



Rowland Hill

Nursery School & Children's Centre



ECT Nursery Class Teacher Candidate Information Pack

Rowland Hill is an inclusive, supportive Nursery School and Children's Centre in which all children and their families can make positive relationships, learn together, grow in confidence, self-respect and be happy.



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Welcome from the Executive Headteacher

Thank you for your interest in the ECT Nursery Class Teacher role at Rowland Nursery School and Children's Centre. The Governing Body and I are looking to appoint a calm, nurturing and dynamic class teacher for our nursery school. Rowland Hill Nursery School is Federated with Woodlands Park Nursery School in South Tottenham.

Rowland Hill Nursery School consists of a Nursery School and Children's Centre with a wonderful array of well-resourced learning environments both inside and outside. We strive to provide interesting and inspiring environments for our children, families, visitors and staff.

We are proud of our Nursery School and the collaborative work that we are currently engaged in with two other Nursery Schools within the borough. We are also a member school of HEP (Haringey Education Partnership), we believe that schools can achieve more by working collaboratively.

At Rowland Hill we pride ourselves on our inclusive approach to education. We work tirelessly to provide our children and their families with the support that they need in order to achieve the best possible outcomes. Governors and staff alike are committed to building upon the strong foundations that are embedded throughout and are extremely enthusiastic and focused on maintaining our high expectations.

We are passionate about finding a new class teacher who will continue to raise our standards and lead us towards outstanding. The culture and ethos of Rowland Hill permeates through all parts of the establishment where dedicated staff, strong leaders and keen, eager children who love to learn can be found alongside parents and carers who contribute to and value our unique community.

We are really looking forward to the next step on our journey and hope you consider joining us.

Visits to the school are warmly welcomed, where we could have an informal discussion about the post and have a tour of the school. I encourage you to apply and look forward to meeting you.

Sian McDermott
Executive Headteacher



About Us

Rowland Hill Nursery School and Children's Centre is named after Sir Rowland Hill, the founder of the Penny Post (1840), who lived much of his life at Bruce Castle. There has been a nursery on this site since 1942 and it is deeply rooted in the community. Some of the pupils from the nursery grew up to become employees!

At Rowland Hill we provide excellent early education, childcare, information and support for the local community. Our inclusive centre has 122 full time equivalent places for 9 months-4yr olds. We also provide extended care and are open for some children 8am—6pm, 48 weeks of the year.

Learning environments have been developed to a high standard to provide young children with a curriculum that fosters their curiosity, agency, risk taking, resilience and creativity. In particular our beautiful, large, outdoor space has a wealth of different trees, shrubs and landscapes. This is particularly important as it provides a contrast to the urban environment we are situated within and enables children to access nature pedagogy.

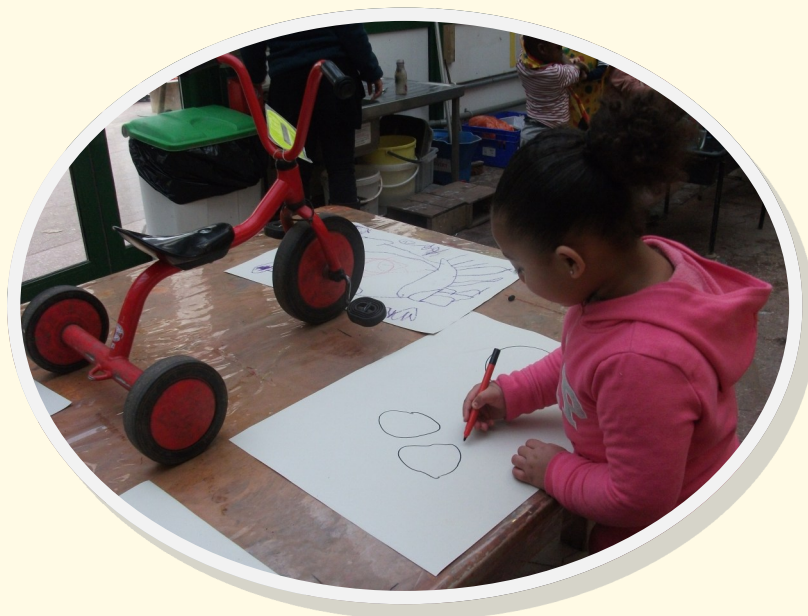
The onsite Children's Centre strives to provide the highest quality services for the families in our area. We are committed to developing strong partnerships and building trusting relationships with families who use the centre. We implement a rich and varied programme of parental involvement, including co-constructed community events and adult learning opportunities.

Rowland Hill is one of three Nursery Schools in Haringey who form the Haringey Nursery Schools Training Consortium. This partnership was formed in 2011, in order to support young children and train practitioners in Early Years settings locally and further afield.

The Senior Leadership Team work in collaboration with the Governing Body to drive the strategic development and decisions across all services within the Federation; Nursery School, Childcare, Children's Centre and Training Consortium.

Key Information

Location:	North East Tottenham, Haringey
Staff:	Approx. 40 staff with a range of qualifications
Ofsted Rating:	Outstanding September 2022/May 2023
Children with EYPP:	25%
Children with SEND:	28%
Children with EAL:	59%
Languages:	23



“ What wonderful Nursery! It’s been a fantastic learning and playing experience. My son loves coming every day ” parent

Our Values

Rowland Hill actively promotes the fundamental values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths or beliefs. These are interpreted by our youngest children as learning right from wrong; learning to take turns and share; and challenging negative views and stereotypes. We do not promote views and theories that are contrary to established scientific or historical evidence and explanations.



Joy

- Children's wellbeing and happiness is crucial to learning.
 - Children learn best through play, talk, meaningful first-hand experiences with trusted adults.
- Through play children can explore, imagine and socialise, and be curious about the world they are growing up in



Ambition

- Our rich and inspiring curriculums meets the needs of each child and their family by developing their physical, emotional, intellectual and cultural needs, allowing them to become confident and take risks in their learning.



Our Values

- All children and their families have opportunities to make a better society and gaze across the horizon, knowing their dreams could be possible.
- As early year experts our knowledge, understanding of neuroscience and continual analysis of ethical research shapes every decision and aspect of our work.



Curious and Creative

- Children take a lead in their learning, guided by their interests and developed by expert practitioners.
- Staff and the wider early years workforce are encouraged and trusted to take risks in their practice to provide provocations for their own and children's learning.
- We value the creative contributions and expertise of our families, and our local and



Respectful relationships

- Trusted, respectful relationships are developed with all our children and their families through high quality interactions, communication and support.
- Partnerships with colleagues ensures support is given when needed to ensure a healthy start and equity for all.
- Nurturing adults feel joy and are honoured sharing our children's learning journeys.



Our Values



Unique, Community

- Our diverse community is a model of inclusion, offering equality of opportunity.
- A commitment to disseminate our practice and be a major influence in the local authority as a model for outstanding pedagogy.
- By working in a multi-disciplinary team, our school community share in the care and education of our children.



Nature

- Our seasonal calendar of learning is inspired by nature, providing the opportunity for children to learn through their senses.
- Our resources and facilities are made by natural, sustainable, and reclaimed materials where possible to support to aim to be sustainable in the future.
- Our local and professional community are invited to share and learn in this special place we call Haringey Early Years Schools Alliance (HEYSA).

Safeguarding Statement

Rowland Hill is committed to safeguarding and promoting the welfare of all children within its reach. It is the duty of all members of staff to play an active role in ensuring this. All members of staff are expected to be aware of and follow Child Protection and Safeguarding policy and procedures. In particular they need to be aware of their duty to:

- *Report concerns in an accurate timely fashion*
- *Read and understand the guidance for identifying child abuse and safeguarding issues*
- *Know what to do if a child makes an allegation*
- *Knowing when to and when not to keep confidence*

All applicants for positions within Rowland Hill must be willing to undergo checks with past employers and the DBS. These will include the following:

Full Employment History

Rowland Hill requires all applicants to supply a full employment history.

Explanation of Gaps in Employment History

Rowland Hill requires an explanation of any gaps in an applicant's employment history, with a written record by the applicant explaining the reason for any gaps.

Where staff are recruited from abroad, or have resided overseas within the last five years, Rowland Hill will try to obtain a 'certificate of good conduct' or overseas DBS or equivalent from the applicant's home country where such facilities are available. This is in addition to the checks outlined above. If Rowland Hill discovers an applicant has made a false statement in attempting to gain employment this will be reported to the Department for Education for them to consider misconduct action.

Verification of Medical Fitness

Rowland Hill verifies the medical fitness of staff to work with children in accordance with the DfE and the London Borough of Haringey.

References

Two written references are required, one of which must be from the most recent employer. Referees are required to state any known reason why a person should not be employed to work with children. Direct contact will be made by Rowland Hill to verify the reference of the successful candidate before employment can begin.

Disclosure and Barring Checks

The enhanced disclosure is required for anyone whose duties include regularly caring for, training, supervising, or being in sole charge of children under eighteen years of age.

Identity and Right to Work

To confirm an employee's identity and right to work, checks are made against official documentation such as a passport.

Verification of Qualifications

Rowland Hill requires evidence of or verification of any qualifications gained by the candidate.

Job Description

Job Description: Nursery Class Teacher

Responsible to: Headteacher

Salary Grade: MS:1

Objectives of the post:

- To carry out the professional duties of a teacher under the Teacher's Contract as defined in the School Teacher's Pay and Conditions document.
- To actively contribute to the high achieving, hard - working and outstanding learning community within the nursery school
- To have high expectations and ensure every child in the nursery school achieves and makes the best possible progress
- To encourage and support the reflective practice of colleagues
- To work in liaison & co-operation with:
 - All members of staff
 - Children's Centre Services
 - Other Support Services
 - Parents / Carers
 - Governing Body
 - Parent's Forum
 - The local community

Legal Framework

To work within the framework of:

- National legislation
- Teachers Pay and Conditions Document
- Haringey Local Authority and Nursery School Policies, Guidelines and Agreements

Main Duties and Responsibilities

Classroom Organisation and Management

- To be a teacher leading a Nursery Class in a team responsible for the delivery of the Early Years Foundation Stage Framework
- To work with colleagues in order to create a well-ordered, safe and secure learning environment, which ensures the educational, social and emotional well-being of children in the nursery school
- Provide a communication rich environment that promotes independent opportunities for shared sustained thinking, curiosity and inquiry.
- Promote the use of natural and open ended resources
- Ensure classroom displays reflect process, not just product

Job Description—Cont.

Equal Opportunities

Provide for the individual needs and development of the nursery school children

Select and prepare resources which take into account and support the cultural diversity of children's backgrounds, so that boys and girls, from all ethnic groups can make the best possible progress.

To respond effectively to equal opportunities as they arise, including actively challenging stereotyped views, bullying or harassment in line with the School Equalities Scheme.

Planning

To develop a flexible and responsive planning system based around children's interests and fascinations and take a lead in planning meetings.

Plan for imaginative and creative opportunities for children to learn in all areas of the nursery school including the outdoor area, the local community and the wider world.

Assessment for Learning

To develop and lead a robust assessment for learning cycle

Observe, assess and record the progress of all children, including those with special educational needs, in accordance with nursery school policies and SEND Code of practice.

To use ICT to support teaching and learning and as a management tool

Contribute to the development and implementations of all school policies

Take responsibility for leading the development of an area of the curriculum within the school and School Development Plan.

To inform the school SEF by monitoring the effectiveness of an area of the curriculum.

Professional Relationships

Promote an open-door policy, develop and maintain positive relationships with families

Involve parents and carers in the life of the school and its learning community

Attend parent/staff consultations as required

Follow safeguarding procedures and report concerns to Designated Child Protection Staff

Support, communicate and co-operate with support staff and services

Support colleagues in organising their time and managing their workloads

Professional Development

Participate in, contribute to and lead staff meetings, INSET and CPD initiatives as required

Manage the professional development and supervision of students and volunteers

Research and initiate excellent, leading edge early years practice

Offer colleagues supervision, feedback and opportunities to reflect on their practice

Other Duties

Undertake other duties which may be reasonably agreed with the Headteacher to ensure the smooth running of the nursery school.

Person Specification

Important information for candidates who are thinking of applying for this Class teacher post.

Please ensure that you provide evidence relating to the person specification.

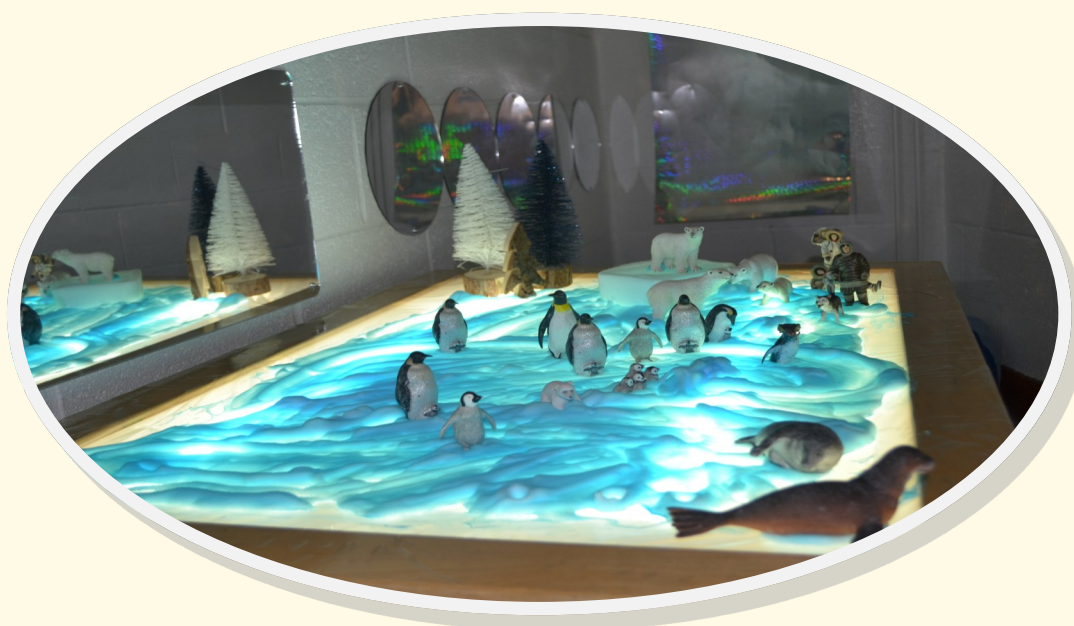
Criteria	Essential or Desirable	A (Application), I (Interview) or T (Task)
Qualification		
Qualified Teacher Status	E	A
Teaching qualification with an early years specialism	D	A
Knowledge , Attitude and Understanding		
Knowledge of the requirements of the EYFS and the assessment for learning cycle	E	A, I, T
Knowledge of how young children learn and develop.	D	A, I
Knowledge of safeguarding responsibilities and reporting	D	A, I
An understanding of, and commitment to, equal opportunities and the principles of inclusion	E	A, I, T
An understanding of the role of Children's Centres	E	A, I
Able to demonstrate knowledge of current thinking and developments in early years pedagogy	E	A, I

Person Specification—Continued

Experience		
An outstanding practitioner. Experience in the delivery of a child centred, active learning curriculum.	E	A, I
Experience of excellent EYFS teaching in a state - maintained school setting	E	A, I
Experience of using a range of strategies for teaching in the EYFS		
Experience of differentiating the curriculum to meet a range of abilities in the EYFS	E	A, I
Experience of using ICT to support teaching and learning and as an assessment tool	E	A, I, T
Evidence of sustained positive impact on raising pupil standards in the		
Evidence of sustained positive impact on raising pupil standards in the EYFS	D	A, I
Experience of effectively leading and managing a class team	D	A, I, T
Skills and Abilities		
High expectations of pupil achievement and an ability to promote success	E	A, I, T
Excellent EYFS classroom practitioner with demonstrable ability to	E	I
Able to be a reflective practitioner	E	A
Demonstrable ability to implement positive behaviour strategies	E	A, I
Positive outlook and effective communication and interpersonal skills with children, staff, parents and the wider community	E	A, I
Good time management and classroom organisational skills	E	T
Able to follow safeguarding procedures and report concerns appropriately	E	I, T
Able to advise & support other teachers & colleagues	E	A, I, T

Person Specification—Continued

Personal Qualities		
Passionate about teaching nursery age children	E	A, I
Enthusiastic and willing to embrace new initiatives	D	A, I
Flexible, approachable and able to motivate others.	E	A, I
Good health and attendance record	E	A, I
A sense of humour	D	A
Approach to Work		
Motivated to plan and prioritise on own initiative and meet deadlines	E	A, I
Hardworking and committed to the aims and vision of the Nursery School	E	I
Commitment to professional development, both their own & that of classroom colleagues	E	A, I



How To Apply

Rowland Hill is a dynamic and exciting place to work, to fully understand the school and centre visits are expected.

To book a visit please contact the school on 0208 808 6089. You can also find out more about Rowland Hill and the Haringey Nursery Schools Training Consortium by visiting the websites:

Rowland Hill: <http://www.rowlandhill.haringey.sch.uk/>

Training Consortium: <http://www.haringeynurseryschoolsconsortium.co.uk/>

Closing date for applications: Tuesday 22nd April Noon

Shortlisting date: Wednesday 23rd April

Interview date: Week Beginning Monday 28th April

Please do not submit a CV in place of the application form.

If you choose to email your application please ensure it is marked confidential and send to **Helen.goldman@rowlandhill.haringey.sch.uk**

Please note that online checks will be completed on shortlisted candidates.

Rowland Hill Nursery School & Children's Centre

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