



Birmingham Federation Maintained Nursery Schools

*Deputy Head Teacher
Candidate Pack*

Role: Deputy Head Teacher L7 - L11

Setting: Allens Croft Nursery School

Deadline for Submission: Wednesday 9th October 2024 9:00am

Informal Discussion and School Tours: please contact our
Executive Head Teacher – David Aldworth
d.aldworth@allenscn.bham.sch.uk

Completed Application Forms: are to be submitted directly to
the City Council and not to the school.

Shortlisting: w/c Monday 14th October 2024

Interview Date: Wednesday 23rd October 2024



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About Us

The Birmingham Federation of Maintained Nursery Schools consists of nine Local Authority Maintained Nursery Schools, each with individual personalities, and located across the city of Birmingham.

We are driven by our goal to secure excellent, responsive and creative early education for all children. Our schools offer high quality and inclusive early learning which, alongside the other Maintained Nursery Schools in the City, provide an important role in the development of all Birmingham's young children.

Our Vision

As a Federation of nine Maintained Nursery Schools with individual identities, our vision is to champion and influence early years research based pedagogy and curriculum – locally, nationally and internationally in the ever changing landscape of early childhood.

We provide an innovative, value based and sustainable model and are building a responsive, creative and dynamic learning community driven by the rights of the child.

Education Awards

Our Federation was the winner of the Early Years School of the Year Category at the Midlands 2022 Education Awards. Please find further information here: <https://bfmns.sch.life/Page/Detail/awards-1>

Our Schools:

- Adderley Nursery School
- Allens Croft Nursery School
- Gracelands Nursery School
- Highfield Nursery School
- Jakeman Nursery School
- Lillian De Lissa Nursery School
- Newtown Nursery School
- Shenley Fields Nursery School
- St Thomas Centre Nursery School

Please visit our website for more information:

<https://bfmns.sch.life/>

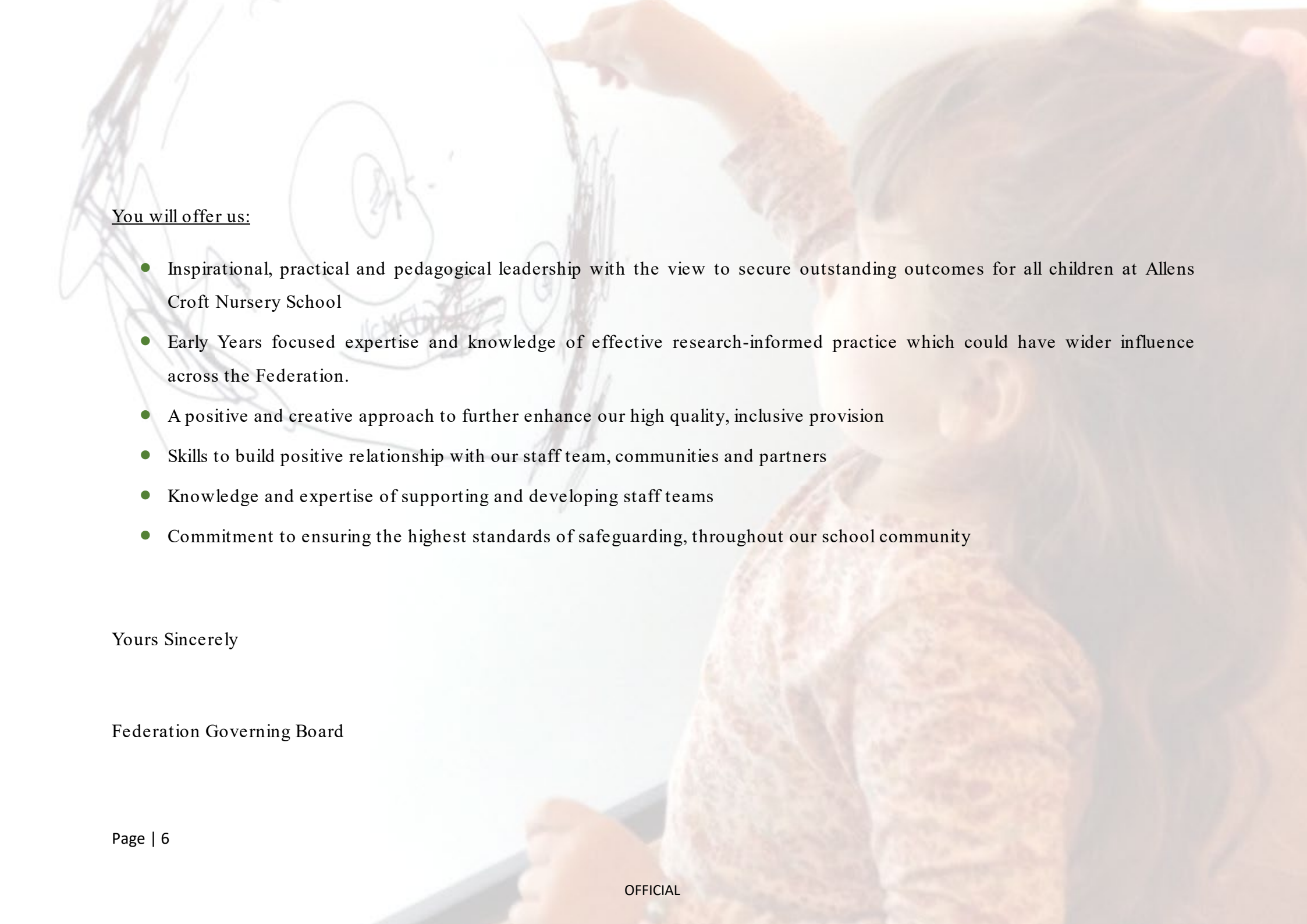


Dear Applicant,

Our Governing Board is now seeking to appoint a talented and committed early years leader to take Deputy Headship responsibility for Allens Croft Nursery School. This will be of interest to current Deputy Head Teachers in nursery or primary schools, or aspiring senior leaders responsible for early years provision. The school works with child centred practice at the heart of all provision. We pride ourselves on being flexible and facing new challenges head on to offer each child and family what is best for them. The early years provision we offer makes a huge difference to the children and families we work with. We are seeking someone with innovation and inspiration to support and further this endeavour.

We can offer you

- The opportunity to make significant contributions to the development, educational and life chances of children and families in our schools.
- The support and partnership of highly committed senior leaders, staff, governors and parents.
- A commitment to ongoing high quality professional development.
- A visionary approach to shaping the landscape of inclusive early years education.



You will offer us:

- Inspirational, practical and pedagogical leadership with the view to secure outstanding outcomes for all children at Allens Croft Nursery School
- Early Years focused expertise and knowledge of effective research-informed practice which could have wider influence across the Federation.
- A positive and creative approach to further enhance our high quality, inclusive provision
- Skills to build positive relationship with our staff team, communities and partners
- Knowledge and expertise of supporting and developing staff teams
- Commitment to ensuring the highest standards of safeguarding, throughout our school community

Yours Sincerely

Federation Governing Board

A woman with dark hair, wearing a patterned top, is pointing at a whiteboard. The whiteboard has a diagram with several circles and lines, possibly representing a organizational structure or process flow. The background is slightly blurred, showing the woman's profile and the whiteboard.

A Message from the Strategic Group

Dear Colleague,

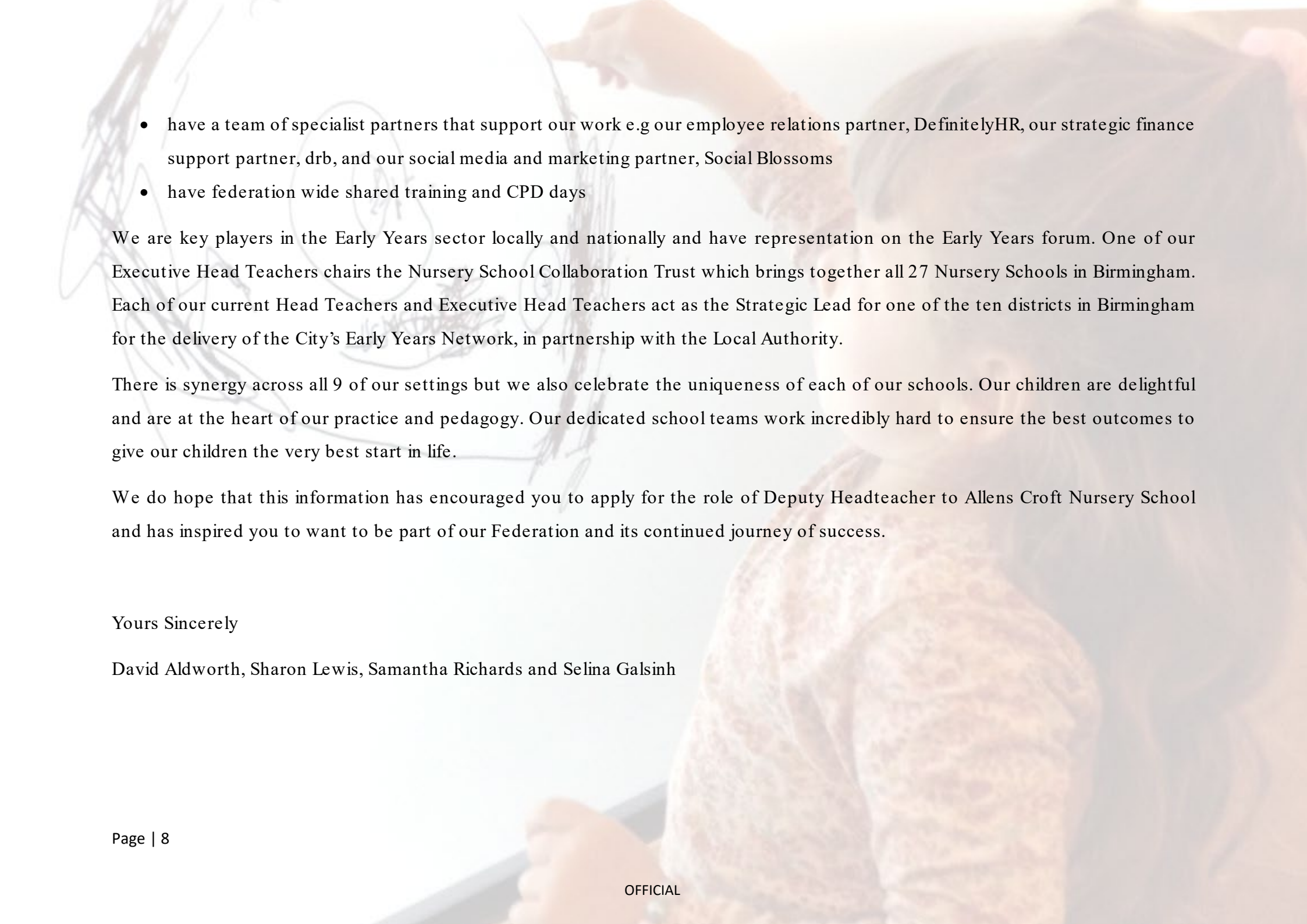
Thank you for your interest in our Federation Schools.

Our Federation is forward thinking and ambitious. Our Federation's Strategic Group is made up of an experienced team of Executive Head Teachers, a Head Teacher and a Strategic Business Manager. In this ever-changing climate wellbeing is important to us and we are a great support network for one another. As a group we meet regularly to problem solve and determine strategic priorities and plans. We are always looking ahead for the next opportunity. We have a dedicated group of highly skilled and experienced governors that are also very supportive. Together we have shared responsibility for all 9 of our schools and act as critical friends to ensure the success of each of our schools and the Federation.

We share knowledge, expertise and resources, and collaboration and partnership working are incredibly important to us.

To give a few examples we;

- provide in person peer to peer support on pedagogy, curriculum, approaches to teaching and learning and if required tailored school improvement advice
- have federation wide procured contracts and secure substantial economies of scale

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- have a team of specialist partners that support our work e.g our employee relations partner, DefinitelyHR, our strategic finance support partner, drb, and our social media and marketing partner, Social Blossoms
 - have federation wide shared training and CPD days

We are key players in the Early Years sector locally and nationally and have representation on the Early Years forum. One of our Executive Head Teachers chairs the Nursery School Collaboration Trust which brings together all 27 Nursery Schools in Birmingham. Each of our current Head Teachers and Executive Head Teachers act as the Strategic Lead for one of the ten districts in Birmingham for the delivery of the City's Early Years Network, in partnership with the Local Authority.

There is synergy across all 9 of our settings but we also celebrate the uniqueness of each of our schools. Our children are delightful and are at the heart of our practice and pedagogy. Our dedicated school teams work incredibly hard to ensure the best outcomes to give our children the very best start in life.

We do hope that this information has encouraged you to apply for the role of Deputy Headteacher to Allens Croft Nursery School and has inspired you to want to be part of our Federation and its continued journey of success.

Yours Sincerely

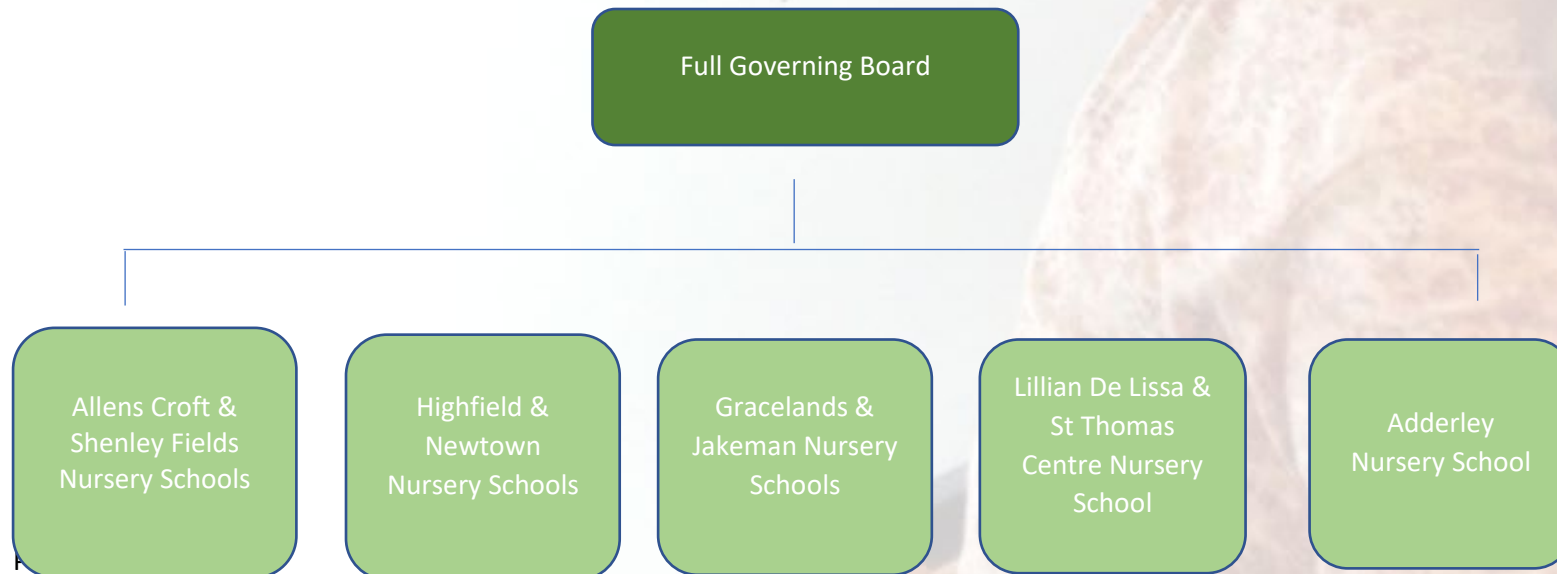
David Aldworth, Sharon Lewis, Samantha Richards and Selina Galsinh

Federation Model and School Groupings

The nine schools across the Federation are grouped in the following way:

We have

- 4x - two school clusters, each lead by an Executive Head Teacher
- 1x - standalone school lead by a Head Teacher
- 1x - Strategic Business Manager with responsibility across all nine schools



A child with dark hair is pointing at a drawing on a whiteboard. The drawing consists of several circles and lines, possibly representing a face or a simple figure. The background is a soft-focus image of the child's face and hand.

About Allens Croft Nursery School

Welcome to Allens Croft Nursery School.

We have a PAN of 170 FTE + 6 Resource Base places

At Allens Croft, we pride ourselves on our creative and holistic approach to pre-nursery and nursery education. Our approach empowers children to make their own choices and helps them to become self-motivated, confident and self-disciplined individuals. Our principles of creating opportunities for participation, negotiation and collaboration enhance the children's knowledge and skills as well as their ability to respect and to work with others. We ensure that all our work is child-centred and wraps around the children and their families as an all-encompassing service for our community.

We offer a welcoming, happy, safe and inclusive environment for you and your child. Each age group benefits from purpose built premises and extensive outdoor grounds, in which children can play, laugh and learn together.

Allens Croft is one of the largest nursery schools within Birmingham with a number of key features:

- 6 Place Resource Base 6 place (cognition and learning)
- We are joint tenants with the Allens Croft Child Development Centre (CDC)
- Attached primary school (Allens Croft)
- Our building is also home to other services and teams, including Audiology, Midwifery and General Practitioners. This multidisciplinary occupancy creates exciting opportunities for professional collaboration and shared working.



Messages from Children at Allens Croft Nursery School

Our Favourite things about our Nursery School..

'I love our garden, it makes me happy'

'Our teachers keep us safe 'cos they know we're special'

'It's the best place for learning'

'It's fun with lots of my friends'

'I like getting messy in the art studio'

'We learn how to get good at things and to look after each other'

A woman with dark hair, wearing a patterned top, is pointing her right index finger towards a whiteboard. The whiteboard contains several hand-drawn diagrams, including circles and lines, which appear to be related to organizational structure or processes. The background is slightly blurred, focusing attention on the woman and the whiteboard.

Safeguarding

Our Federation has a strong commitment to safeguarding and promoting the welfare of children and young people, and we expect our new Deputy Head Teacher to share and champion this commitment.

The Governing Board recognises that the legal requirements for recruiting and employing people to work in schools include provisions specifically to protect children from harm and that following these provisions is an essential part of its duty of care.

An enhanced DBS check is required for all successful applicants. Applicants will be subject to a safer recruitment process including the disclosure of criminal records and other vetting checks and the interview will include questions linked to safeguarding and child protection.

Please be advised that all shortlisted candidates will be required to complete a self-disclosure form once they have been invited to interview. An online search with regard to the background of every shortlisted applicant will also be carried out as part of due diligence.



How to Apply

Please read the attached documentation and complete the application form.

Any general enquiries can be directed to our Executive Head Teacher, David Aldworth via d.aldworth@allenscn.bham.sch.uk

Thank you for your interest in Allens Croft Nursery School and our Federation. We look forward to hearing from you.

