

Redcliffe Nursery School Headteacher Recruitment Pack

Play



Discover



Belong



At Redcliffe Nursery School we *inspire*,
innovate, *challenge* and *expand* horizons for
children, parents, staff and visitors.

Contents

Letter from the Chair of Governors

About Redcliffe

Our Values

What our community says about Redcliffe Nursery

Qualities our community wants in our Headteacher

The recruitment process



Letter from the Chair of Governors

We are delighted by your interest in the Headteacher post and trust that our application pack and the Nursery website will go some way to give you a flavour of Redcliffe Nursery School; a special setting in the heart of a vibrant community. We warmly invite you to visit us as there is no better way to get a sense of Redcliffe Nursery than to see it when it is filled with children.

The first time I visited Redcliffe was several years ago, as a prospective parent. The tour I had that day left a lasting and memorable impression on me - an impression that has only been enhanced through my work there as a governor.

The children at Redcliffe can be seen to be totally absorbed in the very important task of play, in an environment that is filled with carefully selected open-ended resources. External areas have been constructed to offer the children a wide range of physical challenges. Children are encouraged to take risks, ask questions, experiment, follow their curiosity and to trust themselves in their own learning journey. It is always busy and purposeful, while remaining calm.

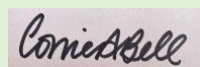
Anyone experienced in Early Years education will know that, to curate such an environment and atmosphere for young children, takes an incredible amount of expertise. The team of adults who support the children in their explorations are doing so with a perspective that comes from being well-qualified, having years of experience, being reflective and having trust in children being masters of their own learning.

Adventures and experiments take place both indoors and outdoors: at the child height induction hobs, in the courtyard kitchen garden and beyond the Nursery gates at local parks and landmarks and, most importantly, in wild forest spaces which are easily accessible from the city and very much at the heart of Redcliffe Nursery.

We are looking to appoint a Headteacher who feels inspired by Redcliffe Nursery and understands our ethos. Someone who also has the vision, passion and drive to build on Redcliffe's successes and lead the Nursery into a successful future. Ensuring Redcliffe's future will involve strengthening the links between Redcliffe and the surrounding community, forging collaborations with other maintained nursery schools in Bristol, widely sharing best practice and being an advocate for the importance of high-quality early years provision.

We look forward to hearing from you and hope to welcome you to Redcliffe Nursery so that we may inspire you with the enthusiasm which we all feel for this special place.

Kind Regards



Corrie Bell, Chair of Governors



About Redcliffe: the Nursery School

Our Nursery

Redcliffe Nursery School was built in the 1960s at the foot of a group of social housing blocks. We are close to the city centre and many areas of historical interest. The Nursery serves a community that is in the top 1% of most deprived areas in England. Of the families at the Nursery, 46% come from an ethnic minority and 14 different languages are spoken by our families. The setting provides up to 132 full-time equivalent nursery school places and 56 places for two-year olds, most of whom access the two-year old government funding. We offer breakfast and tea club places as an extension of our core provision. As the Nursery is open during term times only, we also offer a successful holiday club to nursery children and their siblings up to the age of 8 years old. Places at the Nursery have increased over the last four years and we frequently manage a waiting list. Despite an extremely challenging national picture of funding for early years, Redcliffe is financially sustainable.

Teaching and Learning

Redcliffe's curriculum and learning environment are dynamic, forward thinking, responsive and led by research to best support the needs of our children and families. Children's rights are central to our practice and there is a strong focus on enquiry-based learning, with a play-based curriculum and a significant emphasis on outdoor experiences within in our stimulating outside space, the local urban vicinity and wild forest spaces. All children at Redcliffe spend one day a week in one of 3 local forests where they spend time in nature gaining a considerable amount of experience in both challenge and risk, enabling them to grow in self-confidence, have a sense of achievement and gain a greater sense of well-being, as well as establishing a respect for our planet.

Our staff prioritise teamwork, reflective practice, and whole school self-evaluation with a research basis. As a previously designated National Teaching School, Redcliffe actively values and promotes the importance of strong early years pedagogy and seeks to promote this with our children, families, and staff, as well as our local, national, and international communities. The excellent teaching and learning at Redcliffe have been recognised in 10 consecutive 'Outstanding' OFSTED inspection ratings.



About Redcliffe: the Nursery School

Authentic Child Centred Approach

As a staff team we constantly review and reflect on our inclusive values and the extent to which *all* children are enabled to access the provision. We believe that, from birth, children are strong, competent, motivated and confident learners who explore and test their ideas, solve problems and try to make sense of their world. Planning for each child starts from looking at their character, strengths and by understanding their family context and experiences so far. All children are learning all of the time and some children can share their learning with us in ways that makes it easier for us to understand. Some children require more careful listening and understanding of their needs, they show us in less typical, but equally valuable and skilful, ways.

Redcliffe has an extremely strong SEND team who work together with the children's families, key group leaders and external specialists to ensure children with additional needs are identified and supported to take part in every aspect of the Nursery experience and to achieve their full potential.

Redcliffe's Strengths

At Redcliffe, we are particularly proud of the many years that we have spent investing in professional development. Our Staff are very experienced and highly qualified. We promote all levels of qualification- apprentices to PhD. We have a high percentage of staff with degrees and QTS, some at master's level. This has meant that our provision is exemplary, and staff are open-minded and place no limits to their learning or that of the children.

Our Maths Provision has been recognised nationally and mentioned in the Willimas review and by DFE. Members of staff have published material on Early Years mathematics. The arts and music provision is deeply embedded with encounters across a range of disciplines.

Our SEND Provision is becoming highly acclaimed and recommended by a wealth of professionals.

There is strong emphasis on our **Food Project**, which involves the children in the processes of growing, harvesting, tasting and cooking, with a respect for ecology and sustainability.

Our Forest Experience has had a huge influence: we have trained over 500 practitioners locally, nationally, and internationally.



About Redcliffe: the vicinity

Achievement at Redcliffe 2020/21

We scaffold and support our children's developing metacognition and self-regulation. We embed characteristics of learning and secure self-belief in readiness for their next phase of education and for a lifelong excitement of learning. On entry, only 9.5% of children were at expected development levels for their age. At the end of the year this had increased to 80%. Reading skills remain a top priority and 84% of children reached expected levels or higher. Maths is an area in which we also place positive emphasis and, in this past year, 79% of the children reached higher or expected levels with us.

Bristol's Early Years Context

Redcliffe is one of 12 Maintained Nursery Schools in the city. The nursery schools are concentrated in areas of deprivation and give priority in admissions to disadvantaged children, including eligible 2 year olds. Our Maintained Nursery Schools are often the first point of contact for many vulnerable parents and carers with the educational system and we hold a depth of expertise in early intervention, family support, child protection and SEND. The 12 Nurseries face shared challenges and are currently exploring ways in which to collaborate and support one another further.



About Bristol

Bristol is a vibrant, diverse and creative city to live and work in, regularly topping lists of the best places to live in the UK. It plays host to world-leading food, music, theatre and art – much of which is a short walk away from Redcliffe Nursery, including Bristol's historic harbourside, the Old Vic Theatre, The Beacon, Bristol Hippodrome, Arnolfini Art Gallery, @Bristol-We the Curious, and the SS Great Britain.

Redcliffe Nursery is at the very heart of the city: a 5 minute walk to Bristol Temple Meads train station and a 5 minute drive to the M32 motorway. Traditionally a commercial and manufacturing area due to its proximity to the water and other transport corridors, Redcliffe is an area of contrasts where high rise blocks co-exist alongside iconic pastel-coloured Georgian terraces and executive flats. The area immediately surrounding the Nursery is mostly social housing. Redcliffe draws a large proportion of our children from this area, but increasingly attracts families from further afield.

About Redcliffe: our values

Our Community is unique

We embrace, value and respect each person, family and culture within it, creating a sense of trust and belonging. We recognise the importance and value of the knowledge that children bring and the role that the home environment plays in the child's learning journey. We strive to offer an integrated service to empower families.

Children's Rights are celebrated

Nurturing relationships, actively listening and providing authentic, expansive opportunities to play.

Teaching and learning occurs in democratic learning spaces

Encouraged in open dialogue, with sensitive, responsive interactions, enabling progression with an individualised approach.

Research upholds and reinforces our values

Welcoming the perspectives of others and enjoying open exchange of ideas to continue to deepen our thinking and develop our vision.



About Redcliffe: what others say...

Its continuing success is achieved through the passion and dedication of all the adults who work in the nursery school.

OFSTED



The staff seem to know the children very well, and are trained to a high level in early years education. They also give children experiences that they may not get due to living in a city, especially when we live in a flat. We love that our child goes to forest school.

Parent

Redcliffe is such a warm and nurturing place and simply the best start for any child. The teaching is excellent, the care is exceptional and the community feel is very special, with a wonderfully diverse population of children and staff. Forest school is one of the many amazing opportunities the children are given and works wonders for increasing their confidence and skills. The emphasis on nature and healthy food are also big pluses.

Parent

Redcliffe is such an incredible place to be a part of; I feel so privileged my children have been able to benefit from their experience at Redcliffe and so proud to be able to give back as a Governor.

Governor

We have a long history of providing valuable experiences for young children from very diverse communities. Our work ethic is strong and we believe passionately in early years education for all.

Member of Staff

The child is the centre of education at Redcliffe. The emphasis on Forest School, outdoor education and the Food Project make Redcliffe unique.

Member of Staff

The extremely wide range of opportunities provided, both within and in the wider community, ensures that there are no limits put on the children's learning.

OFSTED



What We Would Like to See in Our Headteacher

Our children would like...

Someone who is loving and giving
Someone who knows everyone's name
Someone who is kind
Someone who will play with me and read books with me

Our parents would like...

Someone who is passionate about children's wellbeing
Someone who is friendly, approachable and willing to listen
Someone who is eager to roll up their sleeves and participate in all aspects of the Nursery
Someone who has an understanding of child development

Our staff would like...

Someone who is visionary
Someone who values the child led approach
Someone who is an active listener
Someone who is a good communicator
Someone supportive

Our governors would like...

Someone who is a collaborative leader
Someone who is able to build strong relationships
Someone who is passionate about the best interests of Redcliffe, the children, and the community it serves



Recruitment Process

Weeks commencing 2nd May & 9th May - Tours of the school are encouraged. Please contact the school to arrange (see contacts below)

18th May 5pm – Deadline for submitting applications

Week commencing Monday 23rd May – Shortlisted candidates notified and references sought. Further information on selection activities will be given to shortlisted candidates.

26th and 27th May – Selection days. Candidates will have a variety of activities including an interview.

1st September 2022 or as soon as possible thereafter – start date for successful candidate



Thank you for your interest in Redcliffe Nursery School.

Contact Shirley Page with any queries and to arrange visits

by phone: 0117 9030334 or email: shirley.page@bristol-schools.uk.

Please note, the school will open on the first day of term, Monday 25th April.

