



# HEAD TEACHER

## Recruitment Pack

### HAPPY PUPILS SUCCEED

Developing confident, successful children with a natural love of learning, through an aspirational and inspirational curriculum where everybody is valued.



**Dear Applicant,**

Thank you for your interest in the Headteacher position at Harborne Primary School.

We are seeking an **ambitious, inclusive, and visionary leader** to guide our school through the next exciting phase of its development. This is a pivotal moment in our journey, and we are looking for someone who will inspire excellence, drive meaningful change, and nurture a culture of aspiration and care.

Harborne Primary is a larger-than-average school with a warm, welcoming, and nurturing environment. It has the feel of a happy and thriving village school, operating at the heart of its community. We are proud of our unique character and are looking for a Headteacher who will preserve and strengthen this identity, ensuring cohesion of our vision, values, and ethos across both of our sites.

We are seeking a strong and experienced leader who is ready to embrace a new challenge. The successful candidate will be an exceptional individual with the drive, enthusiasm, and strategic vision to work in close partnership with governors and stakeholders to accelerate school improvement.

Our most recent Ofsted inspection (May 2025) highlighted the need for rapid improvement, while also recognising the many strengths of our school. We are looking for a leader who can confidently address these challenges, build on our foundations, and lead us into a successful future.

We warmly welcome visits to the school and encourage you to come and see for yourself what makes Harborne Primary so special. We look forward to receiving your application.

Warm regards,

**Tricia Bunn**

School Improvement Advisor  
Birmingham City Council



## Application Summary

<b>Position:</b>	Head Teacher
<b>Salary:</b>	L28 – L32
<b>Start date:</b>	January 2026 (or earlier)

## Recruitment timeline

<b>Application closing date</b>	Monday September 15 <sup>th</sup> 2025
<b>Visit to school</b>	Monday 8 <sup>th</sup> September (9:30am & 1:30pm)  Tuesday 9 <sup>th</sup> September (9:30am & 1:30pm)  Wednesday 10 <sup>th</sup> September (9:30am & 1:30pm)
<b>Interview date</b>	Mon/ Tues 21 <sup>st</sup> / 22 <sup>nd</sup> September

## Completing your application

Completed application form and recruitment monitoring form must be received by Monday September 15<sup>th</sup> at midday.

**These should be submitted to Dan Sewell, School Business Manager:**

[d.sewell@harborne.bham.sch.uk](mailto:d.sewell@harborne.bham.sch.uk)

If you have any queries about the recruitment process or to have an informal discussion about the post please contact Tricia Bunn on the email address above.

### School visits

We encourage you to visit Harborne Primary School and once you have selected one of the time slots above you can arrange your visit by calling Dan Sewell (School Business Manager) on 0121 464 2705.

### Selection procedure

Application form, References and online checks:



- Candidates are advised that references will be taken up immediately after shortlisting. Could you ensure that your referees are aware of the need to respond immediately to a request. Please see the attached reference request form.
- The post will be offered subject to satisfactory completion of pre-employment checks
- In line with KCSIE2025 and safer recruitment practices and as part of its due diligence, an online search will be conducted for all shortlisted candidates (including social media). Prior to appointment, formal checks will be made in accordance with the current statutory requirements relating to child protection.

## Harborne Primary School - Happy Pupils Succeed



### **Vision & Ethos**

Harborne Primary School is a larger than average primary school, with a warm, welcoming and nurturing environment and the feel of a happy and thriving village school which operates at the heart of its community.

Our ethos is built on a simple principle: *Happy Pupils Succeed*. We place children firmly at the centre of all we do—creating a safe, inclusive and nurturing environment where each pupil is empowered to thrive both academically and personally. When children feel valued and supported, there is no limit to what they can achieve.

### **Community & Culture**

Our school community is vibrant and diverse, with over 20 languages spoken among our families. This rich tapestry enhances our inclusive culture, and we celebrate difference while nurturing unity and belonging. We value our strong partnerships with parents and carers and actively promote collaborative learning between pupils, staff, families, and governors.

### **Provision & Standards**

Operating across two sites:



- **Station Road (Main Site):** Three-form entry from Reception to Year 6
- **Court Oak Road (Annex Site):** One-form entry provision

Across both sites, we aim to provide every pupil—including those with special educational needs and disabilities (SEND)—with access to a high-quality curriculum that is aspirational, inclusive, and tailored to meet diverse learning needs. Strengthening our SEND provision is a key priority, and we are committed to ensuring that pupils with SEND are supported to make strong progress and participate fully in every aspect of school life.

We continue to build on our historically strong academic outcomes, including pupil achievement at the end of Key Stage 2. In recent years, the proportion of pupils attaining the expected standard in reading, writing, and mathematics has consistently exceeded both Birmingham and national averages. Our ambition is to champion excellence for all learners across all phases and pupil groups—while fostering a culture rooted in equity, high expectations, and personalised support.

### **School Development Context**

Our most recent Ofsted inspection took place on 20th and 21st May 2025 and identified clear areas for improvement. We acknowledge these challenges transparently and are actively addressing them with urgency and rigour.

*Key development priorities include:*

- Enhancing the quality of education across all subjects, with a focus on consistency for SEND pupils
- Strengthening safeguarding practice and compliance
- Restructuring leadership to increase strategic capacity
- Embedding robust monitoring systems to drive school improvement



### Key Results - 2024-2025

Assessment	Statistic	Cohort	School Result	National Comparison	National Result	School Percentile Rank
KS2 Reading, Writing & Maths combined	% of pupils achieving the expected standard	119	69%	● At or above	62%	68th
KS2 Reading, Writing & Maths combined	% of pupils achieving the higher standard	119	3%	■ Below (significant)	8%	28th
Multiplication Tables Check (MTC)	% of pupils scoring full marks (25/25)	120	28%	■ Below (significant)	~ 38%	34th
Phonics Screening Check	% of pupils passing in Year 1	118	88%	● Above (significant)	~ 80%	75th
Early Years Foundation Stage	% of pupils achieving a Good Level of Development	119	63%	■ Below	~ 69%	28th

#### Legend

- Above national (statistically significant)
- At or above national
- Below national
- Below national (statistically significant)
- Missing data
- ~ Estimated national