

Early Years Stronger Practice Hub Lead

Job Title:	Stronger Practice Hub Lead
Hours:	3 days a week, term-time only (Fixed term till March 2028)
Salary:	L8-12 £71,327 - £77,691 (Pro rata £42,796 – £46,614)
Start Date:	ASAP

About the Role

Sheringham Nursery School and Children's Centre leads [A Brighter Start: East London's Early Years Stronger Practice Hub](#).

The Early Years Stronger Practice Hub (EYSPH) programme is funded by the Department for Education to improve quality in the early years sector and ensure that every child has the best start in life. As part of the government's [Best Start in Life](#) strategy, the programme has been extended and expanded for a further three years.

[Stronger Practice Hubs](#) across England support the early years sector by sharing evidence-informed practice, providing professional development, and building networks of practitioners committed to improving outcomes for children.

Our Hub supports early years settings to put the **'best bets' from research evidence into practice**, improving children's learning, development and life chances. We work closely with Local Authorities and Best Start Family Hubs to create a joined-up approach to local needs and contribute to the development of **Best Start in Life Local Plans**.

We do this by offering accessible, high-quality professional development, sharing evidence-informed resources, and creating opportunities for collaboration across the sector.

Through this work, the Hub aims to:

- **Strengthen pedagogy**, supporting educators to make informed decisions based on the 'best bets' from research evidence.
- **Promote evidence-informed professional development**, ensuring practitioners feel confident and equipped to meet the needs of all children and families.
- **Champion equality and inclusion**, supporting settings to identify and address barriers to learning, particularly for children facing additional barriers (including those with disabilities and emerging needs) and those with socio-economic disadvantage.
- **Foster a culture of continuous improvement**, where practitioners reflect on their practice, share insights, and learn together.

The **Stronger Practice Hub Lead** provides strategic leadership for A Brighter Start - East London's Early Years Stronger Practice Hub, driving the adoption of evidence-informed practice and strengthening professional development across the early years sector leading to improved outcomes for children, particularly those facing disadvantage. The Lead will join a national network of Early Years Stronger Practice Hub leaders, working collaboratively with the Department for Education, Partners and other hubs across England.

Main Responsibilities

The Stronger Practice Hub Lead will provide strategic leadership and operational oversight of the Hub, ensuring that its work is impactful, evidence-informed and aligned with Department for Education priorities.

The postholder will:

- Provide strategic leadership for an effective and impactful Early Years Stronger Practice Hub, ensuring delivery against Department for Education (DfE) KPIs and contributing to sector improvement across the region.
- Hold overall strategic responsibility for the delivery and impact of the Stronger Practice Hub across our region, including oversight of programme performance, partnerships and the effective use of DfE grant funding
- Work strategically with the Deputy Headteacher, East London Research School team, Family Hub team, and Nursery School team to ensure the Hub's work aligns with the organisation's vision and priorities.
- Work in strategic partnership with Local Authorities and Best Start Family Hubs to support improvements in child development outcomes and contribute to the delivery of local Best Start in Life plans.
- Work in partnership with other Stronger Practice Hubs to coordinate engagement across local authorities, share sector intelligence, and plan complementary activity.
- Provide visible leadership for the Hub across the region, acting as an advocate for evidence-informed early years practice and high-quality early education.

Strategic Leadership of the Early Years Stronger Practice Hub

Research-Informed Practice

- Articulate and champion the Education Endowment Foundation's vision for the use of research evidence to improve early education, particularly for disadvantaged children.
- Build and sustain strong networks of early years settings, schools and childminders engaged in evidence-informed practice.
- Maintain up-to-date knowledge of research and evidence relating to early childhood education and care.
- Promote the Hub's evidence-based programmes and support settings to access them.
- Showcase examples of evidence-informed practice at Sheringham Nursery School and across partner organisations.
- Apply evidence relating to high-quality early education and effective professional development to shape the Hub's work.

Planning and Reporting

- Lead the strategic development and ongoing review of the EYSPH Delivery Plan, ensuring the Hub's work responds to regional need, national priorities and emerging research evidence.
- Work with Hub partners and strategic partners (including Local Authorities and Family Hubs) to ensure the Delivery Plan is aligned, impactful and deliverable.
- Plan a professional development offer that promotes the understanding and implementation of evidence-informed practice across the Hub's region.
- Work with health and other agencies to improve outcomes for children through evidence-informed approaches.

- Report progress against KPIs to the Department for Education, advisory board and governing body as required.
- Use engagement, participation and impact data to evaluate the effectiveness of the Hub's work and inform future strategic priorities.

Leading the Hub Team

- Lead and develop a high-performing Hub team, setting clear strategic direction, building leadership capacity and ensuring the effective delivery of the Hub's strategic priorities.
- Lead and support the Hub's core and extended team including Hub Partners, Specialists, the Project Manager and Administrator.
- As the programme expands, provide leadership for Early Years Learning Leads and Early Years Stronger Practice Advisers.
- Support the professional development of the Hub team, ensuring staff are able to fulfil the expectations of their roles.

Training and Professional Development

- Lead the design and delivery of the Hub's professional development programmes and events, ensuring they reflect the best available evidence and respond to regional need
- Represent the Hub within regional and national networks, contributing to the collective learning and development of the Stronger Practice Hub programme.
- Share the work of the Hub through conferences, publications, social media and contributions to DfE and EEF resources.
- Work with Hub partners to develop and oversee a high-quality professional development offer including webinars, programmes, showcase events and engagement packages that:
 - raise quality in early education
 - strengthen practitioner expertise and professional development
 - improve outcomes for disadvantaged children
 - respond to the needs of the Hub's reach area
- Support the development of evidence-informed practice across the sector, including coaching and mentoring where appropriate.
- Work closely with the Project Manager and Administrator to coordinate training logistics, communications and participant engagement

Sector Engagement and Communication

- Share evidence-informed practice through newsletters, blogs, events, webinars and social media.
- Provide strategic engagement with early years settings, schools and practitioners, responding to sector needs and signposting to appropriate support where relevant.
- Build strong relationships with partners and stakeholders across the early years sector.
- Identify and support settings that exemplify evidence-informed practice, encouraging them to share their work through the Hub.
- Increase engagement with the Hub through digital platforms including Mailchimp and social media, using engagement data to inform activity.

Finance, Resourcing and Administration

- Ensure Hub grant funding is used appropriately and in line with DfE funding guidance and rate cards, achieving value for money.
- Work with the School Business Manager, Project Manager and Administrator to submit accurate grant claims on schedule.
- Oversee the effective delivery of training and events, ensuring appropriate resources, venues (including online delivery) and logistical arrangements are in place.
- Ensure compliance with GDPR and relevant organisational policies.

Safeguarding and Promoting the Welfare of Children

- Demonstrate a strong commitment to safeguarding and promoting the welfare of children.

- Promote a culture where children feel safe and confident that their concerns will be heard and acted upon.
- Ensure children's wellbeing remains central to all decision-making.

General Duties

- Comply with all Sheringham Nursery School policies and procedures.
- Participate in relevant training, professional development and appraisal processes.
- Support the Deputy Headteacher in ensuring the Hub contributes to the ongoing development of Sheringham Nursery School, East London Research School and our Family Hub.
- Contribute to planning for the long-term legacy and sustainability of the Hub beyond the current funding period.
- Undertake other duties appropriate to the role as required by the school, governing body or Research School.

This job description will be reviewed annually and may be subject to amendment or modification at any time after consultation with the post holder. It is not a comprehensive statement of procedures and tasks but sets out the main expectations of the school in relation to the post holder's professional responsibilities and duties.

Personal Specification

Job Title: Stronger Practice Hub Lead
Date last updated: March 2026
Grade: L8-12

IMPORTANT INFORMATION FOR APPLICANTS

The criteria listed in this Person Specification are all essential to the job. Where the Method of Assessment is stated to be the Application Form, your application needs to demonstrate clearly and concisely how you meet each of the criteria, even if other methods of assessment are also shown. If you do not address these criteria fully, or if we do not consider that you meet them, you will not be shortlisted. Please give specific examples wherever possible.

CRITERIA	METHOD OF ASSESSMENT
EQUALITY AND DIVERSITY	
We are committed to and champion equality and diversity in all aspects of employment with the London Borough of Newham. All employees are expected to understand and promote our Equality and Diversity Policy in the course of their work.	
PROTECTING OUR STAFF AND SERVICES	
Adherence to Health and Safety requirements and proper risk management is required from all employees in so far as is relevant to their role. All employees are expected to understand and promote good Health and Safety practices and manage risks appropriately.	
Qualifications and Professional Background Essential <ul style="list-style-type: none"> • Qualified Teacher Status (QTS) or an equivalent early years professional qualification. • National Professional Qualification (NPQ) in educational leadership (e.g. NPQH, NPQEL, NPQSL) or an equivalent leadership qualification. • Significant senior leadership experience in early childhood education and care. • Proven track record of improving the quality of teaching, learning and pedagogy in early years settings. Desirable. <ul style="list-style-type: none"> • Experience working with or alongside national programmes such as the Education Endowment Foundation, Research Schools Network, or other evidence-informed initiatives. 	Application form Certificates
Knowledge and Expertise Essential <ul style="list-style-type: none"> • Strong understanding of high-quality early childhood education and care, including effective pedagogy and child development. • Secure knowledge of research evidence relating to early years practice and improving outcomes for disadvantaged children. 	Application form Interview

<ul style="list-style-type: none"> • Understanding of the early years sector, including schools, private and voluntary providers, childminders, Local Authorities and Family Hubs. • Knowledge of effective professional development and adult learning. • Understanding of the barriers faced by disadvantaged children and families and approaches to addressing inequality in early education. <p>Desirable</p> <ul style="list-style-type: none"> • Knowledge of the Education Endowment Foundation’s work and evidence-informed improvement approaches • Understanding of the Best Start in Life strategy and wider early years policy landscape. 	
<p>Strategic Leadership and Partnership</p> <p>Essential</p> <ul style="list-style-type: none"> • Demonstrated commitment to system leadership, with the ability to influence practice and build capacity across the early years sector beyond a single organisation. • Experience of providing strategic leadership that improves practice and outcomes across organisations or networks. • Ability to build and sustain strong partnerships across the early years sector, including schools, nurseries, Local Authorities and wider services. • Experience of influencing practice beyond a single setting or organisation. • Ability to shape strategy in response to evidence, sector need and national priorities. <p>Desirable</p> <ul style="list-style-type: none"> • Experience of leading regional or cross-sector improvement initiatives. • Experience of working within partnership programmes involving multiple organisations. 	<p>Application form</p> <p>Presentation/ leadership task</p> <p>Interview</p>
<p>Professional Development and Evidence-Informed Practice</p> <p>Essential</p> <ul style="list-style-type: none"> • Demonstrated commitment to using research evidence to inform professional practice and decision-making. • Experience of designing, leading or overseeing professional development for educators. • Ability to communicate research and evidence-informed approaches clearly to practitioners and leaders. <p>Desirable</p> <ul style="list-style-type: none"> • Experience of contributing to sector learning through training, conferences, publications or networks. 	<p>Application form</p> <p>Presentation/ leadership task</p> <p>Interview</p>
<p>Leadership, Communication and Delivery</p> <p>Essential</p> <ul style="list-style-type: none"> • Experience of leading and developing teams and supporting colleagues’ professional development. • Excellent communication and presentation skills, with the ability to engage a wide range of audiences. • Experience of leading programmes or initiatives involving multiple partners. • Ability to monitor progress, evaluate impact and use data to inform decision-making. <p>Desirable</p>	<p>Application form</p> <p>Presentation/ leadership task</p> <p>Interview</p> <p>References</p>

<ul style="list-style-type: none">• Experience of managing budgets or working with grant-funded programmes.	
<p>Other Special Requirements</p> <ul style="list-style-type: none">• This post is subject to a DBS enhanced disclosure.	Satisfactory clearance at conditional offer stage
A strong commitment to improving outcomes for all children, particularly those facing disadvantage, and to promoting equity and inclusion in early education.	