

INFORMATION PACK

Early Years Stronger Practice Hub : Head of Hub

Pay Grade (L8-12) 0.6 fixed term contract from Jan 2023-November 2024

Opportunity for a secondment

Reporting to Director of the SW Early Years Stronger Practice Hub

Early Years Stronger Practice Hub: Context

Throughout the pandemic, the youngest children in the most disadvantaged areas of England were among the hardest hit by lockdowns and social distancing. A responsive programme of support for staff and children has been developed by the Government to assist recovery and address the disruption of Covid-19. This includes new funding to support settings to address the impact of the pandemic on young children by sharing effective evidence-informed practice and building lasting local networks via the Stronger Practice Hubs programme.

The **Stronger Practice Hub model** works directly with the sector on a system leadership approach, with strong settings becoming a base for support, collaboration and practice sharing for and with other parts of the sector. The DFE has commissioned the National Children's Bureau (NCB) to manage the relationships with Early Years Stronger Practice Hubs, including providing support, oversight and quality assurance, as well as running the selection process.

Our Early Years Stronger Practice Hub (EYSPH) will support settings to adopt evidence-informed practice improvements – in line with the framework developed for the programme by the Education Endowment Foundation, as well as with the reformed Early Years Foundation Stage, Development Matters.

The Southwest Early Years Stronger Practice Hub is an organization that has been established in November 2022. The SPH is made up of a richly diverse group of settings, childminders and Early Years' providers with key stakeholders representing each group. We are passionate about working together within and beyond the hub to achieve our aspirational vision: the best *for* everyone, the best *from* everyone. We are an organisation that is underpinned by values of: community, integrity and passion. In everything we do, we remember that we are accountable to the children, families and communities that we serve.



Our settings have their own identities and form one organisation, led by Plym Bridge Nursery School. We place a high value on integrity and probity and take seriously our accountabilities for making the best use of public money. The key stakeholders, comprises of Heidi Price, CEO of the Plymouth Nursery Schools Federation, Mrs. Karen Lilley, director of The Cabin Childcare Centres, Mrs Rebecca Johnson: childminder at Becky's Tiny Teddies. We are also working closely with Plymouth Local Authority.

Collaboration and strong relationships form one of the 'commitments' in our strategy and all components of the Early Years Stronger Practice Hub family work closely together.

The Plymouth Teachers' School Alliance and Plymouth Local Authority are our strategic partners and support us to provide strong strategic regional leadership to build strong partnerships to support our childminders, teachers, managers and leaders in every type of school and setting, at each stage of their development. A crucial part of the hub remit is carefully ensuring structured collaboration. Stronger Practice Hubs are at the forefront of providing high quality professional development, playing a significant role in the implementation and delivery of high-quality early years provision.

Why work for us?

We offer a great opportunity to join an organisation which really lives its values. Our working environment is very inclusive and whilst you can expect to be challenged in your role, you will be supported through professional learning, treated fairly and with dignity and respect.

Other: We are part of the cycle to work scheme. <https://www.cyclescheme.co.uk/>

How to Apply

We can only accept completed application forms, rather than CVs. This is because the regulatory guidelines of Keeping Children Safe in Education Sept 2022, require us to check various details of job applicants and an identical application format for each candidate enables us to do this.

Please contact Mrs Tracey Bowden: tbowden@yfps.co.uk for a full application pack or visit Job Vacancies on the DfE website.

Interviews will take place on 15/12/22 in the morning.

Keeping Children Safe in Education

The SW EY Stronger Practice hub is committed to safeguarding and promoting the welfare of children and young people and we expect all staff and volunteers to share this commitment. This post is exempt from the Rehabilitation of Offenders Act 1974; pre-employment checks will be carried out and references will be sought for shortlisted candidates and successful candidates will be subject to an enhanced DBS check and other relevant checks with statutory bodies.

Data Privacy

You can the details of how we use the personal data that you provide us with in our Job Applicants' privacy notice on our website:

https://www.plymbridge.plymouth.sch.uk/general_information/school_policies/pnsf_policies.html

JOB SUMMARY

The Head of Hub fulfils a senior leadership role leading and managing the Early Years Stronger Practice Hub. The role has a clear focus on improving Early Years Provision and leading Early Years partnerships at a local, regional and national level. This role is pivotal to the success of our Early Years Stronger Practice Hub. The Head of Hub will have a strong Early Years background and understand the Early Years sector. identify and create early years partnerships and will ensure delivery of our Early Years Stronger Practice Hub KPIs. The role is accountable directly to the Director across Bright Futures Development Network. This role will ensure early years good practice is shared and the profile of early years is amplified across the region working to ensure: 'the best for everyone, the best from everyone'.

We are offering a fixed term contract from January 2023 until November 2024 and this is an ideal opportunity for a secondment from your current post. Due to the nature of the funding, it is important for us to ensure the post is filled promptly so that the hub can be as effective as possible.

KEY RESPONSIBILITIES AND ACCOUNTABILITIES

Main Responsibilities

To have strategic overview of the Early Years Stronger practice hub and ensure the KPI's set out by the Department for Education and National Children's Bureau are achieved. The objectives include:

- Establishing local networks of settings to share knowledge and effective practice
- Proactively sharing information and advice on evidence-informed approaches, for example, through newsletters, blogs, events, network webinars and social media
- Acting as a point of contact for bespoke advice, and signposting/ referring to other funded support
- Working with the Education Endowment Foundation to select evidence-based programmes to fund and make available to settings

Leadership

- Develop and implement short, medium and long-term clear strategies to deliver the vision of the Early Years Stronger Practice Hub.
- To work with strategic partners to improve the quality of Early Years provision across all networks and to use technology to drive efficiency and improve overall outcomes
- To act as an advocate for Early Years to facilitate effective partnerships
- To report to the DFE, the Director and governors on progress in implementing the agreed strategies relating to areas of leadership and key milestones
- With support from our Project Manager ensure compliance to grants and DFE contracts and the commercial aspects of our organisation
- Support the Director with ensuring the Early Years Hub adds value across the locality and beyond and has a sustainable legacy.
- To develop, articulate and uphold the vision, values, ethos and expectations of the Hub.

Stakeholder Engagement & Profile

- Being responsible for establishing and leading an engagement strategy for Early Years
- Facilitate the development and maintenance of formal and informal collaborative working partnerships for the Early Years Hub
- To work in partnership with the Deputy Directors of Teaching School Hubs
- To build on and strengthen partnerships with Early Years ITT provision in the locality
- To represent the EYSPH at events , regional and local networks integral to the success of the Hub
- Responsibility for contributing to reports to governors, strategic partners and external agencies about activity against targets

- To maintain an up-to date knowledge of national developments in Early Years

Review, Evaluation, Improvement and Innovation

- Evaluation and review of the EYSPH KPIs completing Monthly reports as directed by the DfE and NCB
- Provide Risk Register to ensure all appropriate issues are risk assessed and mitigations put in place
- Production of self-evaluation document, to check and challenge progress on KPI's
- Reporting to the board of governors, the director and the EY Partnership which includes key stakeholders

Management

- To develop a strategic operating model for the Early Years Hub and its partners
- Mitigate financial risks through thorough strategic planning and
- Line manage specific and identified staff and oversee the performance management of all relevant colleagues
- Recruit and deploy a team of Early Years experts, mentors and SLEs
- As a member of the Development Network Leadership Team maximise the capacity, performance and effectiveness of our team
- Liaise with PTSA and local teaching schools to deploy the team of Early Years Experts/SLEs to support the network and development of the KPIs.

SW EY Stronger Practice Hub Development

- Contribute to the development of Early Years expertise in our workforce, drawing upon opportunities and intelligence of the early Years Hub to support all schools
- Act as a positive advocate for the Hub
- Support the growth and development of the SW EY Stronger Practice Hub
- Proactively engage with the mission, vision and values of Plymouth Nursery Schools Federation

Category	Essential	Desirable	Method of assessment
Qualifications, Education, training	<ul style="list-style-type: none"> Degree and teaching qualification QTS Recent relevant in-service training 	<ul style="list-style-type: none"> Post-graduate qualification Professional qualification e.g. NPQH/ NPQSL 	<ul style="list-style-type: none"> Application form Certificates
Relevant Experience	<ul style="list-style-type: none"> Successful leadership within a substantial middle or senior management role Experience of the teaching/working in the Early Years Sector (Schools, PVI or Childminders) Experience in setting/school self-evaluation and development planning Substantial and successful work within professional development Evidence of a contribution to wider educational issues Experience of collaborating with/supporting the Early Years Sector 	<ul style="list-style-type: none"> Engagement in research Experience managing Government grants and associated monitoring and evaluation Experience and understanding of managing strategic communications and marketing 	<ul style="list-style-type: none"> Application form Interview
Knowledge, skills and abilities	<ul style="list-style-type: none"> Understanding of the wider education landscape and the opportunities and challenges it brings Understanding of what constitutes high quality teaching professional development Very good oral and written communication skills Excellent ICT skills Ability to generate enthusiasm for teaching and for learning in general 	<ul style="list-style-type: none"> Experience of working with the DFE Experience of working in/with a range of Early Years Setting Experience of strategic boards and governance 	<ul style="list-style-type: none"> Application form References Interview Task

	<ul style="list-style-type: none"> • Ability to work as part of a team • Ability to lead and motivate others • Ability to plan, organise, review and adapt 		
Leadership and Management	<ul style="list-style-type: none"> • Understanding of the importance of governance and strategic partnerships • Ability to innovate, manage change and lead growth • Ability to motivate, support and inspire trust in others • Ability to confront and resolve problems • Ability to work well under pressure • Ability to formulate, monitor, evaluate and review plans and policies 		<ul style="list-style-type: none"> • Application form • References • Interview • Task
Early Years Hub	<ul style="list-style-type: none"> • Understanding of how to manage large budgets and staff • Commitment to further training and a willingness to participate in relevant CPD e.g. facilitation • Willingness to contribute to all to all Early Years Hub activities 		<ul style="list-style-type: none"> • Application form • Interview • Task
Our Values	Community: Evidence of working together for a common purpose and encouraging diversity		<ul style="list-style-type: none"> • Interview • Tasks
	Integrity: Evidence of doing the right things for the right reason		<ul style="list-style-type: none"> • Interview • Tasks
	Passion: Evidence of taking personal responsibility, working hard and having high		<ul style="list-style-type: none"> • Interview • Tasks

	aspirations		
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