



# Dobcroft Nursery Infant School

## Deputy Headship information brochure



**PEAK EDGE**  
ACADEMY TRUST



A photograph of Dobcroft Nursery Infant School, a white building with a green flag on a pole, surrounded by trees and a playground. A vibrant rainbow arches across the blue sky above the school. The text 'Welcome to Dobcroft Nursery Infant School' is overlaid in white at the bottom of the image.

# Welcome to Dobcroft Nursery Infant School

## A message from the Headteacher Designate

Dobcroft Nursery Infant School (DNIS) holds a very special place in my heart. It is the school that shaped me as a teacher - where I first learned to embrace the breadth of our profession and the deep responsibility that comes with nurturing young children at such a formative stage. Nursery Infant education is one of the most precious and influential phases in a child's life: these are the years when confidence is shaped, identity begins to form and the foundations for future learning and wellbeing are laid.

Championing inclusion, fostering curiosity and striving for excellence in both academic outcomes and personal growth are important values that define the spirit of our school community. They drive the decisions we make as leaders, shape the learning experiences we design and ensure that every child, whatever their background, need or starting point, has the opportunity to thrive academically, socially and emotionally.

We are seeking a Deputy Headteacher who embodies the ethos of our school, someone who leads with care and courage, who places children at the centre of every decision and who understands the importance of developing the whole child. We want a leader who champions excellent academic standards and helps nurture great human beings - children who are curious, confident, compassionate

and ready for the world. Our next Deputy Headteacher will be an excellent teacher. You will bring real passion, skill and presence to the classroom and lead by example – be someone who is confident to model excellent practice and who naturally inspires and empowers others through their actions.

Innovation and continual improvement will be key to our journey. We are looking for someone who is not only committed to maintaining what makes DNIS special, but who is eager to drive forward new ideas, strengthen our provision and contribute meaningfully to the school's strategic direction. DNIS is proud to be part of Peak Edge Trust and you will work collaboratively within the supportive networks this offers.

This is an exciting time for our community. As the newly appointed Headteacher, I look forward to forming a leadership team grounded in shared values, ambition and integrity. This is a unique opportunity to shape the future together.

As a new leadership team, we will have the chance to build on strong foundations, further elevate our practice and ensure that every child receives the very best start in life. If you share our values, our vision, and our belief in the remarkable impact early education can have, we would be delighted to hear from you.

Zoë Singh  
Headteacher Designate, Dobcroft Nursery Infant School

# A message from the Chair of Governors

Dobcroft Nursery Infant School is a highly regarded, high achieving and inclusive community where children thrive, and staff feel valued. Families place great trust in the school and share our high aspirations for all children, including those who need additional support.

Through strong leadership and governance, dedicated and thoughtful teaching, and a broad curriculum nurturing wellbeing, respect and resilience, we consistently deliver our vision and values to create confident, curious and happy learners.

Inclusion sits at the heart of everything we do. As a UNICEF Rights Respecting School, every child at Dobcroft Nursery Infant School is known, valued and encouraged to flourish, in a safe and caring environment. This is reflected in our Autumn 2025 survey where 100% of parent carers said their child is happy at the school and that they would recommend it to others.

This is an exciting opportunity for a proactive and resourceful Deputy Headteacher who shares our passion and commitment to ensuring all our pupils achieve their full potential.

Our Local Governing Body works in partnership with our Senior Leadership Team, providing clear strategic direction, support and constructive challenge, encouraging ambitious leadership and continuous whole school improvement.

Joining Peak Edge Academy Trust in 2025, has enabled us to strengthen and develop this further and we benefit immensely from being part of a network of like-minded schools, that share our values, and the support of the Trustees, CEO and central team.

Innovation and sustainability are key priorities for us, demonstrated through our awards and accreditations. We are known for being forward thinking in our approach to teaching, learning, and assessment in early years education. Our experienced and resourceful staff collaborate and share best practice with colleagues across Peak Edge Academy Trust, other schools and partner organisations.

We are seeking a Deputy Headteacher who can support our newly appointed Headteacher to build on these strong foundations, and lead our highly engaged community, through excellent communication and the ability to inspire, develop, support and unite others.

Dobcroft Nursery Infant School is a very special place to work, grow and learn. We warmly invite you to visit the school, meet our new Headteacher and fantastic staff and children, and experience this wonderful community firsthand.

Sarah Hinchliffe  
Chair of Governors, Dobcroft Nursery Infant School

**What our parents say: 'We value the focus that the school puts on teaching the children about the importance of being polite and respectful towards other people and the school environment, as well as doing things independently.'**



# PEAK EDGE

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## ACADEMY TRUST

Dear Applicant

Thank you for considering this opportunity to support our new Headteacher in leading this very special school forward. Dobcroft Nursery Infant School is a highly inclusive, innovative and high performing school that aspires for every single child to succeed. It is a place where creativity and ambition thrive and where pupils are supported to achieve their very best. As a parent whose own children attended Dobcroft, I know first-hand what a wonderful school it is and how deeply it values its community.

What makes Dobcroft unique is its combination of academic excellence and a rich, creative curriculum. The school embraces innovation in teaching and learning, ensuring that children develop not only strong foundations in English and Maths but also confidence, curiosity and resilience. Its inclusive ethos means every child is valued and supported, whatever their starting point, and the staff team works tirelessly to remove barriers to learning. The school's aspirational culture is evident in its high expectations for all pupils and its commitment to providing experiences that broaden horizons and inspire a lifelong love of learning.

Dobcroft also enjoys an outstanding reputation locally and beyond. Families speak warmly of the school's welcoming atmosphere and its strong partnership with parents. This collaboration is central to its success, creating a community where everyone works together to give children the best possible start. The school is proud of these relationships and the trust they foster, which enable staff and families to share in the joy of each child's achievements.

Peak Edge is also a distinctive Trust. We live [our shared values](#) through genuine collaboration and mutual support. Leaders' voices are central to our development work and we encourage you to speak to colleagues across our family of schools. They will tell you how much they value our approach, which allows schools to retain their unique character while benefiting from the strength of a wider network and developing staff. We know how isolating school leadership can feel and we are proud to offer strong support from our central team and from colleagues across the Trust. While we want you to be a key part of improving the school and building on Dobcroft's success, you will never be alone in that journey.

We would encourage you to visit Dobcroft to experience its vibrant learning atmosphere, dedicated staff and supportive parent community. You will also hear from current leaders about the benefits of working within Peak Edge, including investment in buildings and financial management support that allows you to focus on what matters most – leading your team and driving improvement.

If you are passionate about education, committed to inclusion and innovation and ready to be part of a leadership team that aspires for every child to succeed, we would love to hear from you. This is an opportunity to make a lasting impact in a beautiful setting with strong community support and the backing of a collaborative Trust.

Jim Dugmore  
Chief Executive Officer, Peak Edge



# Guidance for candidates

Please use your personal statement to demonstrate how you meet the various elements set out in the person specification, providing examples and, wherever possible, evidence of positive impact. Candidates will be shortlisted on their track record as a school leader and how well they demonstrate the attributes set out in the person specification.

The deadline for the receipt of applications is **12 noon on Friday 24th April 2026**. Completed forms should be submitted to [scott@gloverrecruitment.co.uk](mailto:scott@gloverrecruitment.co.uk). School visits are warmly encouraged and should be arranged directly with the school. All candidates will be informed of the shortlisting outcome by 1.00pm on Thursday 30th April.

Shortlisted candidates will be asked to attend the school on Thursday 7th May for in-school activities. An assessment centre and interviews will take place on Friday 8th.

The assessment centre will consist of a series of job-related exercises designed to give candidates the opportunity to demonstrate the key competencies required for the post. Shortlisted candidates will be fully briefed at the beginning of the process.



# Deputy Headteacher

## Dobcroft Nursery Infant School

Pingle Road, Sheffield, S7 2LN

Tel: 0114 236 8099

Email: [enquiries@dobcroft-inf.sheffield.sch.uk](mailto:enquiries@dobcroft-inf.sheffield.sch.uk)

Web: [www.dobcroft-inf.sheffield.sch.uk](http://www.dobcroft-inf.sheffield.sch.uk)

**L6-L10 (£58,569 – £64,691) (starting point dependent on experience)**  
**Group 2 NOR 305**

**To start September 2026**

Dobcroft Nursery Infant School is a caring, vibrant and inclusive school where the focus is on ensuring that every child has the opportunity to achieve their full potential.

Based in the southwest of the city, we serve a supportive and highly engaged community that shares our ambitious aspirations for its children. We play an active role within Peak Edge Academy Trust and have an excellent reputation across the city, not least for the quality of our SEND provision. Inclusion is central to the school, with every child being given the opportunity to achieve the best possible outcomes they can. We do this by creating a safe and stimulating environment that promotes confident, curious and happy learners. This can only be realised through the strong partnerships we have with our families.

We are looking for a creative, friendly and enthusiastic deputy headteacher to join our new school leadership team. Working alongside our recently appointed headteacher, you will play a key role in developing and delivering the school's strategic direction while engaging with staff, pupils, governors and the wider school community to ensure Dobcroft Nursery Infant continues to deliver the very best education to our children.

In addition, our next deputy headteacher will:

- have demonstrable experience of working successfully in a leadership position.
- have played a key role in delivering successful whole school improvement.
- share the high expectations of our parents and carers.
- be resilient, positive-minded and have strong communication and interpersonal skills.
- be an excellent classroom practitioner.

In return, we can offer you:

- the opportunity to work with our fantastic children and their families, a friendly and

experienced team of staff, and a headteacher who is committed to supporting your ongoing professional development.

- the opportunity to collaborate and meaningfully engage with leaders from across the Trust.
- our commitment to your work/life balance.

The next deputy headteacher of Dobcroft Nursery Infant School will share our desire to see every child be the best they can be. If this sounds like you, please get in touch for more information – we would love to hear from you.

Visits to the school are warmly encouraged. You can arrange a visit, or an informal discussion with the Headteacher Designate, by contacting the school office on 0114 236 8099.

Completed applications, and any queries about salary or the recruitment process, should be addressed to Scott Glover, Glover Recruitment Consultancy, at [scott@gloverrecruitment.co.uk](mailto:scott@gloverrecruitment.co.uk), or by calling him on 0776677 3682. Applications should be submitted using the attached Peak Edge application form (please contact Scott if you require this in a different format). In line with Safer Recruitment guidance, CVs will not be accepted, nor will applications submitted using other forms.

The successful candidate will be required to complete an enhanced Disclosure and Barring Service check and a Children's Barred List check. Please note that it is a criminal offence to apply for this post if you have been placed on the Children's Barred List.

**Closing date for applications:**  
**12 noon Friday 24<sup>th</sup> April 2026**

**Assessment centre and interviews:**  
**Thursday 7<sup>th</sup> and Friday 8<sup>th</sup> May 2026**



Peak Edge is committed to safeguarding and promoting the welfare and safety of children and expect all our staff and volunteers to share this commitment. This post is exempt from the Rehabilitation of Offenders Act (ROA) 1974. All shortlisted candidates will be asked to disclose any cautions or convictions prior to interview. The amendments to the ROA Exceptions Order 1975 (2013 & 2020) provide that certain convictions and cautions are 'protected' and are therefore not subject to disclosure to employers. Guidance and criteria on the filtering of these cautions and convictions can be found on the Ministry of Justice website. Please also note that an online search will also be conducted for all shortlisted candidates prior to interview.

The successful candidate will be required to complete an enhanced Disclosure and Barring Service check and a Children's Barred List check. Please note that it is a criminal offence to apply for this post if you have been placed on the Children's Barred List. Candidates are asked to view the school's safeguarding policy, which is available [here](#).

**“I think Dobcroft Infant School is absolutely brilliant for SEND. The latest SEND report shared in your newsletter is testament to this. You are proactive, transparent, keen to develop your staff and keep learning, keen to work with parents. The SEND coffee mornings are a great way of bringing school and families together. The interventions you offer are great. There is so much flexibility (and kindness) in your SEND provision.”**

**“We appreciate that, along with an excellent teaching of maths and literacy, the school also focuses on other important areas such as nature/environment, interpersonal relations, healthy eating and physical activity.”**

# Job Description: Deputy Headteacher Dobcroft Nursery Infant School



**Group Size:** 2  
**Pay Range:** L6-10 (£58,569-£64,691)  
**Responsible to:** The Headteacher, the Local Governing Board,  
the Trustee Board and Chief Executive Officer

## Main Purposes of the job

A Deputy Headteacher, in addition to carrying out the professional duties of a teacher other than a headteacher (including those duties particularly assigned by the Headteacher or CEO), must play a major role under the overall direction of the headteacher in:

- formulating the aims and objectives of the school;
- establishing the policies through which they are to be achieved;
- managing staff and resources to that end;
- monitoring progress towards their achievement; and
- undertaking any professional duties of the Headteacher as reasonably delegated by the Headteacher or CEO.

If the Headteacher is absent from the school, a deputy headteacher must undertake their professional duties to the extent required by the Headteacher, CEO, Local Governing Board or Trustee Board.

## The Deputy Headteacher will be expected to work with the Headteacher to:

- Fulfil all the requirements and duties set out in the School Teachers' Pay and Conditions Document relating to the Conditions of Employment of Headteacher.
- Meet the standards set out in the guidance document National Standards of Excellence for Headteachers.
- Achieve any performance criteria, objectives or targets agreed with or set by the Local Governing Board/ Trustee Board in accordance with the requirements set out in the School Teachers' Pay and Conditions Document.
- Understand fully the current legal requirements, national and local policies and guidance on safeguarding and the promotion of the wellbeing of children and young people and ensure that all requirements are met.
- Support and maintain a culture of cross-school working between the Academies in the Trust by facilitating staff access to support networks and working in close partnership with other senior staff within the Trust.

## In addition, this post includes the following specific responsibilities:

- Model high standards of professionalism, resilience and integrity, serving as a role model for staff/ pupils.
- Demonstrate a deep understanding of early childhood education principles and practices that inspire staff to deliver innovative teaching strategies.
- Lead the analysis of pupil performance data to inform teaching practices, curriculum development, and intervention strategies. Monitor and evaluate pupil progress and attainment, identifying areas for improvement and celebrating successes.
- Provide regular updates to staff and the governing body on pupil progress and the effectiveness of curriculum initiatives.
- Support and develop the school's culture so that it values respect, responsibility, and safety, emphasising the importance of mental health and well-being for both pupils and staff.
- Develop and oversee programs that encourage positive behaviour, resilience, and emotional intelligence among pupils.
- Maintain open communication with parents, governors, and the local community, ensuring they are engaged and informed about curriculum developments and school initiatives.

## **Additional responsibilities continued...**

- Actively seek feedback from stakeholders to continually improve the school's offerings and community relationships.
- Build strong relationships across the Trust and with external organisations and agencies that can enhance the educational experience for pupils and their families.
- Advocate for the importance of early education within the broader community, including feeder nurseries, inspiring support and engagement for the school's mission.

## **Teaching and Learning**

- Collaborate with the Headteacher to establish and communicate a clear vision for teaching and learning that reflects the school's values and priorities.
- Promote an innovative approach to curriculum design that aligns with high expectations for pupil achievement and well-being.
- Foster a culture of continuous improvement by organising and leading regular professional development sessions focused on effective pedagogical practices and curriculum enhancement.
- Support staff in identifying and pursuing professional development opportunities that align with school improvement goals.
- Lead the implementation of evidence-based teaching strategies across the curriculum; ensuring staff are equipped to deliver high-quality education.
- Facilitate peer observations and 'open classroom' practices to share and embed effective teaching methods.
- Collaborate with staff to set challenging academic goals for all pupils, ensuring they are aware of their responsibilities in contributing to pupil outcomes.
- Establish partnerships with other schools to share best practices in teaching and curriculum development, fostering a culture of mutual support and shared learning.
- Organise joint training sessions and workshops to enhance cross-school collaboration.
- Stay informed about the latest educational research and developments, applying findings to improve teaching methodologies and curriculum effectiveness.
- Encourage staff to engage in action research projects to contribute to the body of knowledge about effective practice in early education.
- Promote inclusive practices in the classroom and curriculum that meet the diverse needs of all learners, proactively addressing any barriers to learning.
- Engage with families and the community to reinforce the importance of inclusion and celebrate diversity within the school.

## **Monitoring and Evaluation**

- Implement a robust appraisal process that holds staff accountable while providing constructive feedback and opportunities for growth.
- Identify leadership potential within the staff and support their growth through mentorship and tailored professional development programs.

# Dobcroft Nursery Infant School

## Person Specification for the Role of Deputy Headteacher

The Local Governing Board of Dobcroft Nursery Infant School and Trustee Board of Peak Edge are determined to ensure that the school remains one which has the highest aspirations and provides an excellent centre of learning for all within its community, operating in line with the vision and values of the School and Trust. [Click here](#) for further information about our school and [here](#) for further information on Peak Edge Trust. We are looking for a deputy headteacher that can both deliver and further develop this vision. The successful applicant will have the following qualifications and characteristics:

Criteria	Essential	Desirable
<b>Qualifications and experience</b>		
Qualified Teacher Status (QTS)	X	
Experience across the appropriate age range(s)	X	
Evidence of recent leadership experience that has contributed to school self-evaluation and the development of whole school priorities	X	
Supported whole school strategic improvement to improve pupil outcomes	X	
Evidence of recent, appropriate professional development		X
<b>Personal qualities</b>		
Demonstrate a passion for teaching and learning	X	
Communicate effectively and develop positive relationships with all stakeholders	X	
Demonstrate excellent interpersonal skills	X	
Be decisive, consistent and focused on solutions	X	
Demonstrate the capacity to lead others, be reflective, resilient and adaptable	X	
Be able to motivate and inspire others	X	
Listen carefully and consider the views of others	X	
<b>Skills</b>		
Support a vision for the school and secure commitment to it from others	X	
Demonstrate their involvement in the interpretation and analysis of data to accurately inform school improvement and to monitor pupil progress		X
Support systematic and rigorous whole school monitoring and evaluation	X	
Demonstrate their ability to plan to support whole school priorities and improve pupil outcomes	X	
Evidence their work in collaboration with other schools, fellow professionals and external organisations to improve outcomes		X
Support the development of teaching and learning in school	X	
Have excellent organisational skills, prioritising and managing time well under pressure, to meet deadlines	X	

Criteria	Essential	Desirable
<b>Professional knowledge and understanding</b>		
Be committed to securing equality of opportunity for pupils in school	X	
Have an understanding of curriculum and assessment developments and how they support pupils' learning		X
Have secure knowledge of what constitutes highly effective teaching and its impact on the outcomes of all pupils	X	
Maintain high standards of pupil behaviour and attitudes to learning	X	
Have experience of supporting vulnerable pupils in school	X	
Take a lead in the supporting staff in their professional development		X
<b>Safeguarding</b>		
Knowledge of national and local safeguarding guidance	X	
Experience of safeguarding and promoting the welfare of children and young people		X
A commitment to work with relevant agencies to protect children and young people	X	
Knowledge of best practice and procedures in school for safeguarding children and young people	X	



**glover recruitment**  
**consultancy**

Queries about the application and recruitment process should be  
addressed to [scott@gloverrecruitment.co.uk](mailto:scott@gloverrecruitment.co.uk) or by phoning  
07766773682.