



Have you ever
wondered why
people join a
trade union?

PROFESSIONALS IN EARLY YEARS

PROSPECT – HERE FOR YOU

If you think joining a union isn't for you, think again! Prospect is the leading union for professionals in the UK. Our 140,000-strong membership includes education advisers, youth service managers and specialists of all kinds in both the public and private sectors. We promote our members' professional interests and personal well-being in every way we can, whatever their role in work. Read on to see how joining Prospect can give you the edge in your career working as part of the Early Years workforce, now and in the future.

PROSPECT IN EARLY YEARS

Our members in Early Years roles work in a variety of settings, from private nurseries to large children's centres. Prospect also has members in Early Years-related roles such as inspectors and lecturers. As a member of Prospect's Education and Children's Services group, you will get opportunities to network with other practitioners and professionals in your field.

Research into Early Years provision has consistently shown that education in the first years of life is a critical determinant of children's futures. Prospect believes that your work and qualifications should be valued. The union is in dialogue with key decision-makers in both government and opposition parties to secure proper recognition of how important your role is.

SUPPORTING YOU AT WORK

Prospect exists to make our members' working lives run more smoothly. We promote fair working practices so that everyone in Early Years can focus on the care and education of children.



Stacy Randall

“I care about the Early Years, so joined the union to have a voice! It's great to be part of something and meet with like-minded people, with a shared passion and enthusiasm. If you feel the same way, join, and you too can make a difference”



If you are working for someone else, we can advise you on your rights at work, help you to help yourself and give you professional back-up if you need representation. Prospect's expert advice is only a phone call or email away.

If you are a manager, we can offer invaluable knowledge and experience of the law at work and its implementation, so you can meet your duty of care to others in your setting.

Most important, Prospect offers you support and expertise if the worst happens and there is a complaint made against you or your setting. Most members never need to use this service, but those who have say it has been invaluable in countering false or unfair allegations and giving them strength to cope with the stress of the situation.

WHAT YOU CAN EXPECT

As a member of Prospect's Education and Children's Services group you will benefit from:

- protection and individual representation
- indemnity insurance discounts
- networking opportunities with other professionals within Early Years
- a union that gets your voice and views heard on the issues that affect you.

We will keep in touch with you and seek feedback regularly, through emails, conference calls and meetings. We are always interested to hear about what matters to you and what you would like to see Prospect doing. Our Early Years National Committee is made up of professionals like you. Any member can help with its work – when you join, we'll tell you how to get in touch and get involved.

EARLY YEARS PLEDGE



Alexandra Skvortsov

“Becoming a Prospect member has led me to work with other passionate professionals from across the country. Together we can make a real difference to young children and the people who work with them”

STUDENTS AND TRAINEES

We can help you keep the links you have made with others on your course and feel confident in your work. Through Prospect you can ensure you're prepared for the realities of life at work. Just as your student union supports you while you are training, we do the same once you get into work.

We support the principles of the Save Childhood Movement – www.savechildhood.net – which recognises that early childhood should be treated as a separate and vital phase in its own right.

Our pledge for Early Years:

- aim for universal high-quality integrated education, health and care
- aim to strengthen the entitlement for children in Early Years to access play and daily outdoor experiences in all provision until age seven
- campaign for a specialist qualification route which includes graduate staff qualified to work in the Early Years phase (birth to age seven) with a clearly defined pay and career structure and a statutory requirement to participate in continuous professional development
- constructively challenge inequalities, discrimination and prejudice
- belief that early childhood is a crucial stage of life and that:
 - the needs of the infant and child must be placed at the centre of the planning and provision of high-quality services
 - the safety and well-being of children is central to every aspect of their learning, health and development
 - parents and the home environment have the strongest influence on children's development.

Based on the Early Childhood Forum charter – http://bit.ly/ECF_charter

**www.
prospect.
org.uk/
joinus**

CONTACT US

Prospect
Education
and Children's
Services group,
International
House,
Turner Way,
Wakefield
WF2 8EF

T 01924 207890

E [wakefield@
prospect.org.uk](mailto:wakefield@prospect.org.uk)
[www.prospect.
org.uk/ecs-
group](http://www.prospect.org.uk/ecs-group)