



Candidate Pack

Teacher

Hello,

If you're looking to join a warm, inclusive, and talented team dedicated to providing exceptional early years education, we'd love to welcome you into our community. Both our nurseries offer unique opportunities for passionate educators who want to make a real difference in children's lives while growing professionally in a supportive, collaborative environment.

Our nurseries are homely and vibrant settings with a beautiful gardens, nestled in the heart of North-West Westminster. We take pride in our diverse community, where children and families feel like they're part of an extended family from day one. We are known for being a welcoming and inclusive space, where we build long-lasting relationships with families—many of whom come back with younger siblings.

Our focus is on creating a nurturing, secure environment where children feel confident to explore and grow. We take a holistic approach to learning, using music, singing, and creative activities to help children express themselves and develop key skills. As a Forest School, we offer children the chance to learn and explore through nature—whether it's off-site in the woods or in our own garden, where we bring the outdoors inside with open-ended, exploratory play.

**STAFF ARE EXCELLENT ROLE MODELS FOR CHILDREN.
THEY HAVE HIGH EXPECTATIONS OF WHAT CHILDREN
CAN ACHIEVE.**

DOROTHY GARDNER NURSERY SCHOOL, OFSTED 2022

What makes working at a Queen's Park Federation nursery special is the strong relationships we build with both children and families. From home visits to parent involvement in trips and community events, we ensure everyone feels connected. Our curriculum is rich and exciting, focusing on nurturing each child's individual strengths and interests. As part of our team, you'll have the opportunity to continually learn, with access to professional development, reflective practice, and the support of a passionate group of colleagues. We want our staff to thrive just as much as our children.

Both nurseries are built on strong teamwork and a commitment to professional growth. You'll be part of a dedicated, experienced team that works together to create the best learning experiences for the children. We support each other, share ideas, and make sure everyone feels valued. Our commitment to continuous professional development means you'll have the opportunity to enhance your skills and pursue your own interests while making a real impact.

Staff enjoy working here not only because of the sense of community but because we value fun, creativity, and collaboration. From daily reflective discussions to planning individualized learning journeys for each child, you'll be supported to bring out the best in yourself and your students.

If you're passionate about early years education and want to be part of a nurturing, dynamic team, we'd love to hear from you. Working with us means being part of a warm, supportive community where your contributions are valued and your development is encouraged. We invite you to visit and see for yourself the special, inspiring environment we've created.

Come and be part of something truly rewarding!

Kind regards,

Sarah Jupe-Byrne
Head of School



WHETHER CHILDREN ARE COOKING FOOD AT THE FIREPIT, CONSTRUCTING OBSTACLE COURSES IN THE GARDEN OR SHARING STORIES, STAFF EXPERTLY BUILD UP AND EXTEND CHILDREN'S UNDERSTANDING.

EVERY STEP OF THE WAY, EACH CHILD'S DEVELOPMENT IS PLANNED WITH GREAT THOUGHT AND AMBITION. CHILDREN ARE EXCEPTIONALLY WELL PREPARED TO MOVE TO PRIMARY SCHOOL WHEN THE TIME COMES.

OUR STORY



Since September 2021, five distinct settings in Queen's Park have united under the Queen's Park Federation, bringing together schools and family hubs to offer comprehensive education, support, and exciting opportunities to children under 11 (up to 25 for those with SEND), families and our staff.

Each setting retains its unique identity while working together under a shared vision to support our close-knit community. With a unified governing body and Executive Headship, we streamline operations, align educational approaches, and maximise resources for the benefit of our students and their families.

Our federation model fosters collaboration between settings, creating a strong, interconnected team that works together across schools and family hubs. Our staff benefit with a larger network through which peer support, coaching, mentoring, and joint CPD sessions are essential to strengthening professional development.

This integrated approach helps us learn from the unique strengths of each setting, enhancing teaching and support for our children and families. Regular staff meetings, peer coaching, and a supportive culture enhance our sense of purpose and belonging, strengthened further by fun social events that bring everyone together.

By federating, we've unlocked more opportunities for our students, such as partnerships with initiatives like the Children's University. We've also expanded mental health training and leadership roles across settings, benefiting from shared expertise and resources. Our nurseries provide a rich curriculum, from forest school visits to yoga and cinema trips, while actively engaging with local businesses, sports figures, and cultural landmarks.

We also offer career growth opportunities, enabling staff to move between settings and pursue new paths. This federation model not only benefits our students but also allows staff to grow within our varied settings.

Families can also access a wide range of services through our family hub and children's centre. These hubs offer integrated NHS and community support, including drop-in sessions, parenting groups, FACES employment support, breastfeeding and young parent sessions, child health clinics, dietitian consultations, CAB support, baby massage, and Maternity Champion groups. By connecting families with comprehensive services, we empower them to thrive and succeed.



OUR VISION

Our vision is built on three core values:

Strengthening Communities:

We take a holistic approach, deeply rooted in our connection with the family hub, allowing us to provide tailored support for every families unique circumstances. Community is at the heart of everything we do. From pre-natal care all the way up until 19 years, we are with families from the very beginning. We host community events, exciting trips, and enrichment opportunities for both children and carers, helping to build a strong support network. By nurturing these relationships, we create a thriving community that grows together.

Inspiring Minds:

Our ambitious curriculum is designed with a deep respect for each unique child, ensuring their individual strengths and potential are recognized and developed. We place great value on cultural capital, offering enriching experiences such as forest school, yoga, and a variety of trips and celebrations that broaden horizons. Our commitment extends to our staff through an exciting CPD program, supporting their growth and development. We believe that when staff are empowered to pursue their own interests and expertise, they deliver their best to our children, inspiring a love of learning that lasts a lifetime.

Shaping Futures:

We understand that strong, safe foundations are key to a successful future. Our nurturing, caring approach is reflected not only in how we support our children but also in how we care for staff and parents. We work collaboratively with families, ensuring that children feel secure, supported, and ready to face the world. By fostering a positive and strong team spirit, we give our entire community—children, parents, and staff—the best opportunities to achieve future success.

**STRENGTHENING
COMMUNITIES**

INSPIRING MINDS

SHAPING FUTURES

ABOUT THE ROLE



Job Title:	Nursery Teacher
Grade:	Dependant on experience
Section:	Queens Park Federation- Mary Paterson Nursery School & Dorothy Gardner Nursery School
Responsible to:	Head of School

KEY PURPOSE

- To carry out the professional duties of a Main Scale Teacher as defined in the Teachers' Pay and Conditions Act.
- To provide high quality care and education for children throughout the nursery school in partnership with parents or carers.
- To work as part of a multi-disciplinary team to provide a fully integrated service for children and families, in line with agreed School and LA policies.

QUALIFICATIONS

- Qualified Teacher Status (Early Years 3-8 training)

EXPERIENCE

- 2 years relevant teaching experience – some of it preferably in a Nursery School or Centre (We will consider an NQT/ EYITT if they have the relevant early years training and meet the person specification).

KNOWLEDGE

- Knowledge of current theories, research and good practice in early years learning and development.
- Understanding of the interrelated developmental learning and cultural needs of the young children and the implications for good practice in care and education
- Good understanding of what constitutes an appropriate early childhood curriculum.
- Good knowledge of the relevant legislation and guidance within the Education sector.

SKILLS

The ability to:

- Work in a multi-disciplinary team and to collaborate with other professionals in related fields.
 - Take responsibility for leading and developing the professional practice of the nursery team.
 - Observe and interpret children's behaviour, identify learning needs and employ a range of teaching styles to ensure progress.
- Plan, organise and resource a stimulating learning environment for individual children and groups of children and evaluate and assess learning.
 - Work effectively in partnership with parents/carers.
 - Form positive relationships with all children and motivate them to succeed
 - Work with others in a team to support work with children with special educational needs.
 - Engage in reflective practice and continue to develop skills and knowledge for professional development
 - Commitment to working with children and families in a multicultural and multilingual environment and to equality of opportunity.

DUTIES AND RESPONSIBILITIES

To provide a model of good practice in promoting the learning and development of children from three to rising five, by taking a leadership role in:

- the planning and evaluation of a curriculum that takes account of
 - a) children's prior knowledge, experience, needs and interests
 - b) important processes of early learning and
 - c) defined areas of learning
- daily, weekly and termly planning and evaluation meetings and briefings and ensuring that they are comprehensively recorded.
 - Planning for the needs of each child, including those with special educational needs. Implementing planned learning experiences and interventions with individual children and groups of children as appropriate, ensuring that each child has access to a broad, balanced relevant and differentiated curriculum.
 - Planning, organising, resourcing and evaluating the physical space of the school both inside and out, to provide a learning environment that offers intellectual and creative stimulus, encourages the development of complex play, recognises and promotes ethnic, cultural and linguistic diversity and fosters children's sense of identity and self- esteem.
 - To take responsibility for the observation, assessment and recording of each child's progress (including Focus Child assessments and tracking observations), with reference to relevant school policies and LA and national guidelines.

ABOUT THE ROLE



- To promote parents' involvement in their children's learning and development and to support families, by working with other within a team to:
- Provide continuity from home to school by assessing a child's prior knowledge, experience and interests through home visits, listening and talking to parents.
- Share with parents' observations and assessments of their children's progress and encourage their active participation in the record keeping process (contributing to Focus Child assessments, parent views, Dojo and recording 'Conversations with parents').
- Increase parents' awareness of processes of early learning and development by documenting and displaying children's work and discussing it fully.
- Participate in disseminating information about the school system and the organisation of the curriculum
- To assist the head and senior leadership team in the evaluation and development of policies and monitoring of practice.
- To take appropriate steps to develop own skills/expertise in consultation with the head/ senior leadership team and to assist in the professional development of others.
- To draw on the expertise and advice of colleagues within the school and of outside agencies to plan to meet the needs of individual children and their families.
- To work at all times within the framework of agreed school policies.
- To mentor and train students of various disciplines as required
- To represent the school and support staff at external meetings – for example case conferences and annual reviews.
- To promote non-discriminatory behaviour among children, staff and all the users of the school and ensure that work is sensitive to the needs of a range of cultural and linguistic groups, is gender sensitive and values diversity.
- To carry out such other duties, appropriate to the post, as may be required.



STAFF VALUE HOW LEADERS SUPPORT THEIR PROFESSIONAL DEVELOPMENT. STAFF ALSO APPRECIATE LEADERS' WORK TO ENSURE THAT WORKLOAD IS MANAGEABLE.

MARY PATERSON NUSERY SCHOOL, OFSTED 2023



HOW TO APPLY

We look forward to seeing your application. To apply for this role, please submit your CV and a cover letter to **sjupe-byrne@qpfed.co.uk**

Your supporting statement should be no longer than 3 sides of A4 and should be tailored to demonstrate your suitability for the post.

Interviews will be offered to those applicants best demonstrating skills, abilities and experience matching the person specification and can demonstrate and evidence their commitment to our federation.

QUESTIONS?

If you would like an informal discussion about any aspects of this job opportunity, please contact Sarah Jupe-Byrne (Head of School) on:

sjupe-byrne@qpfed.co.uk



Our settings

Queen's Park Primary School, Droop Street, W10 4DQ Tel: 0203 351 5860
Dorothy Gardner Nursery School, 293 Shirland Road, W9 3JY Tel: 0208 969 5835
Mary Paterson Nursery School, 13 Riverton Close, W9 3DS Tel: 0208 969 9683
Queen's Park Family Hub, 88 Bravington Road, W9 3AL Tel: 0207 641 5838
Bayswater Children's Centre, Shrewsbury Road, W2 5PR Tel: 0207 641 1350