

CATCHLIGHTS EARLY YEARS PERFORMING ARTS TEACHER RECRUITMENT PACK

ROLE OVERVIEW

Role Title: Early Years Performing Arts Teacher

Contract Type: Freelance

Start Date: April / May 2026

Location: Various locations across the Shrewsbury & Shropshire area

Catchlights is recruiting Early Years Performing Arts Teachers to lead specialist performing arts classes for children aged 0 - 4. This role is suited to qualified Early Years practitioners who are passionate about child development, early creativity, and working closely with families. The successful candidate will be confident leading both parent-and-child sessions (ages 0 - 2) and child-only classes for ages 3 - 4, creating structured yet playful sessions that support early development through performance-based activities.

We are seeking committed, long-term practitioners who are passionate about working with young children and creating safe, nurturing environments for our littlest performers. The ideal candidate enjoys both creative autonomy and responsibility and is excited to play an active role in shaping the future of a growing youth production and training company.

ABOUT CATCHLIGHTS

Catchlights is a **youth production and training company** for performers aged 0 - 19, creating high-quality theatre and on-screen work while providing meaningful, professional training. We combine real creative outcomes with structured training to give young people opportunities to develop their skills, confidence, and love of performing.

Our environment is student-focused, creative, and supportive, with high standards balanced by warmth and enjoyment. We believe young performers

thrive when they feel inspired, challenged, and cared for, and our teachers play a central role in delivering that experience.

People are at the centre of everything we do. By investing deeply in our students and staff, we build strong relationships and create meaningful opportunities for growth. Alongside weekly training, we produce stage shows, filmed projects, and wider experiences that help young people connect to the performing arts. Community is central to our work, with regular events, trips, and shared experiences that strengthen bonds between students, staff, and families.

Catchlights is entering an exciting period of growth, and this role offers the chance to help shape the future of the organisation and be part of something ambitious and inspiring.

ROLE DESCRIPTION

As a Early Years Performing Arts Teacher at Catchlights, you will:

- Lead weekly Early Years classes for children aged 0 - 4
- Deliver parent-and-child classes for ages 0 - 2, encouraging participation, bonding, and shared creative experiences
- Lead child-only classes for ages 3 - 4, supporting children as they build confidence away from parents
- Plan and deliver age-appropriate sessions incorporating music, movement, rhythm, storytelling, and imaginative play
- Create structured yet playful sessions that support early physical, social, emotional, and cognitive development inline with EYFS frameworks
- Maintain a calm, nurturing, and engaging environment where all children feel safe and supported
- Implement clear, fair, and age-appropriate behaviour management strategies
- Build strong, professional relationships with parents and carers, communicating clearly and warmly
- Adapt sessions to meet the needs of different developmental stages and abilities
- Work closely with the Catchlights management team to align sessions with the wider training pathway
- Take full responsibility for the delivery and running of your classes
- Work alongside assistants where appropriate

- Represent Catchlights professionally in person, online, and in promotional materials
- Support families beyond the classroom by contributing to short, age-appropriate video resources that encourage movement, music, and creative play at home alongside our media team
- Take part in community events, open days, trips, and promotional activities

PERSON SPECIFICATION

Essential Requirements

Applicants must:

- Hold a recognised Early Years qualification (Level 3 or above)
- Have experience working with children aged 0 - 4
- Hold Paediatric First Aid certification
- Have strong knowledge of early childhood development and safeguarding practices
- Be confident leading both parent-and-child and child-only Early Years sessions
- Be warm, patient, and confident in managing young children and groups
- Be reliable, organised, and consistent
- Be comfortable communicating with parents and carers
- Be able to travel to venues across the Shrewsbury & Shropshire area
- Be confident on camera and on stage
- Have a genuine passion for inspiring and working with children / young people
- Be a positive role model and uphold professional standards at all times
- Hold evidence of safeguarding training
- Hold an Enhanced DBS certificate (or be willing to obtain one)
- Have the right to work in the UK

Desirable Requirements

The following are highly desirable but not essential:

- Experience delivering music, movement, dance, or drama sessions for Early Years
- Experience working in a creative or performance-based Early Years setting
- Additional qualifications in child development, music, or movement
- Experience contributing to filmed or digital content

- Knowledge of EYFS frameworks

BENEFITS & OPPORTUNITIES

- Competitive freelance rates, dependent on experience
- Consistent weekly work during term times
- Opportunities to help shape and develop Catchlights' Early Years provision
- Opportunities to work on additional projects, productions, and filming throughout the year
- Free tickets to selected theatre and live productions through Catchlights staff and community trips

RECRUITMENT & HIRING PROCESS

Our recruitment process takes place in stages, with candidates shortlisted at each step before progressing.

Stage 1: Application

Applicants submit an online application via our Vacancies page, including a showreel or self-tape to demonstrate ability in performing / teaching.

Stage 2: Informal Interview

Shortlisted applicants are invited to an informal interview to discuss experience, approach, and alignment with Catchlights.

Stage 3: Assessment Session

Selected candidates take part in a group assessment session alongside other applicants. This will involve leading short teaching activities, both prepared & improvised, as well as participating in a variety of creative exercises.

Stage 4: Paid Trial Shift

Candidates who reach the final stage will take part in a paid trial shift within a live class environment. During the session, candidates will support and lead parts of the class, giving us a real view of teaching style, group management,

and how they work with young performers. This stage is designed to be as supportive and realistic as possible.

As part of the our commitment to safer recruitment practices, candidates will be required to provide two references (at least one industry-related), right to work documentation, evidence of safeguarding training, and an enhanced DBS certificate (or willingness to obtain one) before being able to take part in Stage 4 of the recruitment process.

HOW TO APPLY

Applications should be submitted via the **Vacancies** page on the Catchlights website for your desired role.

Applicants will be asked to complete an online form and upload a **showreel or self-tape** demonstrating relevant performing and/or teaching experience.

JOIN THE TEAM

If you are a passionate Early Years practitioner who believes in nurturing confidence, creativity, and joy from the very start, we would love to hear from you.

This is an opportunity to play a key role in shaping the early creative experiences of children aged 0 - 4 and to be part of a growing youth production and training company with real ambition and heart.