

Sheringham Nursery School and Children's Centre

Headteacher Candidate Pack

Start date: September 2023

Salary: Group 1 (L12-18) £66,485 - £74,982

[Chair Letter](#) - [Overview of School](#) - [Job Description](#) - [Person Specification](#) - [Application Process](#)



East London's **Early Years
Stronger Practice Hub**



Letter from the Chair of Governors

Dear candidate,

Welcome to Sheringham Nursery School and Children's Centre! We are extremely proud of the school and delighted that you are interested in applying for the Headteacher position.

At Sheringham, we are passionately committed to ensuring that all children have the best possible early years education and care, regardless of circumstances. The school is located in Newham in east London and serves a diverse community in the surrounding area. We work in close partnership with local parents, families, the local authority and other local organisations.

The children who attend the nursery school and children's centre are engaging, creative and full of fun. Our committed and talented staff ensure all children learn, progress and thrive, and that they are ready for primary school. Our friendly children's centre team support young children's healthy and happy development, offering extra help when families need it.

Ofsted have rated Sheringham 'outstanding' three times since 2013. This is a testament to the hard work of school staff and the high standards of teaching, learning and pastoral care they provide for the children in their care. We lead the East London Research School, a thriving hub of evidence-based practice. We have also recently been designated a Stronger Practice Hub, providing the opportunity for further dissemination of the school's excellent work to other settings.

We are looking for a new headteacher with the energy, commitment and vision to lead the school into the future. If you share our passion for early years education, and our commitment to ensuring all children have a happy, healthy, successful time at school, then we would love to hear from you.

Dr Katharine Vincent





Vision, mission and values

Our vision: a happy, healthy, enquiring and active childhood for every child.

Our mission: to work in partnership with every family. Together, we can help every child to have the best start in life.

We work hard on an ongoing basis to develop a culture of inclusion and diversity. We want everyone at Sheringham to feel proud of their identity and feel able to join in with our work.

We want every child to succeed, and to reach the highest level of personal achievement, health and wellbeing.



About our school

Sheringham Nursery School is one of London's leading nursery schools. Based in Newham, in east London, we offer 200 nursery places to children aged 2, 3 and 4 years old. We also lead the Manor Park Community Children's Centre which offers drop-ins, family support and other activities for families with babies and young children.

We are a friendly and supportive team, committed to excellence, and offer exceptional opportunities for your continuing professional development. We are passionately committed to ensuring that every child has the best start in life, because what happens early, matters for a lifetime. We work closely with parents and with a range of agencies to help children to develop as playful, curious, confident and communicative learners.

We have partnerships with a wide range of local schools and early years settings. Our leadership of the East London Research School means that we are part of a national network of Education Endowment Foundation (EEF) Research Schools. We have also recently been designated as the Early Years Stronger Practice Hub for London. The Hub provides advice, shares good practice and offers evidence-based professional development for early years practitioners.

Thank you for your interest in our nursery school. If you love play-based learning, spending time outdoors and the importance of evidence-based practice in the early years, and if you want the opportunity to make a real difference to children's lives, you should come and work for us!



Curriculum

The curriculum is everything we want the children to experience and learn whilst they are in nursery. Learning includes new words, new skills and new knowledge. Experiences include trips out of nursery and times when we invite people in, like musicians. We have lots of evidence about how young children learn. Some of the key points are as follows:

Language: chatting, playing and reading with children every day helps children learn lots of new words. Language is the foundation of children's thinking. Children who are good communicators at five are most likely to be successful learners throughout their time in school.

Relationships: it is very important for children to feel safe and secure. That's why every child has a key person who takes the lead on their care. Children become more independent when they have strong and loving relationships to fall back on. They also become better at bouncing back when they find something hard or get upset.

Independent play: children need uninterrupted time to choose their own play and make friends. Adults will often get involved, in a sensitive way, to help the children to learn whilst they are playing. Adults will think about the important knowledge children need and how they can learn this whilst they are playing.

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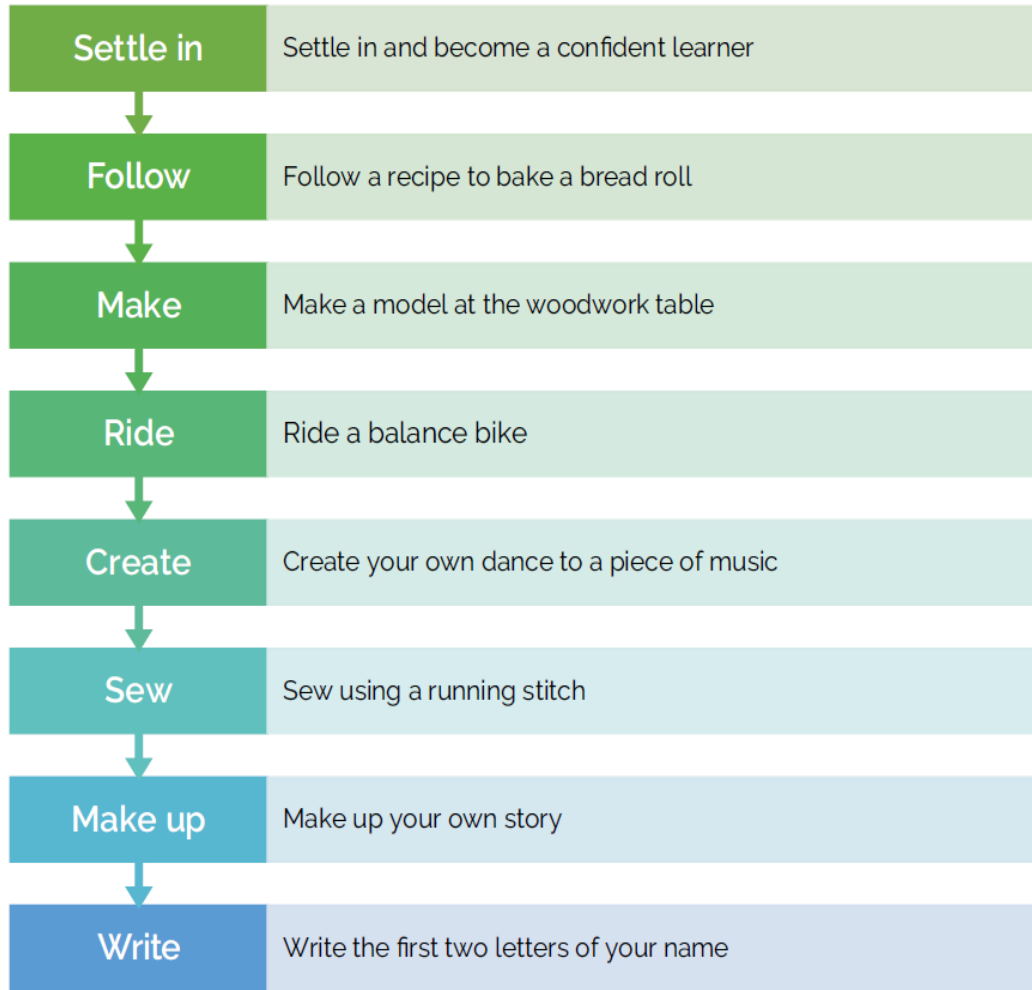
Adult-guided play: children also need times when adults plan and guide their play. A play activity might be guided so it has a clear focus on learning to count, for example.

Direct teaching: sometimes adults work directly with children to teach them new things. This could include learning to use scissors, or ride a bike, or write some of the letters of their name.

At Sheringham, we offer a balance of all these different approaches.

Curriculum

We have 8 curricular goals for every child to work towards:



Job description

Accountable to: The Governing Board of the School and Local Authority

Accountable for: Carrying out professional duties in accordance with and subject to conditions of employment as set out in School Teachers' Pay and Conditions Document.

Core purpose and responsibilities:

- Responsible for leadership, internal organisation, management and control of the school and children's centre, ensuring a high quality of education for all pupils.
- Provide overall strategic professional leadership; lead, develop and support the school's strategic direction, vision, values and priorities.
- Be an ambassador for the school; promote and raise its profile.
- Oversee the work of the East London Research School, ensuring all elements of its remit are undertaken effectively and that research outcomes are widely disseminated.
- Lead the establishment of the Early Years Stronger Practice Hub, ensuring it makes a positive difference to the quality of early years provision available to children in east London and beyond.
- Create, implement and maintain a strategic plan, underpinned by sound financial planning, which drives school improvement.
- Develop, implement, evaluate and further improve the school's policies, practices and procedures.
- Lead and manage teaching and learning to achieve high standards of progress and attainment throughout the school.

- Be committed to the safeguarding and welfare of all pupils and to promoting high standards of behaviour and discipline, enabling all members of the school community to participate, learn, enjoy and achieve.
- Act as a role model, leading by example and providing inspiration to colleagues.
- Effectively manage and develop staff, including appraising and managing performance.
- Work constructively with schools and other organisations, in a climate of mutual trust and challenge, to champion best practice and secure excellent achievement for all pupils.
- Develop and sustain an effective relationship with the governing body, to clearly articulate the school's vision and ensure effective governance of the school.
- Develop and maintain effective relationships with parents and all members of the school and wider community to enhance the education of all pupils.

The postholder is expected to undertake all professional duties and responsibilities outlined in the Headteachers' Standards 2020.

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. An online search will be completed for all shortlisted candidates who are also required to complete a self-disclosure. The successful candidate will be required to undergo an enhanced DBS check and any appointment will be subject to references.

Person specification

Requirements

1. Qualifications and training

- DfE qualified teacher status.
- NPQH and/or further post-graduate study
- A record of other training relevant to leadership

2. Experience

- Evidence of outstanding teaching in an early years foundation stage setting.
- At least four years of relevant leadership experience in a similar setting.
- Experience of developing a strategic vision for the future needs and development of a school.
- Experience of being innovative and finding creative solutions to communicate a vision to inspire and motivate all stakeholders.
- Experience of securing and sustaining effective teaching and learning and its monitoring and evaluation throughout the school.
- Evidence of driving up standards of teaching and learning to ensure excellent outcomes for pupils, including disadvantaged groups.
- Experience of raising pupils' academic and personal achievement.
- Proven experience of efficient and effective deployment of staff and financial resources to serve improvement.
- Experience of adhering to financial procedures and of managing a significant school budget with probity.
- Experience of working in partnership with a range of stakeholders and other agencies to improve outcomes for all pupils.

3. Key skills and attributes

- Able to use appropriate leadership styles in different situations, to initiate, inspire, lead and manage people to work effectively towards common goals.
- Able to use, analyse and interpret data to make decisions, set challenging targets and drive further improvements.

3. (continued)

- Excellent interpersonal skills to communicate clearly and effectively using a range of methods to a variety of audiences.
- Ability to identify and promote excellence, to hold people to account and challenge poor performance if/when it arises.
- Able to successfully lead teams of professionals, delegating effectively and using a range of strategies to help others to develop their leadership skills.
- Ability to draw upon key leadership attributes such as resilience, adaptability, approachability, visibility, self-confidence, enthusiasm and commitment.
- Able to engage in rigorous evaluation of the work of the school.
- Commitment to continuing CPD for yourself and the school community.

4. Knowledge and understanding of

- Current educational developments, curriculum issues and legislative changes, their implications and how this impacts on school life.
- The early years foundation stage curriculum, including the EYFS statutory framework and relevant supporting materials.
- The contribution that evidence from inspection and research can make to professional and school development.
- Extensive knowledge of safeguarding procedures and ability to maintain and develop a culture of vigilance to safeguard the welfare of pupils.
- The needs of pupils and communities in inner city and multi-racial areas.
- The implementation of Newham's inclusive education and equal opportunities policies and practice.
- Effective procedures to ensure good behaviour and discipline in a school.
- Strategies for promoting pupil's spiritual, moral, social, and cultural development and to foster respect for the diversity of the school's community.
- How effective methods of assessment and record keeping can support pupils' education, personal development and progress.
- The creative use of technology across the curriculum.
- Effective quality assurance approaches, including staff appraisal.
- Health and safety, premises and personnel procedures.
- The role of governors in the leadership of the school.
- The promotion of community education and parental and community involvement.



Application process

Thank you for your interest in this position. You can find out more about the school through our website and social media channels: www.sheringham-nur.org.uk; @SheringhamNurs1; @elresearchsch

We welcome visits from prospective applicants. If you would like to arrange a visit, please contact the school's Business Manager, Laura Ray, on 0208 553 2479 or email laura.ray@sheringham-nur.newham.sch.uk.

Our location is: Sheringham Nursery School & Children's Centre, Sheringham Avenue, London E12 5PB. The school is within the Ultra Low Emission Zone and visitors are strongly encouraged to travel by walking, cycling and/or public transport.

If you have any questions about the application process or the position, please do not hesitate to contact laura.ray@sheringham-nur.newham.sch.uk.

At Sheringham, we are passionate about diversity, equity and inclusion. We welcome applications from candidates who share our commitment to the importance of offering the very best educational opportunities for all the children in our case.



Application process

To apply for this position, please complete the application form which is available at www.newham.gov.uk/jobs/.

Closing date: 12pm (midday) on Friday 10th March 2023

Shortlisting date: w/c Monday 13th March 2023

Selection and interviews: w/c Monday 20th March 2023

The application process will include a range of tasks designed to evaluate candidates' experience and ability to successfully undertake the role.

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. The successful candidate will require an enhanced DBS clearance.

We will seek references from shortlisted candidates and may approach previous employers for information to verify experience of qualifications before interview.

