



# HEADTEACHER APPLICATION PACK

**Wentworth Nursery School  
and Children's Centre**

# WELCOME TO OUR SCHOOL AND CHILDREN'S CENTRE

Dear Applicant,

Welcome to Wentworth Nursery School and Children's Centre and thank you for your interest in becoming our new Headteacher.

We are recruiting a Headteacher who will be able to build upon the outstanding work already taking place at Wentworth Nursery School and Children's Centre; extending and developing practice, to ensure that all members of our community are included, our welcome is open to all, and that our families see themselves positively reflected, represented and participating within our environments.

Wentworth Nursery School has been part of the educational landscape in Hackney since the 1950s and has been judged "outstanding" by OFSTED since 1998. In 2008 Wentworth was able to extend its reach and increase support for our community, by opening a Children's Centre in a nearby building; allowing families easy access to essential health and wellbeing services in addition to play sessions and other fun activities. Our staff and governors are committed to Wentworth as beacon of excellence and innovation, as the community we serve deserves the best. We are proud to share the results of our research and development by providing support and training to other settings in Hackney as well as for national organisations.

Our new Headteacher will be able to work constructively with all staff, as well as a wide range of partners to ensure that all our families are safe and comfortable at both the Nursery School and Children's Centre.

Furthermore, the Headteacher will ensure that their children are able to engage in high-quality learning experiences and exceptional teaching, rooted in pedagogy. To enhance Wentworth's offer to all our families, our new Headteacher will collaborate with staff to develop strategies which will promote integration between the Nursery School and Children's Centre. To enable this, our new Headteacher will be passionate about developing the skills and unique qualities of our staff whilst simultaneously building on the wellbeing strategies already in place.

To help secure the sustainability of Wentworth our new headteacher will be willing to explore different options to raise revenue on both sites and increase occupancy in the Nursery School and the reach of the Children Centre.

We would love to meet you and show you around our amazing School and Children's Centre. Please email Sally Lindsay-German (Chair of Governors) on [Sally.Lindsay-German@wentworth.hackney.sch.uk](mailto:Sally.Lindsay-German@wentworth.hackney.sch.uk) to make an appointment on one of the following dates: Friday 20th January, Friday 27th January and Friday 2nd February. To discover more about our [vision](#) and [principles](#) or more about what [Wentworth](#) has to offer, follow these links.

Yours sincerely,

**Sally K. Lindsay-German**  
Chair of Governors



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# HOW TO APPLY





**Start date: September 2023**

**Salary: Group 1 L12–18\***

(\*this point is the maximum salary for the head teacher group range)

**Friday 20th January, Friday 27th January and Friday 2nd February**

Chair of Governors available to show potential applicants around Wentworth Nursery School and Children's Centre. Please email Sally Lindsay-German (Chair of Governors) [Sally.Lindsay-German@wentworth.hackney.sch.uk](mailto:Sally.Lindsay-German@wentworth.hackney.sch.uk) to make an appointment in advance

**Monday 20th February 9:00 am**

Applications Close

**Friday 3rd March**

Interviews

**Please download an application from:** [education.hackney.gov.uk/jobs](https://education.hackney.gov.uk/jobs)

**Completed applications should be returned to**

[schooladvert@hackney.gov.uk](mailto:schooladvert@hackney.gov.uk)

1. Please read this application pack carefully. On page 8 you will find the job description, which lists the key competencies that we are looking for.
2. Complete the enclosed application form; CVs will not be accepted.
3. Please make sure you address the criteria outlined in the competencies (page 8) when writing your personal supporting statement.
4. We highly recommend that you visit our school and centre so that you can get a feel for Wentworth Nursery School and Children's Centre before applying. To arrange a visit, which will be carried out in line with Covid regulations, please email Sally Lindsay-German (Chair of Governors) on [Sally.Lindsay-German@wentworth.hackney.sch.uk](mailto:Sally.Lindsay-German@wentworth.hackney.sch.uk).
5. Completed applications should be sent by email to [schooladvert@hackney.gov.uk](mailto:schooladvert@hackney.gov.uk)

References will be sought for shortlisted candidates prior to the interview date. The successful candidate will be required to complete an enhanced DBS check.



# ABOUT US

Wentworth Nursery School and Children's Centre are situated within a vibrant and diverse community; exploring and celebrating the cultures within this community is an essential part of our offer and curriculum. It is our ambition that every child and their family should feel welcome and part of the Wentworth family; both Children's Centre activities and the Nursery School curriculum are constantly reviewed and developed to ensure that families from all backgrounds and those with differing educational and social needs are able engage in rewarding educational experiences and make progress.

The exceptional commitment and expertise of the staff at Wentworth Nursery School and Children's Centre are the settings' greatest strength; the impact being amplified by the unwavering focus on child-led learning. Through reflection and research, staff are continually driving practice forward, initiating a virtuous circle of innovation, implementation and reflection, which, in turn, enhances what is offered to both children and their families; ensuring all children make substantive progress. As a consequence, the quality of the practice at Wentworth has been recognised both locally and nationally. Wentworth has recently delivered training to six local settings on Developing Children's Vocabulary and also to the Hackney Teaching and Schools Alliance on Risk Taking in Outdoor Play. Wentworth has also provided resources for national agencies such as OFSTED and



organisations such as Nursery World. We recognise that the wellbeing of staff is essential to the delivery of the exceptional offer available at Wentworth Nursery School and Children's Centre, therefore there is an ongoing focus on staff's wellbeing on both a strategic and practical level.

Wentworth Nursery School and Children's Centre are situated on two sites in south-east Hackney, a very short walk apart. Both sites have large outdoor areas, which are integral to children's learning and families' experience. Proximity to both local amenities and the cultural institutions accessible in central London provide exciting opportunities to broaden the experience of children and their families. Our Children's Centre offers a wide range of services, including play sessions, baby massage, adult and community learning

as well as health services and family/prenatal support. Opportunities and resources at the Children's Centre are balanced to ensure the access of our most vulnerable families.

In challenging times, the sustainability of both the Nursery School and Children's Centre is an ongoing focus. The Nursery School has responded to the changing demographic through adaptations such as breakfast/tea club, establishing a holiday playscheme and developing provision for two-year-olds.

In the light of this, the Children's Centre has strengthened its emphasis on the under twos, providing more sessions reflecting the needs of this age group, which are heavily subscribed. However, a number of issues remain including occupancy at the Nursery School and the pending transition to Family Hubs for some Children's Centres in Hackney.



# HEADTEACHER COMPETENCIES

## 1. SAFEGUARDING & INCLUSION

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- Thorough knowledge of safeguarding legislation and safer working practices including trauma-informed anti-racist and inclusive practice.
- Evidence of the commitment to providing an inclusive high-quality education for all the children in the community and their families.
- Demonstrable commitment to diversity across race, gender, age, religion, identity and experience within a school or children's centre and the wider community.

## 2. LEADERSHIP & STRATEGIC DIRECTION

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- Collaboration with Governors and other stakeholders to create and articulate a clear vision for the future of the Nursery School and Children's Centre.
- Working with partners and empowering staff to develop systems and plans to deliver the aims and goals of the vision for Wentworth Nursery School and Children's Centre
- Ability to set, interpret, monitor and manage a budget
- Excellent analytical skills with the ability to prioritise demands and manage financial and human resources to ensure high attainment for pupils in core subjects, social development and wellbeing.

## 3. TEACHING, LEARNING, ASSESSMENT & STAFF DEVELOPMENT

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- Engage all staff in a culture of high expectations to enable every family in the Wentworth community to develop and achieve through a proactive response to differing social and educational need.
- Leading by example in providing inspirational and creative ways of delivering high quality teaching and learning.
- Developing, motivating and retaining high-quality staff through two-way performance feedback and continuing professional development.
- Interpreting and analysing data and trends to support the continued development of teaching and learning for all families accessing the Nursery School and Children's Centre.
- Creating opportunities for staff to learn and develop, ensuring they are able to perform their roles and support learning for all families accessing the Nursery School and Children's Centre.
- Proactive engagement with staff wellbeing, embedding practical, effective strategies across organisations.
- Dynamic attitude to research and development within the EYFS field; including initiation and collaboration within the setting as well as keeping up to date with the latest thinking; disseminating the outcomes of this learning and experience through training delivered both internally and externally to other settings and schools locally and nationally.



## 4. COMMUNITY

- Successful experience of creating and maintaining effective partnerships with parents, the community and local schools to enhance the learning, wellbeing and development for all families accessing the Nursery School and Children's Centre.
- Ability and vision to ensure that the Nursery School and Children's Centre reach out and are accessible to all families in our community including the vulnerable and those not accessing relevant services.

## 5. PERSONAL

- Collaborative leadership skills to motivate the team, across settings, to deliver in periods of both stability and change.
- Effective interpersonal, communication and presentation skills both written and oral

## 6. QUALIFICATIONS & EXPERIENCE

- Degree and Qualified Teacher Status
- Recent relevant continued professional development
- Successful experience as a Head of School, Head of Children's Centre or Headteacher
- Relevant and practical experience of working with EYFS pupils
- Experience of teaching and/or leading in an inner-city culturally diverse environment.

## WHAT WENTWORTH CAN OFFER YOU

- Inner London Salary Range L12 – L18 (This point is the maximum salary for the headteacher group range.)
- Highly skilled staff, dedicated to providing the best for families and their children.
- Well-resourced environments, including an extensive, landscaped outdoor space.
- A governing body committed to maintaining the highest levels of CPD and research opportunities for all staff.
- A unique and exciting location, offering access to the cultural and historical resources of central London, as well as easy links to the 2012 Olympic Park and beyond.

## SAFEGUARDING & EQUAL OPPORTUNITIES STATEMENT

The appointed candidate will be required to successfully complete a DBS check and other checks prior to employment. Our School recruits according to Safer Recruitment guidelines and is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share in this commitment. References may be requested immediately after short-listing. This post is exempt from the Rehabilitation of Offenders Act and as part of the selection process an enhanced Disclosure and Barring Service check will be required.

Our school is committed to Equal Opportunities and welcomes applications from all sections of the community, regardless of gender, race, religion, disability, sexual orientation or age.

**Working for every child**