



Dobcroft Nursery Infant School

Headship information brochure



PEAK EDGE
ACADEMY TRUST



A photograph of Dobcroft Nursery Infant School, a modern white building with large windows, surrounded by trees and a playground. A vibrant rainbow arches across the blue sky above the school. The image is framed by a light blue geometric overlay in the top left corner.

Welcome to Dobcroft Nursery Infant School

A message from the Chair of Governors

Dobcroft Nursery Infant School is a highly regarded, high-achieving and inclusive community where children thrive and staff feel valued. Families place great trust in the school and share our high aspirations for all children, including those who need additional support.

Through strong leadership and governance, dedicated and thoughtful teaching, and a broad curriculum nurturing wellbeing, respect and resilience, we consistently deliver our vision and values to create confident, curious and happy learners.

Inclusion sits at the heart of everything we do. As a UNICEF Rights Respecting School, every child at Dobcroft Nursery Infant School is known, valued and encouraged to flourish in a safe and caring environment. This is reflected in our Autumn 2025 survey where 100% of parent carers said their child is happy at the school and that they would recommend it to others.

This is an exciting opportunity for a dynamic headteacher who shares our passion and commitment to ensuring all our pupils achieve their full potential.

Our Local Governing Body works in partnership with our headteacher, providing clear strategic direction, support and constructive challenge, encouraging ambitious leadership and continuous whole school improvement.

Joining Peak Edge Academy Trust in 2025 has enabled us to strengthen and develop this further and we benefit immensely from being part of a network of like-minded schools that share our values, and from the support of the Trustees, CEO and central team.

Innovation and sustainability are key priorities for us, demonstrated through our awards and accreditations. We are known for being forward-thinking in our approach to teaching, learning and assessment in early years education. Our experienced and resourceful staff collaborate and share best practice with colleagues across Peak Edge Academy Trust, other schools and partner organisations.

We are seeking a headteacher who can build on these strong foundations, and lead our highly engaged community, through excellent communication and the ability to inspire, develop, support and unite others.

Dobcroft Nursery Infant School is a very special place to work, grow and learn. We warmly invite you to visit the school, meet our fantastic staff and children, and experience this wonderful community first hand.

Sarah Hinchliffe
Chair of Governors, Dobcroft Nursery Infant School



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Dear Applicant

Thank you for considering this opportunity. Dobcroft Nursery Infant School is a highly inclusive, innovative and high performing school that aspires for every single child to succeed. It is a place where creativity and ambition thrive and where pupils are supported to achieve their very best. As a parent whose own children attended Dobcroft, I know first-hand what a special school it is and how deeply it values its community.

What makes Dobcroft unique is its combination of academic excellence and a rich, creative curriculum. The school embraces innovation in teaching and learning, ensuring that children develop not only strong foundations in English and Maths but also confidence, curiosity and resilience. Its inclusive ethos means every child is valued and supported, whatever their starting point, and the staff team works tirelessly to remove barriers to learning. The school's aspirational culture is evident in its high expectations for all pupils and its commitment to providing experiences that broaden horizons and inspire a lifelong love of learning.

Dobcroft also enjoys an outstanding reputation locally and beyond. Families speak warmly of the school's welcoming atmosphere and its strong partnership with parents. This collaboration is central to its success, creating a community where everyone works together to give children the best possible start. The school is proud of these relationships and the trust they foster, which enable staff and families to share in the joy of each child's achievements.

Peak Edge is also a distinctive Trust. We live [our shared values](#) through genuine collaboration and mutual support. Headteacher and Governor voices are central to our development work and we encourage you to speak to colleagues across our family of schools. They will tell you how much they value our approach, which allows schools to retain their unique character while benefiting from the strength of a wider network. We know how isolating school leadership can feel and we are proud to offer strong support from our central team and from fellow headteachers across the Trust. While we want you to lead school improvement and build on Dobcroft's success, you will never be alone in that journey.

We would encourage you to visit Dobcroft to experience its vibrant learning atmosphere, dedicated staff and supportive parent community. You will also hear from current leaders about the benefits of working within Peak Edge, including investment in buildings and financial management support that allows you to focus on what matters most – leading your team and driving improvement.

If you are passionate about education, committed to inclusion and innovation and ready to lead a school that aspires for every child to succeed, we would love to hear from you. This is an opportunity to make a lasting impact in a beautiful setting with strong community support and the backing of a collaborative Trust.

Jim Dugmore
Chief Executive Officer, Peak Edge

What our parents say: 'We value the focus that the school puts on teaching the children about the importance of being polite and respectful towards other people and the school environment, as well as doing things independently.'



Guidance for candidates

Please use your personal statement to demonstrate how you meet the various elements set out in the person specification, providing examples and, wherever possible, evidence of positive impact. Candidates will be shortlisted on their track record as a school leader and how well they demonstrate the attributes set out in the person specification.

The deadline for the receipt of applications is **12 noon on Saturday 7th February 2026**. Completed forms should be submitted to scott@gloverrecruitment.co.uk. School visits are warmly encouraged and should be arranged directly with the school. All candidates will be informed of the shortlisting outcome by 1.00pm on Tuesday 11th February.

Shortlisted candidates will be asked to attend the school on Thursday 26th February for in-school activities. An assessment centre and interviews will take place on Friday 27th.

The assessment centre will consist of a series of job-related exercises designed to give candidates the opportunity to demonstrate the key competencies required for the post. Shortlisted candidates will be fully briefed at the beginning of the process.



Headteacher

Dobcroft Nursery Infant School

Pingle Road, Sheffield, S7 2LN

Tel: 0114 236 8099

Email: enquiries@dobcroft-inf.sheffield.sch.uk

Web: www.dobcroft-inf.sheffield.sch.uk

L15-L21 (£61,534 – £83,860) (starting point dependent on experience)
Group 2 NOR 305

To start September 2026

Dobcroft Nursery Infant School is a caring, vibrant and inclusive school where the focus is on ensuring that every child has the opportunity to achieve their full potential.

Based in the southwest of the city, we serve a supportive and highly engaged community that shares our ambitious aspirations for its children. We play an active role within Peak Edge Academy Trust and have an excellent reputation across the city, not least for the quality of our SEND provision. Inclusion is central to the school, with every child supported to achieve the best possible outcomes. We do this by creating a safe and stimulating environment that promotes confident, curious and happy learners. This can only be realised through the strong partnerships we have with our families.

We are looking for an inspiring, friendly and outward-facing headteacher who will build on Dobcroft's strong foundations while bringing their own innovative ideas to the school. Engaging with staff and children alike, you will be a 'face on the yard', visible throughout our community, and eager to work with parents, the Local Governing Board, and colleagues across the Trust.

In addition, our next headteacher will:

- have demonstrable experience of delivering successful whole school improvement.
- share the high expectations of our parents and carers.
- be resilient, positive-minded and have strong communication and interpersonal skills.
- promote leadership within school, ensuring *all* employees have the opportunity to develop.
- support the health and wellbeing of our staff, volunteers and children.

In return, we can offer you:

- the opportunity to work with our fantastic children and their families, a friendly and experienced team of staff, and a supportive Local Governing Board with a breadth of knowledge and experience.

- the opportunity to collaborate and meaningfully engage with headteachers and leaders from across the Trust.
- our commitment to your work/life balance and ongoing professional development.

We are looking for a creative, innovative and visionary headteacher who will adapt the practice at the school, rather than merely maintaining it. Most importantly of all, the next headteacher of Dobcroft Nursery Infant School will share our desire to see every child be the best they can be. If this sounds like you, please get in touch for more information – we would love to hear from you.

Visits to the school are warmly encouraged. You can arrange a visit, or an informal discussion with the current headteacher, by contacting the school office on 0114 236 8099.

Completed applications, and any queries about salary or the recruitment process, should be addressed to Scott Glover, Glover Recruitment Consultancy, at scott@gloverrecruitment.co.uk, or by calling him on 0776677 3682. Applications should be submitted using the attached Peak Edge application form (please contact Scott if you require this in a different format). In line with Safer Recruitment guidance, CVs will not be accepted, nor will applications submitted using other forms.

The successful candidate will be required to complete an enhanced Disclosure and Barring Service check and a Children's Barred List check. Please note that it is a criminal offence to apply for this post if you have been placed on the Children's Barred List.

Closing date for applications:
12 noon Saturday 7th February 2026

Assessment centre and interviews:
Thursday 26th and Friday 27th February 2026



Peak Edge is committed to safeguarding and promoting the welfare and safety of children and expect all our staff and volunteers to share this commitment. This post is exempt from the Rehabilitation of Offenders Act (ROA) 1974. All shortlisted candidates will be asked to disclose any cautions or convictions prior to interview. The amendments to the ROA Exceptions Order 1975 (2013 & 2020) provide that certain convictions and cautions are 'protected' and are therefore not subject to disclosure to employers. Guidance and criteria on the filtering of these cautions and convictions can be found on the Ministry of Justice website. Please also note that an online search will also be conducted for all shortlisted candidates prior to interview.

The successful candidate will be required to complete an enhanced Disclosure and Barring Service check and a Children's Barred List check. Please note that it is a criminal offence to apply for this post if you have been placed on the Children's Barred List. Candidates are asked to view the school's safeguarding policy, which is available [here](#).

“I think Dobcroft Infant School is absolutely brilliant for SEND. The latest SEND report shared in your newsletter is testament to this. You are proactive, transparent, keen to develop your staff and keep learning, keen to work with parents. The SEND coffee mornings are a great way of bringing school and families together. The interventions you offer are great. There is so much flexibility (and kindness) in your SEND provision.”

“We appreciate that, along with an excellent teaching of maths and literacy, the school also focuses on other important areas such as nature/environment, interpersonal relations, healthy eating and physical activity.”

Job Description: Headteacher Dobcroft Nursery Infant School

Group Size: 2
Pay Range: L15-21
Responsible to: The Local Governing Board, The Trustee Board
and Chief Executive Officer



Main Purposes of the job

- To carry out the duties set out in the [School Teachers' Pay and Conditions Document](#).
- The Headteacher will promote and model the values of both the School and Trust and successfully implement and adhere to the Trustee Board's and Local Governing Board's policies in line with the Scheme of Delegation. The Headteacher will create a learning environment in which the resources of the Academy are effectively managed to secure the achievement of both children and staff.
- To provide professional leadership for the school which secures its success and improvement, ensuring high quality education which inspires and motivates its pupils and improves standards of learning and achievement.
- To work with and through others to secure the commitment of the wider community to the school.
- To be responsible for the leadership, internal organisation, management and control of the school, consulting appropriately with stakeholders.
- To create a safe and caring environment for all pupils and staff and to promote and safeguard the welfare of all pupils and staff.
- To develop and maintain a culture of cross school working between the Academies in the Trust by facilitating staff access to support networks and working in close partnership with other senior staff within the Trust.

Headteacher main tasks

School culture

The headteacher will:

- Establish and sustain the school and Trust's ethos and strategic direction in partnership with those responsible for governance and through consultation with the school community.
- Create a culture where pupils experience a positive and enriching school life.
- Uphold ambitious educational standards which prepare pupils from all backgrounds for their next phase of education and life.
- Promote positive and respectful relationships across the school community and a safe, orderly and inclusive environment.
- Ensure a culture of high staff professionalism.

Teaching

The headteacher will:

- Establish and sustain high-quality, expert teaching across all subjects and phases, built on an evidence-informed understanding of effective teaching and how pupils learn.
- Ensure teaching is underpinned by high levels of subject expertise and approaches which respect the distinct nature of subject disciplines or specialist domains.
- Ensure effective use is made of formative assessment.

Curriculum and assessment

The headteacher will:

- Ensure a broad, structured and coherent curriculum entitlement which sets out the knowledge, skills and values that will be taught.
- Establish effective curricular leadership, developing subject leaders with high levels of relevant expertise with access to professional networks and communities.
- Ensure that all pupils are taught to read through the provision of evidence-informed approaches to reading, particularly the use of systematic synthetic phonics in schools that teach early reading.
- Ensure valid, reliable and proportionate approaches are used when assessing pupils' knowledge and understanding of the curriculum.
- Adapt teaching and curriculum approaches in line with research and best practice.

Behaviour

The headteacher will:

- Establish and sustain high expectations of behaviour for all pupils, built upon relationships, rules and routines, which are understood clearly by all staff and pupils.
- Ensure high standards of pupil behaviour and courteous conduct in accordance with the school's behaviour policy.
- Implement consistent, fair and respectful approaches to managing behaviour.
- Ensure that adults within the school model and teach the behaviour of a good citizen.

Additional and special educational needs and disabilities

The headteacher will:

- Ensure the school holds ambitious expectations for all pupils with additional and special educational needs and disabilities.
- Establish and sustain culture and practices that enable pupils to access the curriculum and learn effectively.
- Ensure the school works effectively in partnership with parents, carers and professionals, to identify the additional needs and special educational needs and disabilities of pupils, providing support and adaptation where appropriate.
- Ensure the school fulfils its statutory duties with regard to the SEND code of practice.

Professional development

The headteacher will:

- Ensure staff have access to high-quality, sustained professional development opportunities, aligned to balance the priorities of Trust priorities, whole-school improvement, team and individual needs.
- Prioritise the professional development of staff, ensuring effective planning, delivery and evaluation which is consistent with the approaches laid out in the standard for teachers' professional development.
- Ensure that professional development opportunities draw on expert provision from beyond the school, as well as within it, including from within the Trust, nationally recognised career and professional frameworks and programmes to build capacity and support succession planning.

Organisational management

The headteacher will:

- Ensure the protection and safety of pupils and staff through effective approaches to safeguarding as part of the duty of care.
- Prioritise and allocate financial resources appropriately, ensuring efficiency, effectiveness, and probity in the use of public funds and adherence to the Trust's Financial Procedures Policy.

Organisational management continued

- Ensure staff are deployed and managed well with due attention paid to workload.
- Establish and oversee systems, processes and policies that enable the school to operate effectively and efficiently.
- Ensure rigorous approaches to identifying, managing, and mitigating risk.

Continuous school improvement

The headteacher will:

- Work closely with the CEO and other Trust staff to make use of effective and proportional processes of evaluation to identify and analyse complex or persistent problems and barriers which limit school effectiveness and identify priority areas for improvement.
- Develop appropriate evidence-informed strategies for improvement as part of well-targeted plans which are realistic, timely, appropriately sequenced and suited to the school's context.
- Ensure careful and effective implementation of improvement strategies, which lead to sustained school improvement over time.

Working in partnership

The headteacher will:

- Forge constructive relationships beyond the school and Trust, working in partnership with parents, carers, and the local community.
- Commit their school to work successfully with other schools in the Trust and organisations in a climate of mutual challenge and support.
- Establish and maintain working relationships with fellow professionals and colleagues across other public services to improve educational outcomes for all pupils.

Governance and accountability

The headteacher will:

- Understand and welcome the role of effective governance, upholding their obligation to give account and accept responsibility.
- Establish and sustain professional working relationship with those responsible for governance.
- Ensure that staff know and understand their professional responsibilities and are held to account.
- Ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties.



Dobcroft Nursery Infant School

Person Specification for the Role of Headteacher

The Local Governing Board of Dobcroft Nursery Infant School and Trustee Board of Peak Edge are determined to ensure that the school remains one which has the highest aspirations and provides an excellent centre of learning for all within its community, operating in line with the vision and values of the School and Trust. [Click here](#) for further information about our school and [here](#) for further information on Peak Edge Trust. We are looking for a headteacher that can both deliver and further develop this vision. The successful applicant will have the following qualifications and characteristics:

Criteria	Essential	Desirable
Qualifications and training		
Qualified teacher status	X	
Relevant postgraduate qualification		X
Senior Leadership Development (e.g., National professional qualification for headship (NPQH))		X
Up to date safeguarding training (e.g., DSL and safer recruitment training)		X
Experience		
Successful senior leadership and management experience	X	
Leadership of whole school improvement including self-evaluation and strategic planning	X	
Demonstrable experience of successful management of staff and staff development	X	
Professional knowledge		
Up-to-date knowledge of Keeping Children Safe in Education and ability to develop a whole school culture around safeguarding	X	
Understanding of evidence informed curriculum design that meets the needs of all		X
Understanding of evidence informed approaches to reading		X
Knowledge of effective governance and a willingness to engage constructively in accountability processes	X	
Knowledge of effective strategies that successfully manage behaviour and promote positive learning behaviours	X	
Knowledge of how to work effectively in partnership with parents, carers and professionals to meet the needs of all pupils including those with SEND	X	
Knowledge of statutory duties and regulatory frameworks and a determination to ensure that this knowledge is kept up to date		X
Professional skills		
Ability to communicate a vision and inspire others	X	
Ability to plan strategically and evaluate accurately	X	
Effective communication and interpersonal skills	X	
Understanding of high-quality teaching and assessment based on evidence, and the ability to model this for others and support others to improve	X	
Data analysis skills, and the ability to use data to set targets and identify areas for	X	
Understanding of school finances and financial management		X

Criteria	Essential	Desirable
Personal qualities		
A commitment to achieving ambitious outcomes for all pupils and promoting the ethos and values of the school	X	
Ability to ensure positive working relationships	X	
Commitment to inclusion	X	
Ability to work under pressure and prioritise effectively	X	
Commitment to maintaining confidentiality at all times	X	
Commitment to safeguarding	X	
Commitment to equality	X	
Commitment to working in partnership with parents, carers, the community, the Academy Trust, the local authority and others	X	



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glover recruitment consultancy

Queries about the application and recruitment process should be addressed to scott@gloverrecruitment.co.uk or by phoning 07766773682.