



Birmingham Federation

Maintained Nursery Schools

Head Teacher
Candidate Pack

Role: Head Teacher L12-L18 (Adderley Nursery School)

Deadline for Submission: Monday 17th March 2025 by 9am

School Tours: We will be holding school tours on

- Tuesday 4th March 2025 @ 10am
- Thursday 6th March 2025 @ 4pm

Please contact Selina Galsinh s.galsinh@allenscn.bham.sch.uk to book

Informal Discussion: please contact our Chair of Governors – Sean Delaney s.delaney@crec.co.uk

Completed Application Forms: can be sent to Selina Galsinh s.galsinh@allenscn.bham.sch.uk

Shortlisting: 19th March 2025

Interview Dates: w/c Monday 31st March 2025

Commented [SD1]: Need to agree at least one day when someone can show round any prospective applicants.

Also the image on the left hand side needs replacing with one that says just Head teacher

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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/>

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Dear Applicant,

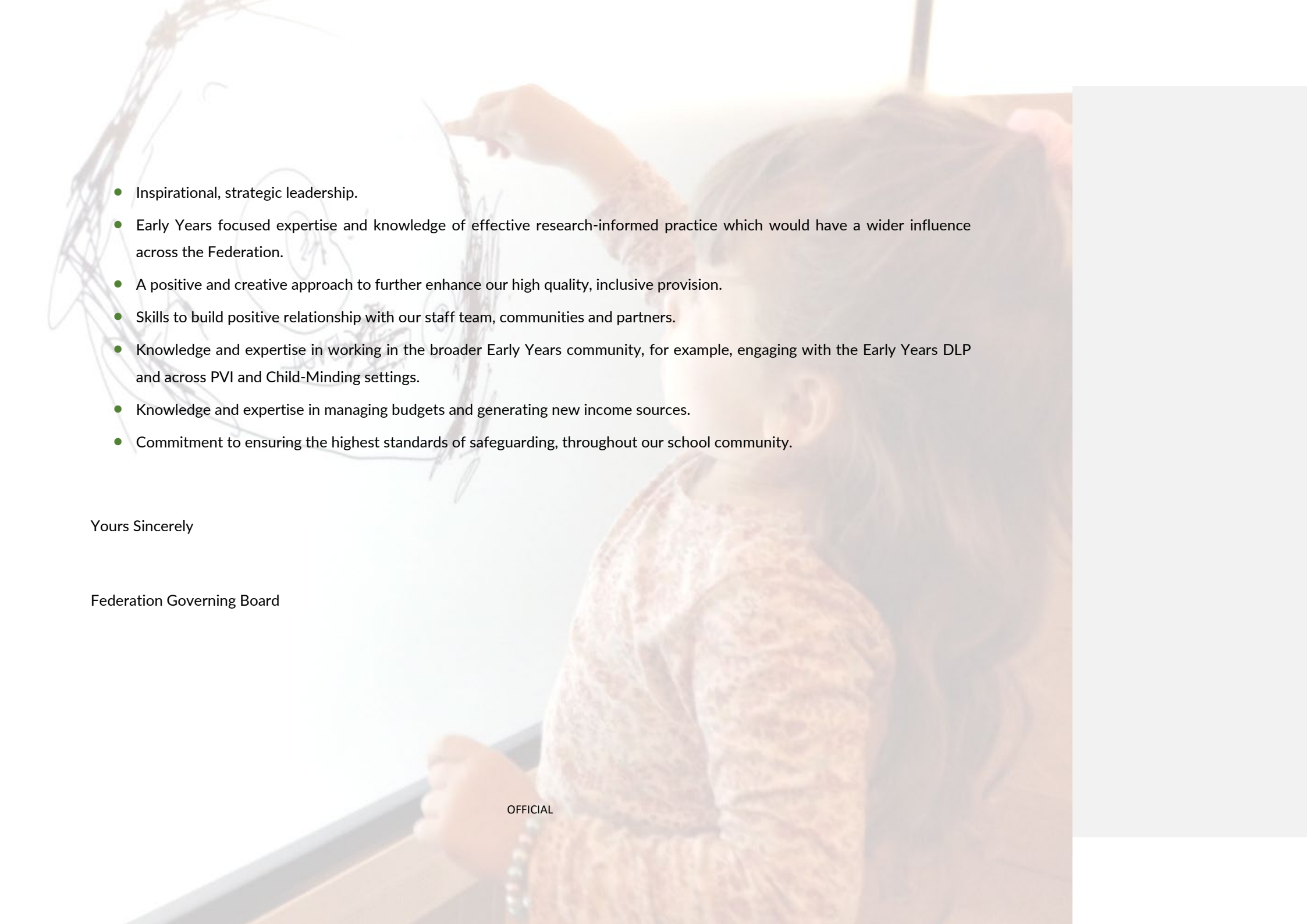
Our Governing Board is now seeking to appoint a visionary and committed early years leader to take Headship responsibility for one of our outstanding Nursery Schools – Adderley Nursery School. This is of interest to current head teachers at nursery schools, deputy head teachers in nursery or primary schools, or senior and experienced leaders responsible for early years across multiple schools. Adderley Nursery School holds child centred practice at the heart of all provision. We pride ourselves on being flexible and facing every new challenge head on so to continue in offering 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 looking for someone with innovation, inspiration and impact who can 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 SLT, 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:

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- Inspirational, strategic leadership.
 - Early Years focused expertise and knowledge of effective research-informed practice which would have a 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 in working in the broader Early Years community, for example, engaging with the Early Years DLP and across PVI and Child-Minding settings.
 - Knowledge and expertise in managing budgets and generating new income sources.
 - Commitment to ensuring the highest standards of safeguarding, throughout our school community.

Yours Sincerely

Federation Governing Board

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A background image showing a person from behind, pointing at a whiteboard. The whiteboard has a diagram with a central circle and several lines radiating outwards, some ending in smaller circles. The person is wearing a patterned top. The image is faded and serves as a background for the text.

A Message from the Strategic Group

Dear Colleague,

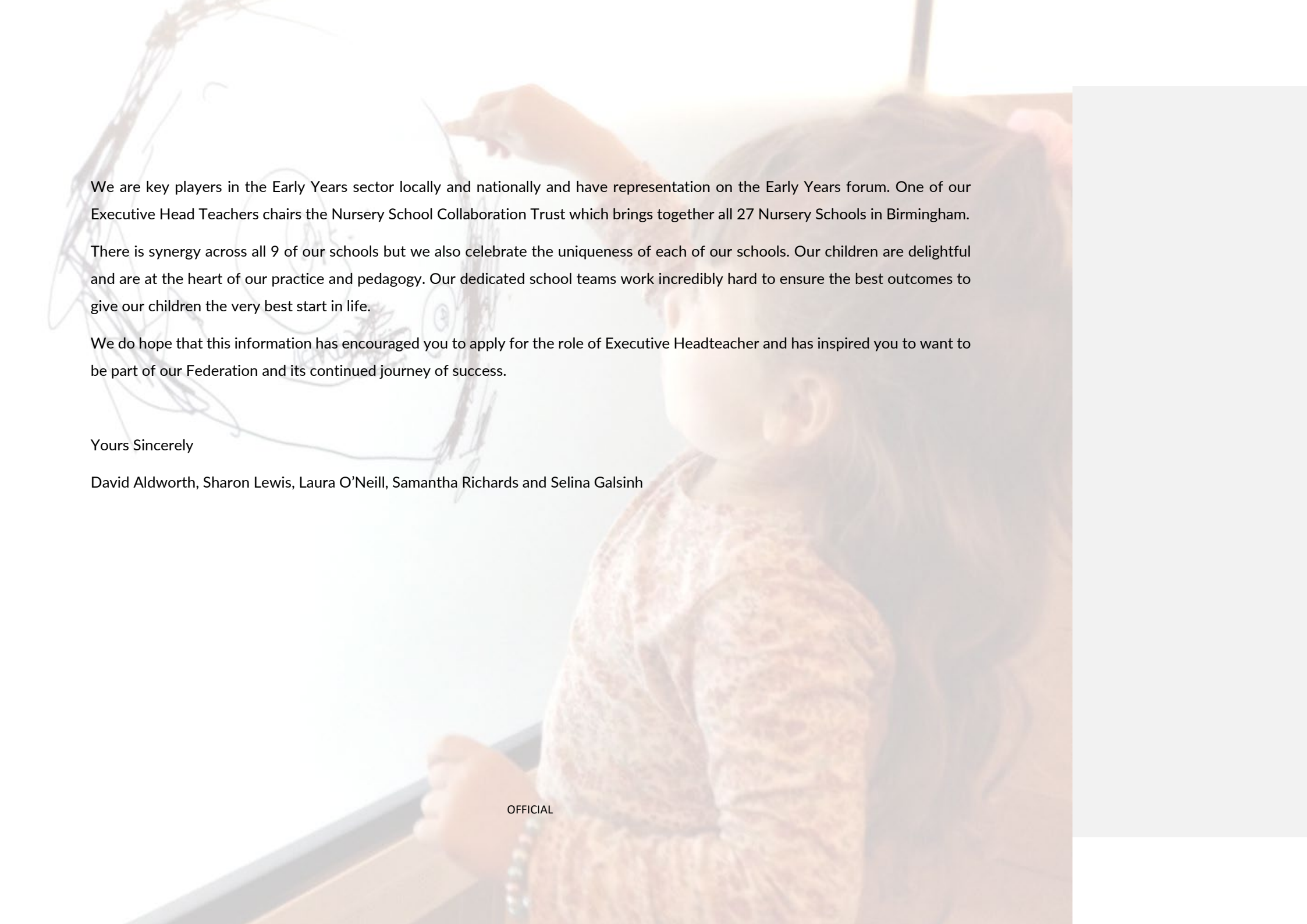
Thank you for your interest in our Federation Schools.

Our Federation is forward thinking and ambitious. You will be joining an experienced team of 4 Executive Head Teachers 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
- 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
- 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.

There is synergy across all 9 of our schools 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 Executive Headteacher and has inspired you to want to be part of our Federation and its continued journey of success.

Yours Sincerely

David Aldworth, Sharon Lewis, Laura O'Neill, Samantha Richards and Selina Galsinh

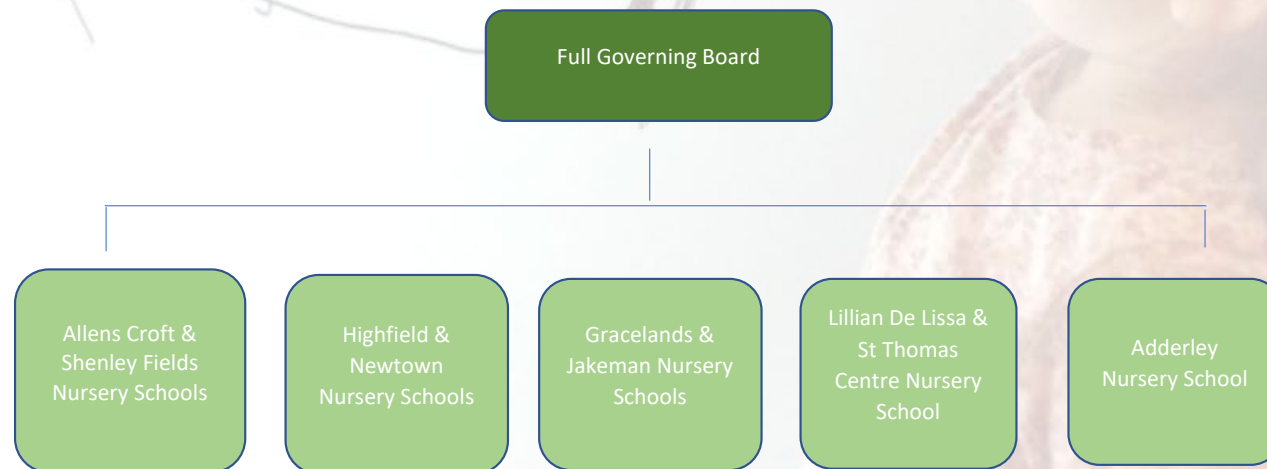
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Federation Model and School Groupings

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

We have

- x4 - two school clusters, each lead by an Executive Head Teacher
- x1 - standalone school lead by a Head Teacher
- x1 - Strategic Business Manager with responsibility across all nine schools



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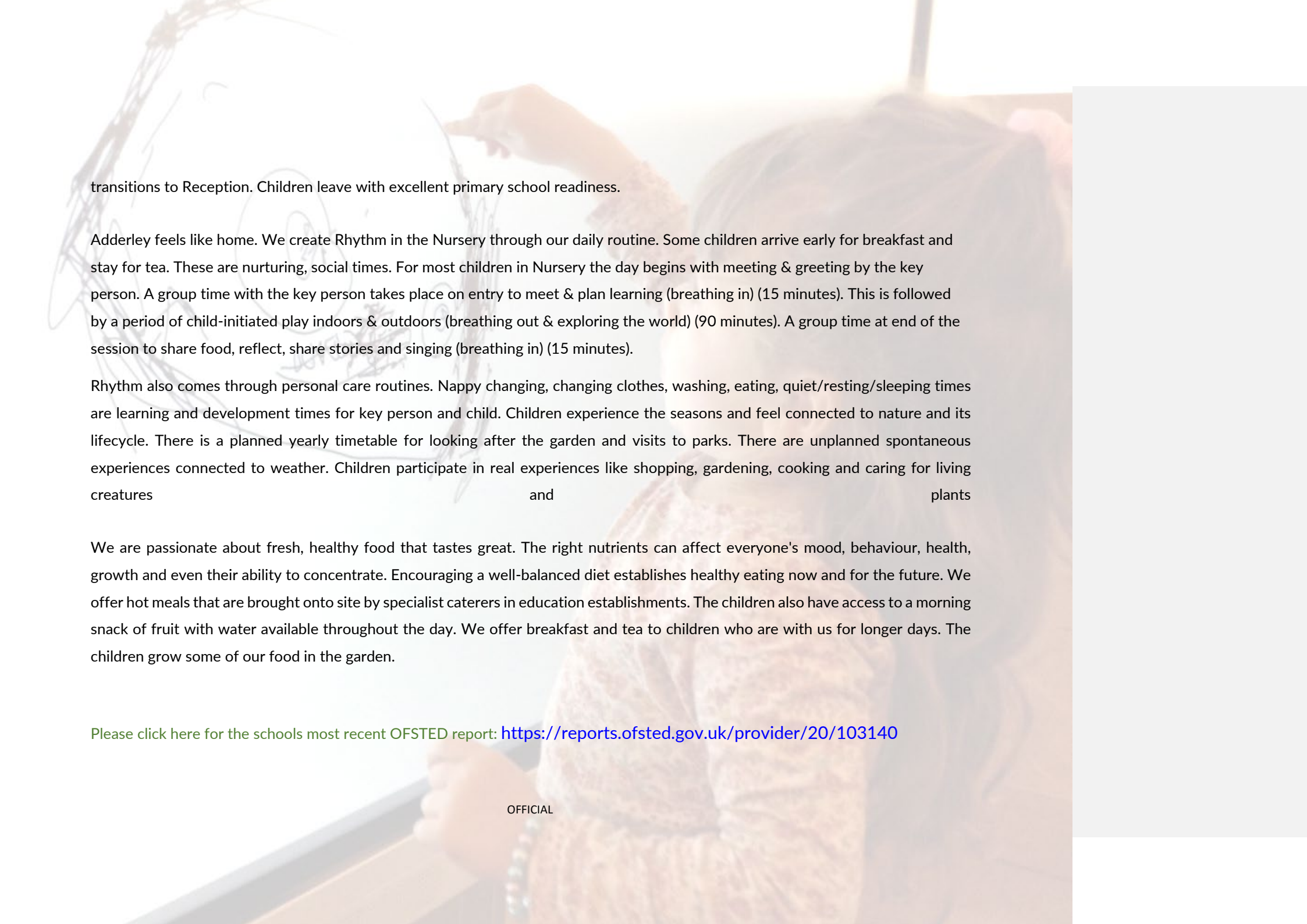


About Adderley Nursery School

Adderley is a Birmingham Local Authority Maintained Nursery School offering Outstanding Early Years education to young children aged 2 to 4 years. We are a very child-centred nursery, which means that children spend much of their day engaged in self-directed learning. The majority of the day is free-flow, meaning children choose to engage in a range of different activities, indoors and outdoors. Children engage in activities independently and with their friends, as well as taking part in adult facilitated activities that are planned from children's interests and developmental needs.

We believe that at this young age children, learn best through a play-based curriculum, with support from our experienced staff team who engage with children in their play to support social interaction, language development and further learning opportunities. Some key attributes we seek to develop in children include self-confidence, problem solving and independence. Unlike many other settings, at Adderley our two to four year olds are all part of the same unit. They share the same space and access the same activities. The Nursery is led by qualified early years' teachers and experienced qualified Nursery Practitioners.

Each child and family is unique. Before starting Nursery, we offer all children and families a pre-entry induction meeting at Nursery and sometimes a home visit. We have new children starting every term. We have a range of base areas that offer a place of security for children to explore the Nursery. The Loft Room and Green Room provision support our youngest children to make smooth transitions from home to Nursery. There are seamless internal transitions to Studio 1 and Studio 2 for older children. Studio 1 and Studio 2 offer continuity and progression. We work together to support the settling process. When parents feel comfortable in the setting it helps their children to settle. During the Summer Term we work closely with neighbouring primary schools to offer smooth

A child is drawing on a whiteboard with a marker. The drawing appears to be a simple sketch of a person or object. The child's hand is visible, holding the marker and making a stroke. The background is a light blue wall.

transitions to Reception. Children leave with excellent primary school readiness.

Adderley feels like home. We create Rhythm in the Nursery through our daily routine. Some children arrive early for breakfast and stay for tea. These are nurturing, social times. For most children in Nursery the day begins with meeting & greeting by the key person. A group time with the key person takes place on entry to meet & plan learning (breathing in) (15 minutes). This is followed by a period of child-initiated play indoors & outdoors (breathing out & exploring the world) (90 minutes). A group time at end of the session to share food, reflect, share stories and singing (breathing in) (15 minutes).

Rhythm also comes through personal care routines. Nappy changing, changing clothes, washing, eating, quiet/resting/sleeping times are learning and development times for key person and child. Children experience the seasons and feel connected to nature and its lifecycle. There is a planned yearly timetable for looking after the garden and visits to parks. There are unplanned spontaneous experiences connected to weather. Children participate in real experiences like shopping, gardening, cooking and caring for living creatures and plants

We are passionate about fresh, healthy food that tastes great. The right nutrients can affect everyone's mood, behaviour, health, growth and even their ability to concentrate. Encouraging a well-balanced diet establishes healthy eating now and for the future. We offer hot meals that are brought onto site by specialist caterers in education establishments. The children also have access to a morning snack of fruit with water available throughout the day. We offer breakfast and tea to children who are with us for longer days. The children grow some of our food in the garden.

Please click here for the schools most recent OFSTED report: <https://reports.ofsted.gov.uk/provider/20/103140>



Messages from children at our Federation Nursery Schools

Our Favourite things about our Nursery School

"We feel safe and the teachers make us feel safe"

"I like my teachers, they are fun"

"I enjoy relaxing in comfy chairs reading"

"We like playing with our friends"

"I like cooking in the mud kitchen"

"I like school dinners they are nice"

"We enjoy wood work and using the art room"

"The activities are fun (to play with) with my friends"

"I love the playground, we can run around and use the slide"

"I enjoy playing in the sand and being able to walk around in it with no shoes on"



"We like coming to Nursery as it makes us happy"

Safeguarding

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

The Governing Board recognizes 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 on 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 will also be carried out as part of due diligence on all short-listed candidates.



How to Apply

Please read the attached documentation and complete the application form.

Any general enquiries can be directed to our strategic business manager, Selina Galsinh s.galsinh@allenscn.bham.sch.uk

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Thank you for your interest in our Federation
We look forward to hearing from you

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