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Multi-Academy Trust



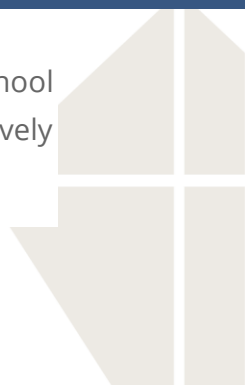
Assistant Headteacher Candidate pack

A unique opportunity for an outstanding school leader

Nonsuch Primary School South Birmingham

Nonsuch Primary School

We are looking for an enthusiastic and inspiring Assistant Headteacher to lead our school in South Birmingham. We are seeking to appoint a Deputy Headteacher who will actively support and promote our vision and ethos in every aspect of school life.





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We believe that success is found in who you are as well as what you do, and at all of our schools we aim to provide an outstanding education, supported by excellent pastoral care and high standards of behaviour, set within a distinctive ethos. We want to equip our pupils with academic achievement, experiences and personal attributes to enable them to succeed in the next stage of their education.

I hope the following pages will give insight into our vision and ambition for the work of the Trust as well as practical details about the post itself. An information pack can only partly reflect the role and therefore I encourage prospective candidates to contact the headteacher to discuss the post in greater detail.

Yours faithfully,

Christopher D. Mansell

Dr Christopher Mansell
Chief Executive Officer





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The post

Academy: Nonsuch Primary School

Job title: Assistant Headteacher

Salary: L4 to L8 – point dependant on experience

Location: South Birmingham

Start date: September 2024

Closing date: 12 noon Friday 17th May 2024

Shortlisting: 20th May 2024

Interviews are scheduled for Week beginning 24th May

For informal enquiries, please contact the school office: office@nonsuch.bdmatschools.com

Application forms for the post can also be found at <https://bdmatschools.com/vacancies/>; alternatively, prospective applicants can request a form from: office@nonsuch.bdmatschools.com.

Further details of the school and the trust can be found at <https://www.nonsuch.bham.sch.uk/> and www.bdmatschools.com BDMAT application forms should be returned electronically to office@nonsuch.bdmatschools.com. All completed applications must be received by **12 noon Friday 17th May 2024**

Visits to the school are very much welcomed and encouraged and can be arranged through the school. Office@nonsuch.bdmatschools.com

Birmingham Diocesan Multi-Academy Trust (BDMAT) is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment.

We welcome applications from underrepresented groups including ethnicity, gender, transgender, age, disability, sexual orientation or religion. BDMAT is a Disability Confident employer.



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Proud to support our LGBTIQ+



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Information about the school

Our vision is encapsulated in the words, 'Working Together We All Achieve.' We believe that through the whole community working together, we can inspire the children to become lifelong independent learners who are proud of their community and identity at Nonsuch Primary School. Our vision is underpinned by the three key learning behaviours of Ready, Respectful and Responsible.

Our aim is to develop a school community where our pupils and staff are resilient, independent, challenged, curious, reflective and feel confident to ask questions.



Nonsuch Primary School is situated in the centre of the Woodgate Valley Estate in the heart of the Community and as such is a true Community School.

Nonsuch joined the Birmingham Diocesan Multi Academy Trust (BDMAT) in January 2019 having previously been a member of the small Barchelai MAT. It is a one-form entry



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school with classes from Reception to Year 6. The last Ofsted inspection was in October 2021 where it was graded as a 'good' school.

Information about BDMAT

Nonsuch Primary School is part of the Birmingham Diocesan Multi-Academy Trust (BDMAT) and therefore will be supported by and connected with a network of Church of England schools within the region. The Trust was established in 2017 by Birmingham Diocesan Board of Education, which has a strong track record of providing excellent educational provision and achieving rapid school improvement across all phases. In September 2021 the Trust has 19 schools, spread across three local authority areas: Birmingham City (10 schools), Warwickshire (6 schools) and Solihull (3 schools).

The vision of the Trust is to ensure pupils have 'life in all its fullness'; providing an education that will offer a wide range of opportunities and experiences within a Christian framework.

The BDMAT board consists of Members and Directors with committees to support and challenge the leadership team and local governing body of Nonsuch Primary School.

BDMAT's mission is:

To provide high quality education within a Christian framework that allows all pupils to reach their full potential through experiencing a broad and balanced curriculum whilst ensuring staff have a good work / life balance and are fulfilled in their roles.

BDMAT's strategic aims:

Education is led by BDMAT's vision and values, and for our Church of England schools these are embedded within a Christian ethos.

We work in partnership with parents and carers to promote pupils' social, moral, spiritual, cultural and physical development within happy and caring environments.

Every school provides a broad and balanced curriculum that equips all pupils to thrive, achieve their goals, succeed in later life, contribute to a diverse society and respect the environment.





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Pupils are provided with effective pastoral support and safeguarding arrangements meet all national and local requirements.

Our schools are at the heart of the communities that they serve, collaborating with the church, other schools, stakeholders and organisations in the area to best support their community.

Working in partnership with parents and carers, we promote pupils' intellectual development as evidenced through external and internal indicators that demonstrate the vast majority of pupils make good or better progress in our schools and as a result, attainment is high in all of our schools or improving rapidly.

All of our schools are graded at least 'good' by Ofsted or are improving quickly towards achieving 'good' at the next inspection.

The practice of staff is enhanced by high quality professional development and performance management systems.

The Trust has highly effective pastoral arrangements in place for staff who, as a result, feel supported and have good life / work balance and the Trust is recognised as a good employer for staff.

The Trust is sustainable, with secure finances allowing high quality services to underpin our work, ensuring staff in schools are able to concentrate on providing effective provision for their pupils.

Christian Ethos

The Church of England, and the Birmingham Diocesan Multi-Academy Trust, believes that every child is unique and deserves the very best education, and therefore we believe that education should be provided for pupils that allows:

Educating for Wisdom, Knowledge and Skills





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Church of England schools provide excellent academic education and enable every individual to know **how** to apply those skills.

Educating for Hope and Aspiration

In Church of England schools, education goes beyond the classroom and affects every part of our pupils' lives. Through ongoing pastoral support for young people and their families, Church of England schools aim to encourage confidence, generosity and compassion, and to equip every individual to engage effectively with those around them and the wider world.

Educating for Community and Living Well Together

Church of England schools are places where collaboration, teamwork and respect for each other are valued and prioritised within the school life. A Church of England school is a safe environment where people respect and care for each other, behave well and share the belief together we can achieve more.





Job description: Assistant Headteacher

Nonsuch Primary School is committed to safeguarding and promoting the welfare of children and young people and requires all staff to share this commitment. This post is subject to safer recruitment measures, including a DBS check.

Post: Assistant Headteacher
Responsible to: Headteacher

Core Purpose

Post title: Assistant Head Teacher

Grade: Leadership Scale

Responsible to: Headteacher

Responsible for: EYFS / Key Stage 1/Key Stage 2

The Assistant Headteacher will be a member of the Senior Leadership Team (SLT) and will be line-managed by the Headteacher.

The Assistant Headteacher is required to carry out the duties of a school teacher as set out in the School Teachers' Pay & Conditions Document and to meet all Teacher Standards.

The Assistant Head will be a member of the School Leadership Team (SLT).

The Assistant Headteacher is expected to support the leadership of the school in:

- Realising the aims and objectives of the school through robust school self evaluation, clear school improvement planning and strong professional practice;
- Establishing the policies through which they should be applied;
- Managing staff and resources to that end;
- Monitoring progress towards their achievement;





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- Implementing child protection policy and procedures and ensuring all children are safeguarded.

The main areas of responsibility will be:

- Key Stage Phase Leader
- Subject Lead
- Organising interventions to support learning
- Coaching and mentoring to improve teaching

Organisation

- To take responsibility for the day to day running of allocated Key Stage ensuring that all personnel are well informed and have all the information they need in order to carry out their professional duties effectively
- To take a leading role in the establishment and maintenance of good and trusting relationships within the phase and across the school, through sound communication and consultation procedures both within the school and with all appropriate agencies, including governors
- To organise timetables and cover across the phase as required
- To use resources (including finances) innovatively and effectively to raise achievement levels of all children

Leading teaching and learning

- To play a leading role in the promotion of high standards of achievement and equal opportunities promoting and developing Bentley Heath's policies and practices
- To demonstrate excellent practice as a teacher and maintain a good knowledge of current thinking in primary education
- To monitor teaching across the phase, ensuring the highest standards are achieved, and supporting staff to develop and maintain outstanding practice





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- To monitor the quality of learning, ensuring pupil work is of a consistently high standard and feedback supports children in making progress and feeds into planning and target setting
- To take a strategic role in the development of new and emerging technologies to enhance and extend the learning experience of pupils
- To lead and develop excellence in the teaching of reading, writing and speaking and listening ensuring impact and progress
- To ensure assessments are taking place regularly and systematically according to school policy and that staff are given opportunities for moderating work in order to make accurate judgements in the ongoing assessment of children
- To ensure that the progress of pupils is rigorously monitored through analysing data and running pupil progress meetings to ensure accelerated progress, and implementing support plans when achievement is not strong
- To lead and develop practices which narrow the gap between groups of pupils whilst not putting a ceiling on any child's achievement.

Additional Responsibilities and General Requirements

- Undertake any professional duties commensurate with the grade of the post, reasonably delegated to them by the Headteacher, including deputising for other members of the senior leadership team in their absence
- Work in co-operation with colleagues and establish and maintain good relationships with staff and children
- Show commitment to the school, its inclusive ethos and equal opportunities for all in the school community opposing strongly any form of discrimination

This job description will be reviewed and updated periodically in order to ensure that it relates to the job performed. The work of all schools changes and develops continuously which in turn, requires employees to adapt and adjust. The functions/responsibilities above should not therefore be regarded as immutable, but may change commensurate with the grading of the post. In these circumstances it will be the aim to reach agreement on reasonable changes, but if agreement is not possible management reserves the right to make changes to the job description following consultation. Any major changes will



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involve discussion and consultation, which if wished, may involve a Trade Union/Professional Association representative.

