

APPLICATION PACK



Fordbridge Community Primary School

Deputy Headteacher

Full time | L11 to L16

January 2027 start

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WELCOME FROM THE HEADTEACHER

Thank you for your interest in the role of Deputy Headteacher at Fordbridge Community Primary School. Following our excellent Ofsted report in January 2026, this is the right moment to bring in an ambitious leader who will help shape the next chapter of our school.

Fordbridge is a welcoming and inclusive primary school at the heart of our community in Solihull. We are proud of our diverse and vibrant school community, where strong relationships underpin everything we do. Our pupils are enthusiastic and eager to learn, and our staff are committed, reflective, and dedicated to achieving the very best outcomes for all.

As Headteacher, I am proud of the work we have undertaken to strengthen provision across the school, particularly in securing high-quality teaching and learning, developing a supportive and ambitious staff culture, and ensuring that all pupils feel a strong sense of belonging. We are a school that values collaboration, professional growth, and continuous improvement.





The successful candidate will play a pivotal role in shaping the next phase of our development. As Deputy Headteacher, you will work closely with me and the wider leadership team to deliver a clear and ambitious strategic vision. You will lead by example, modelling excellent practice in teaching and learning, and supporting colleagues to continue to develop their expertise across the primary phase.

You will also take a key responsibility for whole-school priorities, including assessment, English, and professional development, ensuring that these areas are coherent, impactful, and aligned with our school improvement priorities. This role offers significant opportunity to influence practice, develop leadership capacity in others, and contribute to sustained school improvement.

At Fordbridge, we are fully committed to our values and to ensuring that every child is safe, supported, and able to thrive. The safety, wellbeing, and success of our pupils are at the heart of everything we do, and we are looking for a leader who shares this unwavering commitment.

I hope this information gives you a sense of the opportunity this role offers. If you are an ambitious, values-driven leader who is passionate about making a difference, we would very much welcome your application. Should you wish to learn more about the role or arrange a visit, please do not hesitate to contact the school.

I look forward to hearing from you.

Harriett Simcox

Headteacher, Fordbridge Community Primary School

A MESSAGE FROM OUR CHAIR OF GOVERNORS



As Chair of Governors, I am proud to represent a school that sits at the heart of its community and is committed to providing an outstanding education for every child. Our pupils are ambitious, respectful and eager to learn, and they are supported by a dedicated staff team whose professionalism, care and expertise enable them to flourish academically, socially and personally.

The Governing Board is ambitious for the future of the school. We are focused on ensuring the highest standards of teaching and learning, securing strong outcomes for all pupils, and creating an environment where children and staff can thrive. We are committed to maintaining a broad and enriching curriculum, promoting inclusion and wellbeing, and ensuring that the school continues to evolve and improve in response to the needs of our pupils and community.

As we appoint our next Deputy Headteacher, we are seeking an exceptional leader who shares our vision and values. We are looking for someone with a proven track record of improving outcomes, inspiring colleagues and leading with honesty, humility, passion and integrity. The successful candidate will be a highly effective practitioner, an excellent communicator and a collaborative team player who can work closely with the Headteacher, staff, governors and wider stakeholders.

Most importantly, we are seeking a leader who is passionate about making a difference to children's lives. We want someone who will build on the school's strengths, embrace new opportunities, and help shape the next stage of our journey with energy, creativity and determination.

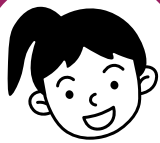
This is an exciting opportunity to join a successful and forward-looking school. We look forward to receiving applications from candidates who are eager to contribute to our continued success and who share our commitment to excellence for every child.

We look forward to hearing from you.



Samantha Spencer, Chair of Governors

MESSAGE FROM HEAD BOY AND HEAD GIRL



Head Girl

At this school you are always welcome. I have been here for many years and now I am Head Girl. You are not just taught to count or spell, you are taught to love and care for each other. We have great opportunities including residentials, trips, Flourishing Futures, and sports day.



Head Boy

I like Fordbridge because everyone is supportive and you learn lots of different things. You also get to play with your friends through sport. I like that everyone is respectful and the experiences we have, like class trips and residentials.

All staff are here if you want to talk about anything. Fordbridge has lots of exciting things, including Flourishing Futures and after school clubs.

WHY FORDBRIDGE?

Fordbridge Community Primary is a school with real momentum. Ofsted recognised strong standards across curriculum and teaching, inclusion, leadership, and personal development in January 2026. That recognition reflects years of hard work from a dedicated team, and it is the foundation the next Deputy Headteacher will build on.

This is not a school that stands still. Leaders here are ambitious, reflective, and genuinely invested in doing the right thing for children and families. The school serves a community where the stakes are high and where the school's impact on life chances is real and measurable. Fordbridge takes that responsibility seriously.

As Deputy Headteacher, you will be stepping into a school that has clear direction, a strong culture, and a leadership team that values collaboration and professional growth. You will have the opportunity to shape the next chapter of a school that is already making a significant difference.

If you are a leader who is driven by purpose, motivated by challenge, and ready to invest in a community that will give a great deal back, Fordbridge is the right place for you.



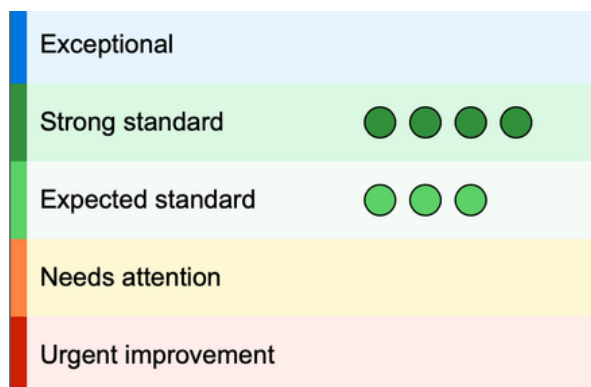
ABOUT FORDBRIDGE

Fordbridge is a primary school for children aged 2 to 11, based in Chelmsley Wood, North Solihull. We have 522 pupils on roll and are proud to be part of Prosper Together Multi Academy Trust.

We are a school that knows its community well. Our families are at the heart of everything we do, and we work hard to make sure every child feels safe, known, and ready to grow.

Our Ofsted Report Card - January 2026

In January 2026, Ofsted inspected Fordbridge and recognised strong standards across curriculum and teaching, inclusion, leadership, and personal development. You can read the full report [here](#).



Curriculum and teaching	Strong standard
Inclusion	Strong standard
Leadership and governance	Strong standard
Personal development and wellbeing	Strong standard
Achievement	Expected standard
Attendance and behaviour	Expected standard
Early years	Expected standard
Safeguarding	Met

OUR VALUES

At Fordbridge, our Golden Values shape everything we do. They are the foundation of how we treat each other, how we learn together and how we grow. You will hear them in assemblies, see them in classrooms and notice them in the way children talk about their school day.



Respect



Resilience



Reliability



Responsibility

Below are our Values Champions, chosen to help children see real-life examples of people who consistently live out our Fordbridge Golden Values.



Sir David Attenborough



Malala Yousafzai



Marcus Rashford MBE



Greta Thunberg



OUR COMMUNITY AND OUTCOMES

Our Community

Fordbridge is based in Chelmsley Wood, North Solihull, a close-knit, diverse community where families are proud of where they live and ambitious for their children.

North Solihull is one of the most deprived areas in the West Midlands. Many of our families face real challenges, and they look to Fordbridge as a place of stability, aspiration, and opportunity. We take that responsibility seriously, and our outcomes reflect it.

Our School at a Glance

Pupils on roll	522
Pupils eligible for free school meals	62% (national average 26%)
Pupils with SEN support	25% (national average 15%)
Pupils with an EHC plan	4% (national average 3.5%)
Pupils with EAL	14%

What Our Pupils Achieve

Our disadvantaged pupils outperform the national average for disadvantaged pupils across every measure at Key Stage 2, which we are very proud of.

	Fordbridge	National
Reading, writing and maths combined	74%	62%
Reading	84%	75%
Writing	78%	72%
Mathematics	81%	74%

WHAT PEOPLE SAY ABOUT US

“
She's thriving in this school.
I couldn't have chosen
somewhere better than
Fordbridge Primary.
”

Parent/Carer

“
Leadership is ambitious and
strategic. Leaders have an astute
understanding of the school's
strengths and a relentless drive
for ongoing improvements.
”

Ofsted, January 2026

“
Being a member of staff at
Fordbridge feels like a chance to
change the lives of many
children. Working at Fordbridge
reminds me why I chose
education in the first place.”
”

Year 4, Teacher

“
My daughter loves attending the
clubs available to her. Every term
there is a good choice. It's also
great that it makes up towards
graduation.
”

Parent/Carer



“
Pupils are proud of their
school and enjoy their
learning. They describe
school as a safe space and
know who to turn to if
worried
”

Ofsted, January 2026

WELCOME FROM OUR TRUST CEO



**PROSPER
TOGETHER**
Together we flourish.

Thank you for your interest in the role of Deputy Headteacher at Fordbridge Community Primary School.

Fordbridge is a school I am extremely proud to have part of our trust family. The team there have worked hard to build something special, a school with high standards, a strong culture, and a real commitment to the community it serves. The January 2026 Ofsted report reflects that, and this appointment is an opportunity to build on it.

As Deputy Headteacher, you will be based at Fordbridge and rooted in its community. You will also benefit from being part of a wider trust. As an employee of Prosper Together MAT, you will have access to trust-wide professional development, school improvement support, and a network of colleagues across North Solihull who are committed to the same goals.

We are looking for a leader who is driven by purpose, ready to invest in a school and a community, and ambitious for every child in their care. If that is you, we would very much welcome your application.

Selina Timmins

**Chief Executive Officer
Prosper Together Multi Academy Trust**





PROSPER TOGETHER

Together we flourish.

Prosper Together Multi Academy Trust is a five-school primary trust based in North Solihull. We educate over 2,000 pupils across Chelmsley Wood, Castle Bromwich, and Kingshurst, and we were formed in March 2023 with a simple aim: that every child, family, and member of staff in our communities is empowered to be the very best they can be.



VISION

For the children, families, staff and all those that form our school communities to be empowered and enabled to be the very best they can be.

PRINCIPLES

In order to achieve our vision, the Trust has agreed a set of guiding principles. We will:



Flourish
& Celebrate



Celebrate each school's distinctive identity whilst developing collective strength.

Collaborate
& Empower



Ensure continuous improvement through collaboration, empowerment, challenge and support.

Support
& Trust



Work together in a mutually supportive culture of trust, transparency and teamwork.

Safe
& Secure



Ensure financial sustainability and demonstrate legal compliance.

BENEFITS OF WORKING FOR PROSPER TOGETHER



Professional Development - Access to high-quality training and development opportunities.



Collaborative Working - Opportunities to work with other trust leaders, share best practices, and contribute to trust-wide initiatives that enhance pupil outcomes.



Employee Assist Programme - 24/7 health and well-being support, including counselling, legal and information helpline, critical incident advice, and a management support line.



Pension Scheme - Access to the Teachers' Pension Scheme or Local Government Pension Scheme, subject to eligibility.



Family-Friendly Policies - Enhanced maternity and paternity leave.



Mental Health First Aiders - Trained staff available across all trust schools to provide mental health support.



Eye Care Voucher - Free eye tests and contribution towards glasses for regular DSE users.

THE ROLE AND HOW TO APPLY

Deputy Headteacher, Fordbridge Community Primary School

Full time | Prosper Together MAT pay scale L11 to L16

Required from January 2027. Start date negotiable for the right candidate.

Whilst you will be based at Fordbridge Community Primary School, this post is employed by Prosper Together Multi Academy Trust.

Key dates

Stage	Date
Advert live	Week commencing 22 June 2026
Closing date	18th September
Shortlisting	Week commencing 21 September 2026
Shortlisting outcome communicated	by 25 September 2026
School visits and teaching observations at your current school	Weeks commencing 28 September and 5 October 2026
Interviews	Week commencing 12 October 2026
Start date	January 2027 (negotiable for the right candidate)

ABOUT THE ROLE AND ABOUT YOU

About the Role

As an integral member of our senior leadership team, you will work closely with the Headteacher to shape and deliver a clear strategic vision for the school. You will act as a key role model for teaching and learning, leading by example and supporting colleagues to achieve the highest possible standards. Alongside significant leadership and management responsibilities, including deputising for the Headteacher when required, you will maintain a leading role in whole-school assessment, English, and CPD, modelling excellence for others. In all aspects of your work, you will champion our school values, ensuring that the safety and wellbeing of our pupils remains at the heart of everything we do.

About You

Leadership Experience

Evidence of successful leadership experience, demonstrating the ability to lead by example and inspire a committed and high-performing teaching team.

Communication Skills

Evidence of excellent interpersonal and communication skills, with the ability to build and sustain effective, collaborative relationships with colleagues, families, and the wider Trust community.

Values and Ethos

A strong understanding of the moral purpose of school leadership, with a clear commitment to inclusion, diversity, and fostering curiosity in pupils.

We are seeking a dynamic and personable leader who is passionately committed to inclusive education. You will have:

Strategic Thinking

Evidence of a strategic, forward-thinking approach, with the ability to plan, innovate, and implement change effectively, underpinned by evidence-based practice.

Ambition and Drive

Demonstrates ambition for both self and others, with a clear commitment to making a positive difference and developing professionally towards future headship.

A full job description and person specification is available as part of the application pack.

APPLICATION AND SELECTION PROCESS

We will:



Provide you with clear, accurate and timely information



Give you the opportunity to ask questions



Respond to enquiries promptly



Adopt a fair and consistent assessment process



Make all offers fairly and equitably



Provide feedback to all candidates invited to interview, to support your ongoing professional development

In return, we ask that you:



Be honest and upfront about your experience, goals and aspirations



Provide open and accurate information when submitting your application



Prepare yourself for the interview and research who we are and how we work

THE SELECTION PROCESS

If shortlisted, you will be contacted by **25 September 2026**. We will then arrange a visit to your school during the weeks commencing **28 September and 5 October**. This will include a teaching observation and a tour of your school, giving you the opportunity to share your impact in context.

Formal two-day interviews will take place in the week commencing **12 October 2026** and will include a presentation and a formal interview panel.

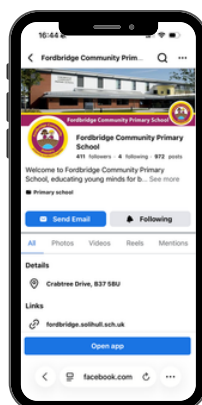
Feedback will be provided to all candidates who attend interview. We are committed to supporting your ongoing professional development, and that commitment starts here.

How to apply

Complete and submit the Prosper Together MAT application form, signed before submission, and email to Mrs H Simcox or Mrs E Robertson at office@fordbridge.solihull.sch.uk

Visit Fordbridge Community Primary School. We warmly encourage all candidates to visit before applying. Contact the school office to arrange: call **0121 779 8040** or visit www.fordbridge.solihull.sch.uk

Find us on Facebook and follow our latest news on our website.



SAFER RECRUITMENT AND EQUAL OPPORTUNITIES

Right to Work in the UK

The Immigration, Asylum and Nationality Act 2006 makes employers responsible for evidencing that all employees have proven their right to work in the United Kingdom. You will need to provide appropriate documentation prior to appointment using a right to work checklist.

Fitness for Work and DBS Checks

All posts are subject to medical clearance and an enhanced DBS check.

References

Full details on references required can be found within the Prosper Together Multi Academy Trust application form.

Safeguarding

Prosper Together MAT is committed to safeguarding and promoting the welfare and safety of all children. We expect all staff and volunteers to share this commitment. This post is exempt from the Rehabilitation of Offenders Act (ROA) 1974. All shortlisted candidates will be asked to disclose any relevant cautions or convictions prior to interview. Please note that an online search will be conducted for all shortlisted candidates prior to interview. The school's safeguarding policy is available on the Fordbridge website.

Equal Opportunities

The Trust is committed to creating and promoting a diverse and inclusive workforce. All appointments will be made on merit, following a fair and transparent process. Applications are welcome from all suitably qualified candidates regardless of age, disability, ethnic or national origin, gender identity, marital status, political opinion, religion or belief, sex, sexual orientation or trade union membership



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Respect



Resilience



Reliability



Responsibility



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