows and Arrows, we are committed to helping you grow, succeed and build a long-term career in a sector that truly makes a difference.
