

MORRISON'S ACADEMY

Head of Nursery

March 2026



OUR SCHOOL

Morrison's Academy is proudly the only all through independent day school in Perthshire, offering an outstanding education to boys and girls aged 2-18. The school is a community of pupils, parents, teaching and support staff who all have a special role in the shaping of our friendly, vibrant and caring school.

Situated in the vibrant community of Crieff, surrounded by stunning Perthshire countryside, Morrison's Academy has one of the most beautiful locations of any school in Britain. Within easy reach of the central belt, the stunning mountain scenery provides the backdrop for the school and offers outstanding locations for outdoor learning.

From 2-18, our pupils excel, and our long tradition of academic success continues today with a contemporary Scottish curriculum and a programme of independent, child-centered learning that builds emotional intelligence, creativity and life skills, and encourages every child to Strive for the Highest.

Inspiring teaching, consistently outstanding exam results, unique and progressive learning programmes and varied co-curricular activities foster team spirit and nurture individual talent.

Our school roll of approximately 530 young people and 120 staff are all active members of the surrounding communities and we all know and support one another, working together as a team to put pupils and parents first. We embody this culture in everything we do.

OUR COMMUNITY & CAMPUS

Our young people are a delight and the staff and governors are helpful and supportive. The Morrison's Academy family is friendly and progressive; we have high expectations of one another and the confidence to encourage innovation.

We are committed to the career-long professional learning of all our staff. Our programme of Performance Reviews and generous CPD budget promotes continuous improvement within and beyond the classroom, with plenty of scope for colleagues to pursue interests and specialisms.

The school's main campus is located in the centre of Crieff and comprises a mixture of historic (our magnificent original buildings date from 1860) and modern buildings. Our cutting-edge Nursery, recently renovated library, upgraded science labs and on-site cafe set the new standard for excellence.

We also have an off-site outdoor sports campus with all-weather flood-lit pitch, allowing for year-round matches and training.

Morrison's Academy is committed to ongoing development and modernisation.



THE ROLE

The Head of Nursery is responsible for the overall leadership, management and development of a 48-place early years setting, ensuring high quality care and education in line with the Health and Social Care Standards, Care Inspectorate requirements, and Curriculum for Excellence/Realising the Ambition.

The post holder will lead and inspire staff, ensure compliance with all statutory requirements and work in close partnership with families to provide a stimulating and caring environment for children.

It is our objective to establish a thriving indoor/outdoor nursery which focuses on personalised learning.

QUALIFICATIONS

Essential

- passionate about Early Level Education
- strong leadership and management skills
- SCQF Level 9 qualification (or working towards) in Childhood Practice or equivalent
- registered (or eligible to register) with the SSSC as a Manager/Lead Practitioner
- significant experience in a senior leadership role within an early years setting
- sound knowledge of Scottish early years legislation and guidance
- strong communication and organisational skills
- commitment to inclusive, child-centred practice

Desirable

- experience leading a nursery of similar size
- experience of successful Care Inspectorate inspections
- knowledge of funded childcare and local authority partnerships



KEY RESPONSIBILITIES

Leadership & Management

- provide strong, visible leadership to staff, fostering a positive, inclusive and motivated team culture
- manage day-to-day operations of the Nursery, ensuring smooth and effective running
- lead on self-evaluation, quality improvement and continuous professional development
- recruit, induct, supervise and appraise staff in line with best practice
- manage staffing levels, rotas, sickness absence and performance

Quality of Care & Learning

- ensure delivery of high quality, play-based learning experiences aligned with Realising the Ambition
- promote children's wellbeing, learning and development across all age groups
- support staff to plan, observe and assess children's learning effectively
- ensure inclusive practice and appropriate support for children with additional needs

KEY RESPONSIBILITIES (cont.)

Safeguarding & Compliance

- work in conjunction with the school's pastoral team and the Child Protection Officer (Primary)
- ensure full compliance with Care Inspectorate, SSSC, Health & Safety and GDPR requirements
- maintain accurate records, policies and procedures
- lead inspections and implement action plans following feedback

Partnership Working

- build strong, trusting relationships with parents and carers
- communicate effectively with families regarding children's progress and wellbeing
- liaise with local authorities, health visitors and other external professionals

Financial & Administrative Budget Oversight

- support budget management and efficient use of resources
- monitor occupancy, admissions and funding streams
- ensure the Nursery environment is safe, welcoming and well maintained

REPORTS TO

Head of Primary and the Rector.

HOURS OF WORK

The role will be a full time contract with a further 5 weeks during the holidays to manage the Nursery camps. In addition, the post holder will be required to attend Open Mornings, Sports Day and other ad-hoc days outwith the normal working week

SALARY SCALE

Commensurate with experience.

HOW TO APPLY

Candidates should provide full details of their qualifications, skills and experience, submitting a CV, covering letter outlining their suitability for the role and application form by email to Human Resources at vacancies@morrisonacademy.org.

CLOSING DATE FOR APPLICATIONS IS MONDAY 23RD MARCH 2026.



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