BROAD HEATH PRIMARY SCHOOL

RECRUITMENT PACK

Assistant Head

Assistant Head

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About us

Broad Heath is an inner-city school supporting 680+ fantastic pupils.
We are seeking a passionate, resilient, and ambitious teacher to join our school and inspire a generation of children.

Broad Heath Primary School nurtures inclusion, inspires lifelong learning, and empowers confident, responsible citizens who thrive and positively impact community.

We continue to prioritise opportunities for professional growth and additional training (NPQs, subject leadership, areas of specialism e.g. SEND/EAL), and many staff are now leading on these areas in school and locally.

680+ Students

100+ Staff

1 Vision

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What we can offer

- Polite children whose 'outstanding behaviour' contributes strongly to our school ethos. They are keen to learn and are proud of their school. You can see all of this on our blogs.
- A strong and supportive leadership team, staff and governors.
- Colleagues who are supportive, welcoming, and innovative.
- Parents who encourage their children to do their best and support us at every opportunity.
- A stimulating and well-resourced environment which inspires learning. See our prospectus
- Opportunities to develop your skills.

The job

Assistant Headteacher
Full-time position

Broad Heath Community Primary School is seeking an ambitious and values-driven Assistant Headteacher to join our leadership team. With the main responsibility of leading behaviour and culture, you will ensure that our school remains calm, purposeful and rooted in our motto: To Give. To Gain. To Grow.

We are looking for someone who

- Is an outstanding and reflective primary practitioner
- Has successful leadership experience at whole-school or phase level
- Has led behaviour strategically and secured consistent, positive culture
- Understands high-quality teaching and can model and coach others effectively
- Communicates a clear vision and inspires others
- Builds strong relationships with staff, pupils and families
- Is committed to inclusion, safeguarding and equality

£ L7 - 14
Dependant on experience

Visits to the school are encouraged
Please contact the school office on
02467 689558 to arrange a time & date.

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Job Description

To provide strategic and operational leadership as a member of the SLT, ensuring the highest standards of behaviour, teaching, learning and pupil outcomes. The postholder will lead on behaviour and culture so that all pupils feel safe, valued and ready to learn, and will contribute to school improvement through phase leadership (KS1 or KS2) and the leadership of a core subject.

Duties & Responsibilities

- Lead, develop and embed a whole-school approach to behaviour, attitudes and culture that reflects the school's ethos, motto and values.
- Ensure consistent implementation of the school's behaviour policy, including routines, expectations, rewards and sanctions.
- Use behaviour and attendance data to identify trends, evaluate impact and plan targeted interventions.
- Lead liaison with parents/carers regarding behaviour, ensuring strong partnership working and clear communication.
- Promote pupil voice and positive relationships, ensuring pupils understand expectations and feel supported.
- Provide strong leadership to the phase team to secure high standards of teaching, learning, behaviour and outcomes.
- Lead effective phase meetings focused on curriculum, pedagogy, assessment and consistent practice.
- Drive improvements in phase outcomes using data-informed actions and measurable targets.
- Ensure the curriculum is well-sequenced, knowledge-rich and meets statutory requirements.
- Monitor and evaluate teaching and learning within the subject, providing support and challenge to improve outcomes.
- Support staff to develop subject knowledge and effective pedagogy through coaching, training and modelling.
- Support the Headteacher in creating and communicating a clear vision for the school and translating this into sustained improvement.
- Lead by example in delivering high-quality teaching; model effective practice and support staff to improve through coaching and professional development.
- Ensure effective safeguarding, wellbeing and inclusion practices across the school.
- Work collaboratively with colleagues, governors and external partners to secure the best outcomes for pupils.

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Person Specification

QUALIFICATIONS

- Qualified Teacher Status (QTS).
- Evidence of relevant professional development.

DESIRABLES

- NPQSL/NPQH (or working towards).

TEACHING & LEARNING

- A record of effective teaching within the primary age range.
- Understanding of high-quality teaching, and the ability to model this for others and support others to improve.

DESIRABLES

- Evidence of leading whole-school CPD to improve teaching and learning.

LEADERSHIP & MANAGEMENT

- Leadership and management experience within a primary school.
- Experience of leading at whole-school or phase level.
- Ability to communicate a vision and inspire others.
- Ability to build effective working relationships.

DESIRABLES

- Experience of leading a core subject.
- Experience of leading pupil premium.

SCHOOL IMPROVEMENT

- To plan effective actions for pupils at risk of underachieving
- Can self evaluate learning needs
- Ability to relate well to children and adults
- Work constructively as part of a team
- Able to utilise ICT

DESIRABLES

- Experience of preparing for external reviews/ inspection.

BEHAVIOUR LEADERSHIP

- Behaviour leadership at whole-school or phase level, including securing consistent practice and positive culture.

DESIRABLES

- Experience of implementing restorative approaches or trauma-informed practice.

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Person Specification

FINANCE & RESOURCE MANAGEMENT

- Understanding of school finances for a subject/another area and ability to manage a budget effectively.

DESIRABLES

- Experience of procuring resources and demonstrating value For money.

COMMUNICATION & INTERPERSONAL SKILLS

- Effective communication and interpersonal skills, including working successfully with parents/carers and external agencies.

DESIRABLES

- Experience of presenting to governors or delivering training to staff.

PERSONAL QUALITIES

- A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school.
- Ability to work under pressure and prioritize effectively.
- Ability to persevere and find solutions to problems.

DESIRABLES

- Experience of leading change successfully over time.

SAFEGUARDING & EQUALITY

- Experience of leading change successfully over time.

DESIRABLES

- Designated Safeguarding Lead (DSL) training. (a willingness to undertake)

CONFIDENTIALITY

- Commitment to maintaining confidentiality at all times.