



NURTURING
CHILDREN
FOR LIFE

building futures together

BECOME AN EDUCATOR WITH
SPROUTS IN-HOME CHILDCARE



Scallywaggs
Sprouts
IN HOME CHILDCARE





Introduction

Sprouts In-Home Childcare want to find and train new childcare educators to meet the growing need for their childcare services in the Hastings, Napier, Havelock North, Waipawa, Waipukurau and Dannevirke areas.

We are looking for people over the age of 17 who are interested in providing a learning environment that is nurturing and educational for up to 4 children at any one time. This is a perfect employment opportunity for stay at home parents, grandparents, Early Childhood Educators, and Primary School Educators looking for more flexibility.

As an Educator with Sprouts, you are supported in setting up and maintaining your home learning environment. We also provide the essential equipment you may need such as portacots and highchairs, toys, playgroups and more.

Our In-Home Educators enjoy competitive payments and tax packages, full support from regional coordinators, and flexible hours to suit their lifestyle.

This information pack explains why you might like to consider training to become an educator with Sprouts In-Home Childcare, why our services are so popular, FAQ's, payments and tax benefits you can expect, the process and where to go to from here.

Our Core Values

Sprouts Co-ordinators and Educators believe that by building responsive, reciprocal relationships, children and whānau develop a true sense of belonging. This empowers children to build strong foundations and become confident and capable learners through life. We work together with parents and whānau to fulfil the aspirations they have for their children.

We are inclusive of all; we value and respect Te Tiriti O Waitangi and support Māori learners to achieve educational success as Māori. Through loving attachments with their Educators, we recognise their unique individual strengths and interests.

Through play, we provide caring, nurturing environments that are respectful, welcoming, safe and supportive. By working with and alongside children in the home and wider community, we foster their natural curiosities.





Why become a Sprouts Educator?

Have you ever wished you could stay at home to meet the needs of your children AND have a rewarding career as well?

While you're watching your toddler playing in the paddling pool and enjoying her discoveries or cheering your child on at the athletic school sports day, you are occupied in the most important job in society - the care and education of young children. It's probably the most challenging job there is, but it is also the most rewarding. Your warm and caring responses, your guidance and concern are some of the skills and qualities you bring to your job without even thinking because it is a part of who you are and what you do.

We have a demand in your area for Parents and Grandparents with just these special qualities to care for the young children of working, studying or stay at home Mums and Dads who choose to have time out. Sprouts can offer you the opportunity to care for up to four children (including your own) in your home. You may also be able to choose your hourly pay rates depending on your experience and level of qualification. You choose how many children you wish to care for and the hours you wish to work.

Parents who choose to place their children in Homebased childcare want all the things a home setting can offer their child as an alternative option to a daycare centre. This means they would like you to include their child in all the activities, outings, events and play opportunities that you provide for your own children.

Most parents are enthusiastic about their child attending a local playgroup or Playcentre session each week as well as informal visits to friends and the park as part of their days in care.

You get to plan your care programme based entirely around the needs of your own family first. The rewards for you are the relationships you form, the childcare skills you develop as well as a welcome boost to the family finances.

If you would like to meet with one of our Co-ordinators to discuss becoming an Educator for a professional, supportive and Ministry of Education approved early childhood service, we would welcome meeting with you in your home at a convenient time to you.





Top Ten Benefits – Why parents choose Sprouts!

Ever wondered WHY Sprouts is so popular?

Sprouts is a well-established company with In-Home Educators situated from Dannevirke, all the way through to Napier.

The team at Sprouts In-Home Childcare understand how it feels to find a childcare system that works. Most of our carers are mothers, fathers or parents, and are experienced Educators who tend to work flexible hours to meet the families' diverse needs. The Co-ordinators are invested in supporting you - the Educator, and the children in your care.

1. Children can build a secure attachment with one person on a 1:4 ratio.
2. Learning is individualised to each child's needs due to the small group size.
3. Children's individual interests and strengths can be closely followed.
4. Children's usual home routine can be followed such as their sleep and mealtimes.
5. Part-time and full-time care is available. There is flexibility in the hours of care to help with the needs of the families. This is particularly helpful for shift workers.
6. Sprouts works well for mixed aged families as your baby and an older child can be together.
7. Educators can be flexible to do pick-ups and drop-offs to kindergarten if required.
8. Sprouts Educators enjoy spontaneous outings such as the park, walks, and other group outings.
9. Being in a home, children experience activities they can also do at their own home, such as hanging out the washing, going to the supermarket, and collecting the mail.
10. Sprouts also have gym sessions, music groups, and playgroups so children get to socialise with other children and adults on a weekly basis. They get to interact with the community on group outings.



Educator - Frequently Asked Questions

Call us if you require further information or clarification on any of the following FAQ's.

- Q.** I am a single mum on a benefit. Will my earnings as an Educator affect the amount I receive?
- A.** Most if your earnings as an Educator are tax-free. Therefore, if you are on a benefit your benefit is likely to remain unchanged.
- Q.** Am I able to have some say in the child I accept for care?
- A.** Yes. When we have a child requiring care in your area, we ask you whether you would like to be interviewed by the parent for their child's care.
- Q.** My backyard is fenced but my front yard isn't. Will I still meet the requirements?
- A.** Yes, as long as you have a fenced area large enough for children to run and play.
- Q.** Who supplies the nappies and food each day for the children?
- A.** The parents.
- Q.** Who supplies the cot, highchair and pushchair for the care children?
- A.** We supply you with all this equipment. The parents supply you with a car seat.
- Q.** How much tax do I have to pay?
- A.** Because you are working from home, the taxable component of your income is minimal. We can help you work out how much you need to put aside each week for tax.
- Q.** Do the parents pay me directly?
- A.** No, we charge the parents and collect the fees. We pay you fortnightly regardless of whether the parents are up to date with their fees or not.
- Q.** Who supplies the toys?
- A.** It is your responsibility to provide books and toys however if you have none of these, an option can be to purchase them second hand from op shops, garage sales, etc - a minimal cost. We will contribute to your art supplies e.g. paints, paper, glue, chalk, crayons, etc.



Q. Who pays for entry fees to early childhood programmes in our community such as play centre, playgroups, mini gym, music sessions, the zoo, etc?

A. We do. You can claim reimbursement for any programmes you take your care children to. We encourage you to use these programmes in your community as they complement In-Home care very well.

Q. I have a dog. Do I have to keep it tied up while children are in care?

A. No, but you must have an area which is separate from the children to keep your dog. Supervised interaction between pets and children is encouraged. Dogs must be healthy, and faeces removed from play areas.

Q. If I have any concerns about the children in my care and I don't know how to approach the subject tactfully with the parents, what do I do?

A. Your Co-ordinator is your support person and is only too happy to help with all aspects of your care.

Q. What written work would I be required to do?

A. Every child has a learning journal in which you can put samples of their artwork, share stories about some of the interesting moments spent in your home and for photographs. Under two-year olds also have a daily notebook in which you record sleeps and nappy changes.

Q. Do I have to do my training before I start as an Educator?

A. No, we will enrol you in the course after you become an educator.

Q. Why have you sent me two police checks?

A. We require a police check for each member of your household aged over 17 years. If you require only one police check, discard the other, or if you require more you can photocopy one or ask us to send you another.

Q. I have two primary school aged children and one preschooler of my own. How many children will I be allowed to care for?

A. In this example you will be allowed a maximum of three other preschool children. You can have as many children aged over six years as you wish. If you have no preschoolers, then you are allowed up to four preschool children. You can only have two children under the age of two at the same time.

Q. Do Sprouts provide care for school-aged children?

A. Yes, we do care for School-aged Children.

Q. Where do I phone if I need more information or assistance to fill out my forms?

A. **Free call 0800 SPROUTS/ 0800 777 688 or the local office 06 858 6214**





Educator Payments and Reimbursements

Our Educator payments meet or exceed that of our competitors, and we offer benefits you will not find elsewhere. If this is interesting, call your local regional Co-ordinator to find out more. In the meantime, here is an overview of the payments and tax benefits you might receive.

We pay you hourly whether the child is present in your care or not. Rates can start at \$5.20 an hour and can increase per hour depending on location and the level of Early Childhood Education qualifications completed. This is determined by the Sprouts 'Recognition of Prior Learning Pay Scale'.

Hourly Rate

You are paid hourly for each child in your care.

Retainer Hours

We pay you a retainer for each hour a child is absent from care with at least two weeks' notice and for public holidays if the child is normally contracted in your care.

Sprouts Day - SPECIAL

Applies for each child who would normally be in your care, but you are unavailable. There is a maximum of 5 days per the calendar year and all Sprouts days must be used in the same calendar years as allocated. Sprouts Days cannot be accrued to the following year.

Alternative Care

We pay you when you provide for any alternative care (for child/ren not normally contracted in your care) and the child is physically in your care.

Normal Attended Care

We also pay when you agreed to alternative care and the parent/whānau decides not to use the care.

Travel Reimbursement

We pay you current IRD per kilometer rates (72 cents per km) when transporting children at the parents request e.g. Kindergarten. Please note, this is optional.

Tax Benefits

Most of your earnings as an Educator are tax-free. Because you are working from home, the taxable component of your income is minimal.





How to Get Started

The first step in our process is to complete some forms so we can help you get started on the journey to becoming a Sprouts In-Home Educator.

- Educator Application Form – to be completed by the person applying to become an Educator.
- Educator Profile Form – to be completed by the person applying to become an Educator.
- Police Vetting forms – to be completed by the person applying to become an Educator and any family members or adults 17 years and over and living at the same address.
- Health, Safety and Well-Being Checklist – to be completed with the visiting Co-ordinator.



Download these forms from our website: located under the Educators section or use the link below.

Alternatively, you can contact your local regional office to speak to a Co-ordinator in charge. We are happy to help you complete the forms and talk you through the process of becoming an In-Home Educator with Sprouts.

Download the forms here: <http://bit.ly/SproutsEducatorForms>

We look forward to hearing from you.





Get in Touch

To all those parents and grandparents who wish to be involved in the care and education of young children.

If you would like to become an Educator at Sprouts, please contact us now.

Napier Office

2b Wilding Avenue
Marewa, Napier (opposite Marewa shops)
(06) 842 2015
0800 777 688
enquiry@sprouts.co.nz

Hastings Office

1112 Heretaunga Street West
St. Leonards/Stortford Lodge, Hastings (opposite Peter Dunkerley chemist)
(06) 878 3230
0800 777 688

Central Hawke's Bay

13 Russell Street
Waipukurau
(06) 858 6214
0800 777 688

Dannevirke

(06) 374 2579
0800 777 688

0800 SPROUTS
enquiry@sprouts.co.nz
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