

South Normanton Nursery School

Playing together, learning together and growing together

Headteacher Recruitment Pack



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South Normanton Nursery School

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Headteacher: **Mr P Hallsworth BEdHons NPQH**

August 2026



Dear Candidate

The Governors of South Normanton Nursery would like to thank you for your interest in our position of Headteacher at South Normanton Nursery School. As Chair of Governors, I am proud to invite you to our inclusive, creative and fun learning environment.

As a maintained nursery school, we are committed to providing the best start in life to the youngest learners through play based and inclusive practice. We are looking for a Headteacher who shares this vision and who is able to build on the incredible environment that our current Headteacher and Staff have created. The nursery is proud of its tight knit and highly skilled team, and the Governors are looking for a leader who can inspire and guide this team in the next stage of the nursery's journey.

Our nursery is a fun filled environment filled with joy, curiosity and learning. We have an enthusiastic and highly skilled team working with our children to start them on their journey of lifelong learning. We have a spacious outdoor area which our children are encouraged to learn while playing, developing skills and independence in a safe and inclusive environment.

The nursery is also proud of our achievements in providing quality education to all, including children with special educational needs. The school is committed to improving provision and inclusion for all and will be beginning a journey with a SEN development unit within the nursery in the 2026/2027 school year.

As a maintained nursery we face unique financial challenges and funding streams. We need a leader who is able to manage this, alongside ensuring the quality of education and the provision provided to the children remains of the highest quality.

If you are successful, you will be joining a highly skilled, committed and experienced team of Early Years specialists. The Governing Body is committed to building a positive and supportive relationship with the Headteacher. The Governing Body is experienced and understand the role of the Governing Body in offering challenge and support to the Headteacher while allowing the Headteacher to manage the Nursery.

We would highly recommend that you come and visit our nursery and see our ethos in action for yourself. It is impossible to accurately describe the energy, fun and learning which takes place within the nursery every day.

If you would like to arrange a visit please contact Moira, our School Business Manager, on **01773 810876**.

Thank you for considering our Headteacher vacancy and we look forward to receiving your application.

Kind regards

Siobhan Johnston
Chair of Governors





SOUTH NORMANTON NURSERY SCHOOL

APPOINTMENT OF HEADTEACHER

Information for Candidates

South Normanton Nursery School is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment.

<u>Date of Appointment</u>	1 January 2027
<u>Salary</u>	Group 1 Individual School Range: L9 - L15
<u>Estimated Number on Roll</u>	67
<u>Teaching Establishment</u>	Headteacher + 0.4
<u>Headteacher commitments</u>	0.6 FTE Teaching Commitment
<u>Management Structure</u>	Headteacher

Support Staff

Job Description	Hours	Posts
School Business Manager	36.0	1
Clerk to Governors	2.0	1
0 – 5 Early Years Educator	234.60	8
Midday Supervisors	7.5	1
Caretaker	27.0	1

Location

Opened in 1989, this state maintained community nursery school is situated in South Normanton, an ex-mining village on the Derbyshire/Nottinghamshire border. The area now has a wide range of industries and benefits from its strategic location next to the M1. Children come from a mixture of housing and backgrounds; recent extensive private housing developments have increased prosperity in sections of the community.

Accommodation

The school is located in a well maintained building dating back to 1989 which has been extended. The building houses a main teaching area; 3 intervention rooms; a sensory room; an SEN Development Hub (new for Sept 2026); a staff room; a kitchen and two offices.

Outside there are extensive play areas including growing area; challenging climbing frame; stage and music area; and a roadway to name but a few.

Parents provide packed lunches for those children who access all day.

OFSTED Inspection

The school was inspected in May 2024 and was judged to be a 'Good' school.

Financial Budget

The school's basic school budget for this financial year is £135,658 plus extra eligible funding of £388,471.

Applications

Candidates should submit applications **online** on a DCC Teacher Application Form, together with a supporting statement letter matching their skills and experience to the headings in the Job Description and Person Specification. The letter should be no longer than 1500 words (please include word count). CVs should not be attached.

If preferred, **postal application forms** are available from Call Derbyshire on 01629 533190, quoting the job reference number attached to this post. Completed applications should be sent to Derbyshire County Council, Recruitment Section, County Hall, Matlock, Derbyshire DE4 3AG allowing sufficient delivery time to meet the deadline for applications.

In order to comply with the safer recruitment requirements candidates must fully complete the application form including the section on references. It is not acceptable to substitute parts of the form with your own version. All gaps in employment should be accounted for and explained.

References

Open testimonials are not accepted for this post, and it is intended that the Local Authority will take up a professional reference from your **existing employer** and one other professional reference of your choice. ***If you are not currently working with children, references will be requested from a previous employer where this was the case. You are, therefore, requested to supply contact details for this organisation and also to alert all referees to expect a request, should you be shortlisted.*** References from relatives or people writing solely in the capacity of friends will not be accepted.

Security Checks

Due to this post having access to children and/or vulnerable adults, candidates will be required to undertake a Disclosure and Barring Service check. The possession of a criminal record will not necessarily prevent an applicant from obtaining this post, as all cases are judged individually according to the nature of the role and information provided. **Candidates who are foreign nationals, or a UK national who has lived abroad at any point in their adult life, MUST provide a Certificate of Good Conduct prior to taking up an appointment.**

Interviews

It is intended that interviews will take place on Monday 12th October and Tuesday 13th October 2026.

Candidates selected for interview will be contacted by telephone. If you have not been contacted within seven days of the proposed interview dates you should assume, on this occasion, that you have not been shortlisted for interview. Should you wish to make any further enquiries, please contact the Headship Recruitment Team via Headship.recruitment@derbyshire.gov.uk or on 01629 539455.

The Governors will be advised by a Local Authority HR Officer and Senior Advisor for School Improvement.

Closing Date

Sunday 27th September 2026



South Normanton Nursery School

APPOINTMENT OF HEADTEACHER

Job Description

Post Title: Headteacher

Responsible to: The Governing Board of South Normanton Nursery School

Main Purpose: To carry out the duties of Headteacher in accordance with the Teachers' Pay and Conditions Act and other relevant statutory provisions.

Shaping the Future

The Headteacher will work with the Governing Board and others to create a shared vision and strategic plan which inspire and motivate pupils, staff, and all other members of the school community.

The Headteacher will:

- Ensure the vision for the school is clearly articulated, shared, understood, and acted upon effectively by all.
- Work within the school community to translate the vision into agreed objectives and operational plans which will promote and sustain school improvement.
- Demonstrate vision and values in everyday work and practice.
- Motivate and work with others to create a shared culture and a positive climate.
- Ensure creativity, innovation, and the use of appropriate new technologies to achieve excellence.
- Ensure that strategic planning and the school culture and curriculum take account of the diversity, values and experience of the school and community at large.

Managing the Organisation

The Headteacher will provide effective management of the school and continuously seek to improve organisational structures based on self-evaluation.

The Headteacher will:

- Take responsibility for safeguarding and promoting the welfare of children.
- Create an organisational structure which reflects the school's values, and enables the management systems, structures, and processes to work effectively in line with legal requirements.
- Produce and implement clear, evidence-based improvement plans and policies for the development of the School and its facilities.
- Ensure that, within an autonomous culture, policies and practices take account of national and local circumstances, policies, and initiatives.

- Manage the school's financial and human resources effectively and efficiently to achieve the school's educational goals and priorities.
- Recruit, retain and deploy staff appropriately and manage their workload to achieve the vision and goals of the school.
- Manage and organise the school environment efficiently and effectively to ensure that it meets the needs of the curriculum and health and safety regulations.
- Ensure that the range, quality, and use of all available resources are monitored, evaluated, and reviewed to improve the quality of education for all pupils and provide value for money.
- Use and integrate a range of technologies effectively and efficiently to manage the school.

Leading Learning and Teaching

The Headteacher has a central responsibility for raising the quality of teaching and learning. This involves high expectations, maintaining and evaluating outcomes and establishing a successful learning culture which all impact on pupils' achievement.

The Headteacher will:

- Ensure a consistent and continuous school-wide focus on pupils' achievement, using data and benchmarks to monitor progress in every student's learning.
- Ensure that learning is at the centre of strategic planning and resource management.
- Establish creative, responsive, and effective approaches to learning and teaching.
- Ensure a culture and ethos of challenge and support where all pupils can achieve success and become engaged in their own learning.
- Demonstrate and articulate high expectations and set stretching targets for the whole school community.
- Implement strategies which secure high standards of behaviour and attendance.
- Determine, organise, and implement a diverse, flexible curriculum and implement Assessment for Learning.
- Monitor, evaluate and review classroom practice and promote improvement strategies.
- Take a strategic role in the development of emerging technologies to enhance and extend the learning experience of pupils.
- Challenge under-performance at all levels and ensure action is taken to secure improvement.

Developing Self and Working with Others

Effective communication and relationships are key to effective headship. The Headteacher needs to build a professional learning community which enables others to achieve.

The Headteacher will:

- Treat people fairly, equitably and with dignity and respect to create and maintain a positive school culture.

- Build a collaborative learning culture within the school and actively engage with other schools to build effective learning communities.
- Develop and maintain effective strategies and procedures for staff induction, professional development, and performance management.
- Ensure effective planning, allocation, support, and evaluation of work undertaken by teams and individuals, ensuring clear delegation of tasks and devolution of responsibilities.
- Acknowledge the responsibilities and celebrate the achievements of individuals and teams.
- Develop and maintain a culture of high expectations for self and for others.
- Regularly review own practice and achievements, set personal targets, and take responsibility for own personal development. Take account of feedback from others.
- Manage own workload and that of others to allow an appropriate work/life balance.
- **Securing Accountability**
- With values at the heart of leadership, the Headteacher has a responsibility to the whole school community and is accountable to a range of groups particularly pupils, parents, carers, Governors and the LA.

The Headteacher will:

- Take responsibility for establishing and monitoring the systems and culture of the school to promote and safeguard the welfare of young people.
- Fulfil commitments arising from contractual accountability to the Governing Board.
- Develop a school ethos which enables everyone to work collaboratively, share knowledge and understanding, celebrate success and accept responsibility for outcomes.
- Ensure individual staff accountabilities are clearly defined, understood, and agreed and are subject to rigorous review and evaluation.
- Work with the Governing Board (providing information, objective advice, and support) to enable it to meet its responsibilities for securing effective teaching and learning and improved standards of attainment and for achieving efficiency and value for money.
- Reflect on personal contribution to school achievements and take account of feedback from others.
- Develop and present a coherent, understandable, and accurate account of the school's performance to a range of audiences including governors, parents, and carers.

Strengthening Community

The Headteacher should engage with the internal and external school community to secure equity and entitlement and collaborate strategically and operationally with a wide range of partners to bring positive benefits.

The Headteacher will:

- Build a school culture and curriculum which takes account of the richness and diversity of the school's communities.

- Ensure learning experiences for pupils are linked into and integrated with the wider community.
- Collaborate with other agencies in providing for the academic, spiritual, moral, social, emotional, and cultural well-being of pupils and their families.
- Create and maintain an effective partnership with parents and carers to support and improve pupils' achievement and personal development.
- Seek opportunities to invite parents and carers, community figures, businesses, or other organisations into the school to enhance and enrich the school and its value to the wider community.
- Contribute to the development of the education system by, for example, sharing effective practice, working in partnership with other schools and promoting innovative initiatives.
- Co-operate and work with relevant agencies to protect children.
- Create and promote positive strategies for challenging racial and other prejudice and dealing with racial harassment.



South Normanton Nursery School

APPOINTMENT OF HEADTEACHER

Person Specification

Measurements: A = Application I = Interview R = Reference	
Qualifications - DfE recognised qualified teacher status/Qualified Teacher Learning and Skills (QTLS) status and registered with the Institute for Learning (IFL) - Appropriate leadership and management training, accreditation, or qualifications, which may include NPQH, are considered desirable - SENDCo Award or NPQ SEN (desirable)	 A A, I A, I
Experience - Significant recent and relevant experience as a Headteacher, Deputy, or Assistant Headteacher - A recent senior leadership post for at least 3 years - A proven track record of successful leadership - Successful experience of raising achievement - Working with and engaging the involvement of external partners and the local community - Successful teaching of pupils in Early Years phase - Planning, determining, and organising major curriculum areas	 A, I, R A, I A, I, R I, R A, I A, R A, I
Knowledge and Understanding of current issues and best practice including: - Safeguarding children and young people - What constitutes a Strong/Expected Standard school - The process of strategic planning and school self-evaluation - Ways to communicate and translate a shared vision into practice - Leading the management of change - Application of new technologies to teaching, learning and management - Comparative data and performance indicators to establish benchmarks and set targets for improvements - National policy framework and current educational legislation and initiatives - Principles of effective teaching and assessment for learning - Roles and responsibilities of Governing Body, LA and of the requirements for accountability - School budget management and financial responsibilities - Strategies for fostering school improvement, including attendance and behaviour for learning - Equal opportunities and commitment to their pursuit - Legal issues relating to school management - School Specific: - Issues particular to Maintained Nursery Schools	 A, I I A, I A, I I I I A, I I I A, R I I I A, I

Measurements: A = Application I = Interview R = Reference	
Personal and Professional Qualities	
• Commitment to the welfare and safeguarding of young people	I
• Strong personal motivation and drive	I, R
• A genuine enthusiasm for, and commitment to, the development of young people, and concern for the development of colleagues and members of the wider school community	I
• The ability to inspire, motivate staff, students and the wider community and engage their active commitment to your vision	I, R
• Commitment to ensuring inclusion, addressing diversity and access	A, I
• Commitment to own personal and professional development and that of all staff	A, I
• High order analytical and problem-solving skills and the ability to make informed judgements	I
• Excellent communication skills in a variety of media to a range of audiences including students, parents/carers, colleagues, and the wider school community	A, I
• The ability to project the school in a positive way and establish the school at the heart of the community	I
• The ability to engage parents and carers in supporting children's learning	I, R
• The ability to fill the role of lead professional in classroom practice	R
• Commitment to an open, collaborative style of management	I
• Evidence of collaborative working and networking with others, within and beyond the school to build and sustain a learning community	A, I
• The ability to understand and appreciate the school's current strengths and the ways in which these might be further developed	I
• The ability to form and maintain appropriate relationships and personal boundaries with young people	I, R