



RE: Post of Assistant Headteacher at Longwill School for Deaf Children

Dear Candidate,

Firstly, thank you for your interest in the position of Assistant Headteacher at our school.

At Longwill School, we are proud to serve a community of Deaf pupils that access education in a Sign-Bilingual environment. We are committed to providing an inclusive, nurturing, and aspirational environment where every child can thrive. We are a specialist provision for Deaf children and follow the National Curriculum. We are now seeking to appoint an outstanding Assistant Headteacher who shares our passion for improving outcomes and life chances for all our pupils.

This is an exciting opportunity for an ambitious and dedicated leader to join our Senior Leadership Team and work collaboratively with the current Assistant Headteacher and Headteacher. The successful candidate will play a pivotal role in shaping the strategic direction of the school, driving high standards of teaching and learning, and ensuring that every pupil receives the very best education and support.

We are particularly looking for individuals who:

- Demonstrate a strong commitment to inclusive education and pupil wellbeing
- Have a proven track record of impact on teaching, learning, and school improvement
- Possess the leadership skills to inspire, challenge, and support colleagues
- Are reflective, resilient, and motivated to make a difference
- Have a passion for Deaf education and understanding of Deaf culture

At Longwill, we pride ourselves on our strong ethos, collaborative culture, and unwavering focus on pupil centred practice. You will be joining a dedicated and supportive team who are committed to continuous improvement and professional development.

I warmly encourage you to apply and to learn more about our school community. Visits are welcomed and provide an excellent opportunity to see the positive environment we have created for both pupils and staff.

If you feel you have the qualities, experience, and vision to contribute to our ongoing success, I very much look forward to receiving your application.

Yours sincerely,
Jessica Rosser

A handwritten signature in black ink, appearing to read 'J Rosser', is located below the typed name.

Headteacher



About Longwill School for Deaf Children

Longwill is a progressive, mainstream school for Deaf children, ages 2-11, we proudly deliver a rich and ambitious education through a sign-bilingual approach. Here, British Sign Language (BSL) and English are used in parallel, giving every child full access to language, learning and identity. As a specialist school, we follow the National Curriculum and provide highly skilled teaching that supports Deaf learners to thrive academically, socially and emotionally.

We are a community built on belonging, where Deaf children grow into confident, independent and proud young people. Every child deserves a place where they feel safe and nurtured, where they can be curious, independent learners. We are a school with high expectations, where every child is supported and challenged to achieve their best. Safeguarding, diversity and the UN Rights of the Child run as a golden thread through our curriculum.

Vision and Values

Our school values are simple; Curiosity, Independence, Respect and Resilience, Community, Learning and Equality - CIRCLE. These values shape daily life and guide the way we learn, communicate and care for each other.

At Longwill, we believe that Deafness is a difference to celebrate, not a barrier to overcome. Our staff, families and pupils work in partnership to create an environment where each child's identity is embraced, their voice is heard, and their future is full of possibility. Our culture ensures that all pupils feel protected, valued and empowered.

Vision Our purpose is simple: to equip Deaf children with the knowledge, skills and self-belief to lead happy, independent and fulfilling lives.

Our vision is to be a vibrant, progressive school where every Deaf child feels a deep sense of belonging and has the opportunity to thrive. We want curious, independent and resilient learners who are proud of who they are and confident in the world they are shaping. As a sign-bilingual community, pupils have the opportunity to become fluent and competent communicators in both BSL and English and have a strong sense of identity.

Rooted in respect, equality and community, we hold high expectations for every child and provide a safe space for all. A place where safeguarding, diversity and the UN Rights of the Child guide all that we do. Together, we empower every Deaf child to feel a sense of belonging, where they are free to be themselves.

Mission

Our mission is to deliver an ambitious, inclusive and mainstream education for Deaf children, following the National Curriculum through rich, specialist teaching. Using BSL and English in parallel, we nurture every child's identity, communication and confidence, while fostering the values of CIRCLE; curiosity, independence, respect and resilience, community, learning and equality. We create a culture of belonging and set high expectations for every learner, supporting them to meet these through care, challenge and personalised guidance. Working in partnership with families and professionals, we provide a safe, inspiring environment where every child's rights are upheld and their uniqueness celebrated.



Permanent Full Time Post
Assistant Head Teacher (must have leadership experience and QToD)
L8- L12 (£61,534 - £67,897) will change inline with teachers pay and conditions
Full Time Post Required for September 2026
(Leadership Duties & Classroom responsibilities)
Closing Date for Applications: 27/04/2026 at 9.00 am
Head Teacher – Miss Jessica Rosser
Longwill Primary School for Deaf Children, Bell Hill, Northfield, Birmingham B31 1LD
Telephone: 0121 475 3923 Email: j.rosser@longwill.bham.sch.uk

Our highly successful, innovative and welcoming specialist school, caters for children between the ages of 2 – 11 years old who are Deaf and require a sign bilingual education. We are currently funded for 65 places. The school has a national reputation as a centre of excellence in Deaf Education. We seek to appoint a committed and skilled Assistant Head Teacher who is also a Qualified Teacher of the Deaf. We are seeking individuals that are passionate about learning and wish to work within our sign bilingual setting. The successful candidate will work alongside our current Assistant Head Teacher in supporting the Headteacher in both the strategic and day to day running of the school.

Longwill is a small, friendly specialist school, offering an excellent education to Deaf pupils from the West Midlands and surrounding areas.

We are looking for a practitioner who is:

- A qualified teacher and a Qualified Teacher of the Deaf
- An outstanding classroom practitioner
- An experienced leader
- Holds high expectations for pupils and staff
- Committed to upholding the school's ethos and values
- Thinks creatively
- Shows evidence of relevant professional development
- Is a DSL or willing to train
- Is enthusiastic, motivated and a lifelong learner
- Has a good understanding of Deaf culture and Deaf identity
- Aware of and able to work with a range of pupils with additional needs
- Able to demonstrate integrity, resilience, and a commitment to the school's values
- Able to model outstanding professional conduct at all times
- Inspirational, motivational and able to support staff and pupils to achieve their best
- An effective communicator
- Able to support and deputise for the Headteacher as required
- Qualified in British Sign Language at Level 2 or above (**essential**)

We offer:

- An innovative and exciting specialist school environment, committed to providing the best opportunities for Deaf children and staff
- Delightful and hardworking Deaf sign bilingual children
- A supportive environment with dedicated and highly skilled staff
- Opportunities to develop specialist skills within Deaf education
- Work in collaboration with specialist professionals
- Excellent CPD opportunities

A commitment to CPD is essential

Informal visits are **strongly encouraged**.

Please contact the school office to arrange on 0121 475 3923



Closing Date for Applications: 27/04/2026 at 9.00 am

Further information and an application pack is available on the school website www.longwill.bham.sch.uk Please note that we are unable to accept CV's.

Longwill is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. The successful candidate will be subject to all necessary pre-employment checks, including enhanced DBS; Prohibition check; Childcare Disqualification (where applicable); qualifications (where applicable); medical fitness; identity and right to work in the UK.

An online search will be carried out on all shortlisted candidates.



PERSON SPECIFICATION: ASSISTANT HEAD TEACHER

Longwill School for Deaf Children is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. An enhanced DBS check is required for all successful applicants and online checks will be undertaken on all shortlisted candidates.

	ESSENTIAL	* METHOD OF ASSESSMENT
INITIAL QUALIFICATIONS	Qualified Teacher status. Qualified Teacher of the Deaf	AF, I
FURTHER QUALIFICATIONS/ PROFESSIONAL DEVELOPMENT	Recent, relevant in-service training in current educational practice, including leadership and management. NVQ Level 2 or above in British Sign Language (Signature accredited) or native signer.	AF, I
EXPERIENCE	Experience in the leadership and management of the curriculum and/or other aspects of provision Demonstrate a good understanding of school improvement planning Demonstrate a sound understanding and experience of implementing performance management Experience of partnership working with parents, the wider community and other schools Successful and varied teaching experience in appropriate phase(s) and sectors Experience of developing others through a coaching style Classroom teaching experience and outstanding practise	AF, I AF, I AF, I AF, I AF AF, I AF, I
SKILLS AND ABILITIES	Ability to monitor, evaluate, and plan for school improvement Ability to manage the implementation of change effectively Ability to work to high professional standards, strategically and operationally Understanding of working with Deaf children and those Ability to lead, motivate and develop individuals and teams effectively To address under performance effectively, in accordance with relevant policies and procedures To understand and interpret complex data to inform effective decision-making To be innovative and creative in one's approach to all aspects of school life, while promoting a supportive culture of risk-taking Be outward facing and collaborative for the benefit of the school Promote co-production in all areas of school life Demonstrate a wide range of high-level communication skills Ability to promote positive relationships To promote and foster a positive school image	AF, I AF, I AF, I AF, I, AF, I AF, I AF, I AF, I AF, I AF, I, P AF, I AF, I



	Innovative and ready to explore new ideas in alignment with Deaf education	AF, I
	Good understanding of Additional learning needs	AF, I
OTHER	Motivation for working with Deaf children	AF, I
	Ability to form and maintain appropriate relationships and personal boundaries with children	AF, I
	Emotional resilience in working with children experience dysregulated behaviour	AF, I
	Experience of managing medical and physical needs	AF, I
	Implement safeguarding legislation and support a proactive culture of safeguarding, risk assessment and management	AF, I
	Ability to coach and develop all school staff effectively	AF, I
	Promote positive behaviour strategies within a trauma informed, attachment aware environment	AF, I
	Actively involve all staff, parents, governors and the wider Deaf community in the life and work of the school	AF, I
	Be a life-long learner	AF, I
	Support equality of opportunity, essential for the health, safety and well-being of the school community	

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- Those elements marked **AF** - will be assessed in your **Application Form**
- Those elements marked **AF/IP** - will be assessed in your **Application Form** and during the selection process e.g. **Interview, Presentation**.
- Those elements marked **IP** - will be evaluated during the selection process e.g. **Interview, Presentation**

NB: *If shortlisted, any relevant issues arising from references will also be taken up at interview. References will be used to support the selection panel's assessment.*



Longwill School for Deaf Children

**Job Description for an Assistant Headteacher
L8 – 12**

Full time, permanent contract

This School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. An enhanced DBS check is required for all successful applicants and online checks will be undertaken on all shortlisted candidates.

The appointment is subject to the current conditions of employment for Assistant Headteachers as required by Paragraphs 48-52 of the School Teachers' Pay and Conditions Document.

This job description may be amended at any time following discussion between the head teacher and member of staff and will be reviewed annually.

1. Job Purpose

The Assistant Headteacher will be responsible for working alongside the current Assistant Headteacher and supporting the Headteacher on key leadership and management areas to promote the general educational progress and wellbeing of pupils in the school. This will include leadership and teaching responsibilities.

2. Duties and Responsibilities

2.1 General

2.1.1. To undertake the professional duties of a teacher other than a head teacher, as set out in paragraphs 48-52 inclusive of the School Teachers' Pay and Conditions Document, including those duties particularly assigned by the head teacher;

2.1.2 As required by paragraph 48.1 of the School Teachers' Pay and Conditions Document, to play a major role under the overall direction of the head teacher in:

- (a) formulating the aims and objectives of the school;
- (b) establishing the policies through which they are to be achieved;
- (c) managing staff and resources to that end;
- (d) monitoring progress towards their achievement;

in accordance with the policies of the school, the City Council and the school development plan determined by the governing body;

2.1.3 To undertake any professional duties of the AHT reasonably delegated by the head teacher;

2.1.4 To undertake, to the extent required by the head teacher or the governing body, the professional duties of the head teacher in the event of the head teacher's absence from the school

2.2 Specific

a) support the vision, ethos and policies of the school and promote high levels of achievement



- b) support the creation and implementation of the school development plan within the national and local context, and to take sole responsibility for appropriately delegated aspects of it
- c) support the head teacher managing changes required for the benefit of the Deaf pupils in Birmingham
- d) collaborate with other partners within the BSSCT and the Sign Bilingual Consortium to promote excellent outcomes for Deaf sign bilingual pupils within the school
- e) demonstrate high standards of personal integrity, loyalty, discretion and professionalism
- f) develop a classroom environment and specialist Deaf teaching practice which secures effective learning across the breadth of the EYFS and National Curriculum and provide a professional model, clearly demonstrating effective teaching, classroom organisation and display, and high standards of achievement, behaviour and discipline
- g) take responsibility for the development and monitoring of a curriculum area(s) or whole school curriculum aspect(s)
- h) support the provision of an exciting, stimulating, creative and connected curriculum, which is personalised to the needs of Deaf children, including leading areas of the curriculum
- i) support the head teacher in monitoring of the quality of teaching and children's achievements including the analysis of performance data
- j) support the head teacher in developing positive working relationships with and between all staff and provide and sustain motivation
- k) lead groups of staff in developmental activities, delegate appropriately and evaluate outcomes
- l) support the head teacher in the implementation of the school's performance management policy
- m) support the head teacher in the management and organisation of relevant groupings of children to ensure effective teaching and learning takes place and that children's personal development needs are met
- n) take on specific tasks related to the day-to-day administration and organisation of the school
- o) contribute to the positive ethos of the school
- p) undertake phase leadership responsibilities
- q.) undertake the professional duties of the Headteacher in the event of their absence from school – this will rotate with the current AHT
- r.) to be involved in all aspects of the school's development and improvement and assist the Headteacher and governors in setting the budget in line with the School Development Plan
- s.) in liaison with the Headteacher to be responsible for budgets pertaining to identified aspects
- t.) to support all Health and Safety aspects of the school and inform immediately of any concerns
- u.) to be able to identify strengths and weaknesses in systems and staff, and support and intervene as appropriate

3. **Line Management - responsibility to and for**

3.1 Responsible to the Head Teacher



3.2 Responsible for the supervision of designated teaching and support staff

4. Conditions of employment

4.1 The above responsibilities are in accordance with the requirements of the School Teachers' Pay and Conditions Document in terms of duties and working time, also any local agreements and LA guidance on interpreting teachers' conditions of service.

5. Review and Amendment

5.1 This job description is normally subject to annual review. It may be amended at the request of the Head Teacher or the post holder but only after full consultation with the post holder. It will be signed if agreement is reached.

6. Complaints

6.1 If, following review and amendment, agreement is not reached, the appropriate procedures should be used for the settling of any disputes.

Job description issued after consultation

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Signature of the Head Teacher

Copy received by

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Signature of the Postholder

Date

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