



Cornwall Nursery Schools federation Executive Headteacher recruitment 25- 26

Executive Headteacher Recruitment Pack



Thank you for your interest in the post of Executive Headteacher for the Cornwall Nursery Schools Federation. Group 1 Pay range L11-L17



This pack contains information about the federation and how to apply for the post advertised.

Letter from the Chair of Governors



Thank you for your interest in the post of executive headteacher. I have been the chair of governors for Truro Nursery School and now the federation since 2020. Due to the retirement/moving on to pastures new of the current headteachers, we are looking for a committed, inspiring and personable executive headteacher who will build on the existing outstanding performance of the two schools in our federation.

Truro Nursery School and Camborne Nursery School are the only two maintained nursery schools in Cornwall. The schools have a long history of working together and are currently led by two part time headteachers. The newly appointed full time executive headteacher will work across both schools and further develop the joint working across the federation.

Both existing headteachers have been in the role for over 10 years and have strong and stable teams of staff who have strong early years pedagogy. Both schools have an outstanding Ofsted grade.

We educate and care for between 150 and 200 children across the two sites which are geographically approximately 15 miles apart. The two nursery schools have very different catchment areas.

Camborne has a rich heritage of mining and a strong sense of community and belonging. It is one of the highest areas of deprivation in Cornwall. Camborne Nursery School sits at the heart of the community and provides a range of family support.

Truro is the Duchy's city and houses the main hospital for Cornwall. Truro Nursery School has many working families and a greater number of children with English as an additional language than the average for Cornwall.

Both schools offer outstanding inclusive provision for children with complex, special and additional needs and offer places for children aged 2-5 years old.

Our ethos is one that values all children as individuals and we work closely and in partnership with parents and carers. We are part of a strong and supportive local authority (not part of a multi academy trust) and work closely with a number of other schools and partnerships.

Both schools within the federation are Froebelian and place great value on the principles underpinning the Froebelian approach. Relationships underpin all that we do, play is central to our ethos and is supported by creating or co-creating real life and authentic learning experiences and opportunities.

The role is full time from September 2026. There will be a structure in place to fully support the new executive headteacher.

We look forward to welcoming you and encourage you to visit. Online visits can be arranged for out of area applicants.

We are committed to safeguarding and promoting the welfare of children

A message from the headteachers

We have both been headteachers at the Nursery Schools for over 12 years and during that time we have developed greater collaboration between the schools and have now successfully federated. We are proud to really go above and beyond to support our families and especially those in need. The experiences we offer the children and their families are of the greatest importance to us - we strive to prepare children for life. To achieve this we have invested heavily in our teams who really work together and know the children exceptionally well. We have worked over many years to develop outstanding environments both indoors and outdoors. The Nursery Schools have a long history of being pro active in the early years field and have been involved in research both nationally and internationally and have been a teaching school. We have developed strong connections across the early years sector in the UK. The federation has created opportunities for growth which will be an exciting prospect for the newly appointed executive headteacher. We are really proud to have been part of such centres of excellence.

Our Values



Please see individual school websites for a summary of our values and vision

<https://www.truronurseryschool.org.uk/>

<https://www.camborne-nursery.cornwall.sch.uk/>

What it means to be part of Cornwall Nursery Schools Federation



What we can offer:

The teamwork is evident as soon as you walk in the door and staff have a sense of belonging. We all deeply care for our families and colleagues and go above and beyond to support.

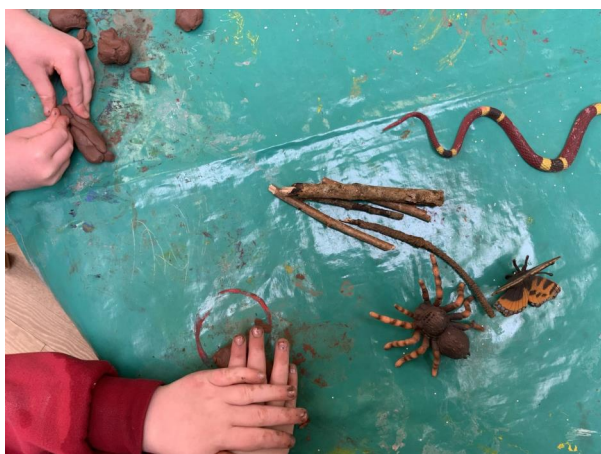
The opportunity to lead two outstanding maintained nursery schools where early years is the focus first and foremost and the provision is shaped to what we know is right for children.

An experienced leadership team in each school including assistant headteacher/deputy headteacher and fully qualified SENCOs and teachers alongside experienced admin teams.

Both our inside and outside learning environments are amazing and allow children to develop all the skills they need to succeed. Both schools have a very strong ethos of outdoor learning which is reflected in our onsite gardens, orchards and woodlands.

We have a commitment to quality professional development and research. As a leader of the federation you will have the opportunity to build upon the existing successful partnerships we have within Cornwall such as the Teaching school, Research hub, stronger practice hub and Froebel network.

Cornwall is a wonderful place to live and work and both schools are within a short driving distance of the coast. Our beaches are beautiful and there is a wealth of opportunity to get involved in groups and events.







'The education children receive is exceptional' Ofsted report for Truro Nursery School.

'Children behave positively when working independently' 'Children are well prepared for life beyond the nursery' Ofsted report for Camborne Nursery School.

'The staff are wonderful - so supportive, engaging with the children and nurturing too. You can see and feel how much they value us as families and being a part of the school and wider community' Parent of Truro Nursery School.

'Such a lovely nursery with the most caring and welcoming staff, it has been fantastic to see her flourish...' Parent of Camborne Nursery School.

How to apply

Key Dates

'Ask me anything' online opportunity - Prospective candidates can join us for a question and answer session - Monday 8th December 2025 4pm

Closing date for applications: Applications must be sent to headships@cornwall.gov.uk by 23.59pm on Monday 5th January 2026

Interview process:

Presentation to be delivered online 22nd January 2026

Interviews in person 26th January 2026

This post is exempt from the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (2013 and 2020). We are committed to safeguarding children and the successful applicant will be required to undertake an enhanced Disclosure and Barring Service (DBS) check, and will be assessed against the Childcare Disqualification Regulations. Any offer of employment made will be subject to all checks made being satisfactory. References will be requested and online activity searches will be undertaken for all shortlisted applicants. Shortlisted applicants must also complete a declaration of criminal convictions.

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- *Application packs can be downloaded from the school websites, Cornwall council website and DFE Teaching Vacancies.*
 - *To arrange a visit or an online tour - contact: secretary@camborne-nursery.cornwall.sch.uk*
 - *Join us for an 'ask me anything' session on Monday 8th December at 4pm*

Register here to join

https://us02web.zoom.us/meeting/register/2kf3OnAcQ66TCKNOmh_KiQ
