

Welcome to SENNIES!

At SENNIES we are committed to connecting outstanding childcare providers with children and families that have special or additional needs and requirements. We are one of few companies that currently offer this bespoke service, and pride ourselves on our personal but highly professional standards.

Now you have joined one of the fastest growing childcare providers, please take a moment to read the important information below regarding our processes moving forward!

Job roles / How to apply for a role

All available job roles will be sent out to our **Sennies VIA EMAIL** as soon as they come in.

It is **VERY IMPORTANT** that you mark any SENNIES email address as **'SAFE'** to avoid job posts being sent to your junk. **EVEN BETTER** - Create your own 'SENNIES' Email folder to ensure you are not missing out!

- 1** Reply to the email expressing your interest
- 2** Answer the questions within the email to highlight what makes you the perfect match!
- 3** Confirm your availability

PLEASE keep an eye out for our emails and let us know if you are available and interested in a role - We are a small team and it is very difficult for us to keep up to date with 100+ Sennies availability and skill sets meaning we cannot guarantee you will be contacted personally about a suitable role (Which we would hate for the right person to miss out on!)

What happens next?

We will review all interested Sennies and put forward **ALL** suitable candidates based on your SENNIE profile and experience. The parents/guardians will then select which Sennies they'd like to take forward to the introduction stage.

If you successfully pass the introduction stage and the family invites you to trial with them, you will be asked to attend no more than **3 trial shifts**. Trial rates are set at **£10 per hour** and you should invoice and collect payment from the family directly. If you would prefer for SENNIES to invoice and collect this on your behalf, a **£10 admin fee** will be charged.

In the case of any overnight stays or prolonged trials, please inform us immediately so we can contact the family to amend the rate of pay to reflect the work.

If a family doesn't feel they have yet found the right fit, we will continue submitting candidates until the role is filled. We will always endeavour to keep you updated every step of the way, however due to the volume of applications, we can only guarantee that we will be in touch with candidates who are successful. We will try to provide feedback where possible, but we cannot guarantee that we will always receive this from our families.



Hooray, I got the job - What now?

Once you have been placed with one of our fabulous families - We will liaise with you both to confirm employment details and help set up your contract. Please take note of the following regarding employment:

- SENNIES do **NOT** act as your employer. All contracts are to be agreed between the Employer and Employee (The Sennie and the family)
- Whilst we do not demand the family use our contract templates, we do have some available that we offer to our families as guidance
- Wages are paid directly to you from the Employer and not through us (Your wage is your wage - we do not take a cut or percentage!)

We are still always available to answer any questions about your contract and will work with you and the family to secure the best possible rate and terms for both parties.

What are the rates of pay and how do I receive payment?

SENNIES was established by child care professionals with over 15+ years experience between them - therefore, we understand the importance of fair and adequate pay for the level of responsibility and knowledge required when working as a Sennie.

We will never accept roles paying less than £15 p/h gross (within London) or below £13p/h gross (outside of London) unless extenuating or mitigating circumstances apply.

Whilst we will always encourage our families to pay the premium for your services, and fight for what you feel you are worth, we do not act as your employer and therefore always recommend that any negotiations regarding rate of pay and/or how payment is received is discussed directly between the Sennie and the family employing them.

Our SENNIES promise

We consider ourselves an 'introduction' agency rather than a 'recruitment' agency. Meaning there is no 'hard-sell' approach from us to clients. We do not guarantee you work which also means you are free to be a part of as many agencies and services as you like.

Whilst our Sennies are not employed by us directly - we still expect you to behave in a highly professional manner and display the core values of SENNIES Childcare when representing the company.

As long as you are a Sennie - we are happy to be on hand to help with any concerns or queries you may have at any time, and we are always here to support you with any issues that might arise during a placement through us.

Rewards for referrals

We offer a £50 incentive payment to anyone who successfully recommends a family to us who then use our services AND/OR if you recommend a new Sennie, once they successfully place with a family and pass probation.

If you know anyone who would make a great SENNIE or a family in need, please direct them to our webpage (<https://www.sennies.co.uk/>) to fill out an [application form](#) and make sure they mention your name.



Contact details

Elinor@sennies.co.uk - Elinor the first point of contact for all our Sennies

Georgia@sennies.co.uk - Contact Georgia for specific information regarding job roles

Info@sennies.co.uk - For general enquiries

We look forward to working with you.

The Sennies Team

www.sennies.co.uk