



Frequently Asked Questions

Whether you are an employer or a job seeker, our FAQs provide quick and clear answers about our services, recruitment process, and support. If you cannot find what you are looking for, our team is here to help.

Employer FAQs

1. What services does Rooted Talent Group provide?

Rooted Talent Group provides recruitment support for childcare settings, helping nurseries, primary schools, secondary schools, and early years providers find suitable permanent and temporary staff.

2. What types of roles can you recruit for?

We recruit for a range of education and childcare roles including:

- Nursery Practitioners
- Room Leaders
- Deputy Managers
- Nursery Managers
- Teaching Assistants
- SEN Support Staff
- Cover Supervisors
- Teachers
- Apprentices
- Temporary cover staff

3. Do you provide temporary or permanent staff?

We can support with both temporary cover and permanent recruitment depending on your setting's needs.



4. How quickly can you provide staff?

Timeframes vary depending on the role, qualifications required, and availability of candidates. We always aim to source suitable candidates as quickly as possible.

5. Are candidates vetted before being introduced?

Yes. Candidates undergo compliance and suitability checks before placement opportunities are discussed.

6. What compliance checks are completed?

Checks may include:

- Right to work checks
- Identity verification
- DBS checks where required
- Employment history checks
- Reference checks
- Qualification verification

7. Can you help with urgent last-minute cover?

Yes, subject to candidate availability.

8. Do your candidates have childcare or education experience?

We work with both experienced professionals and candidates beginning their careers, depending on the role requirements.

9. Can we request specific qualifications or experience?

Absolutely. We tailor recruitment searches around your setting's needs and preferences.



10. What areas do you cover?

We support childcare settings and educational providers across selected UK regions. Contact us to confirm coverage in your area.

11. How do we request staff?

You can contact our team via email, phone, or WhatsApp with your staffing requirements.

12. What information do you need from us?

Typically:

- Role title
- Hours/shifts required
- Qualification level
- Location
- Start date
- Any specific experience requirements

13. What happens if a placement is not suitable?

We encourage clients to contact us immediately so we can review the situation and work towards a resolution.

14. Do you recruit for permanent positions only?

No. We can assist with temporary, permanent, short-term, and long-term recruitment needs.

15. Are your services GDPR compliant?

Yes. Personal data is handled securely and in accordance with UK GDPR and data protection legislation.



16. Can we use your service regularly?

Yes. Many childcare settings and educational providers use our services on an ongoing basis for staffing support and recruitment planning.

17. Do you offer support outside of office hours?

Availability may vary, but we aim to support urgent staffing needs where possible.

18. How do you match candidates to our setting?

We consider qualifications, experience, availability, location, and the specific culture and needs of your setting.

19. How does payment work?

Invoices are typically issued electronically following the booking or placement. Payment methods and terms will be outlined clearly before any agreement is confirmed.

20. When do we need to pay invoices?

Payment terms will be agreed in advance and stated on your invoice. We kindly ask that invoices are paid within the agreed timeframe to avoid delays to future bookings or services.

21. How are staffing costs calculated?

Costs can vary depending on several factors including:

- The role required
- Qualification level
- Experience
- Shift pattern or hours



- Temporary or permanent placement requirements
- Urgency of cover needed

22. Are there different rates for temporary and permanent staff?

Yes. Pricing structures may differ depending on whether you require temporary cover, long-term support, or permanent recruitment services.

23. Will we be informed of costs before confirming a booking?

Absolutely. All rates and associated costs will be discussed and agreed upon before any placement or booking is confirmed.

24. Do you charge registration fees for employers?

No. Employers are not charged to enquire about services or discuss recruitment requirements with our team.

25. Do you offer any loyalty or repeat booking incentives?

Yes. Rooted Talent Group offers a loyalty reward scheme for returning clients. Employers who use our services regularly may qualify for discounted rates or promotional offers as part of our loyalty programme.

26. How does the loyalty scheme work?

Our current loyalty scheme allows clients to receive a discounted booking after multiple completed bookings with us. Terms and eligibility may vary, and full details can be provided by our team upon enquiry.



Candidate and Job Seeker FAQs

1. What kind of jobs does Rooted Talent Group offer?

Rooted Talent Group offers childcare and education opportunities including temporary, permanent, full-time, and part-time roles.

2. Do I need qualifications to apply?

Some roles require qualifications, while others may accept candidates with relevant experience or a willingness to train.

3. What qualifications are commonly required?

Qualifications vary depending on the role and setting.

Early Years and Nursery Roles

Typical qualifications include:

- Level 2 Early Years Practitioner
- Level 3 Early Years Educator
- Paediatric First Aid
- Safeguarding training

Primary School Roles

Qualifications may include:

- Level 2 or Level 3 Supporting Teaching and Learning
- CACHE qualifications
- Teaching Assistant qualifications
- Qualified Teacher Status (QTS) for teaching roles



Secondary School Roles

Qualifications may include:

- Subject-specific degree qualifications
- Teaching Assistant qualifications
- Qualified Teacher Status (QTS) for teachers
- Behaviour management or SEN training for support roles

Additional requirements may vary depending on the school, role, and local authority expectations.

4. Do I need a DBS check?

Yes, most childcare and education roles require an enhanced DBS check.

5. Can you help if I do not have an updated DBS?

Rooted Talent Group can guide candidates through the DBS process where applicable.

6. What documents will I need to register?

You may be asked to provide:

- Proof of identity
- Proof of right to work
- Qualifications/certificates
- References
- DBS information

7. What counts as proof of right to work?

Accepted documents depend on your immigration or citizenship status and must comply with UK right to work legislation.



8. Can I apply if I have little childcare or education experience?

Yes. Some positions are suitable for entry-level candidates or those looking to gain experience in childcare and education settings.

9. Are the jobs temporary or permanent?

Rooted Talent Group offers both temporary and permanent opportunities.

10. How quickly can I start work?

This depends on compliance checks, references, DBS clearance, and available roles.

11. Can I choose my working hours?

We will try to match you with opportunities that fit your availability where possible.

12. Will I work in the same setting every day?

This depends on the role. Temporary staff may work across different settings, while permanent roles are usually based in one location.

13. How do I apply for a role?

You can apply through our website or contact the team directly via email or WhatsApp.

14. Is registration free?

Yes, candidates can register with Rooted Talent Group free of charge.



15. What should I expect during registration?

The registration process may include:

- Application review
- Compliance checks
- Interview or screening call
- Document verification

16. Will my personal information be kept secure?

Yes. Your information is handled in line with UK GDPR and data protection requirements.

17. What should I wear to an interview?

Smart, professional, and practical clothing is recommended.

18. Can you help me find permanent work?

Yes. Rooted Talent Group supports candidates looking for both long-term career opportunities and flexible work.

19. What qualities do employers look for in candidates?

Common qualities include:

- Reliability
- Patience
- Good communication
- Safeguarding awareness
- Teamwork
- Professionalism
- A passion for supporting children and young people



20. Can I contact the team if I have questions after registering?

Absolutely. The Rooted Talent Group team is happy to support candidates throughout the recruitment process