

Moor Hall School



Head teacher Application Pack

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Welcome from our Chair of Governors



Dear Applicant,

Thank you for your interest in the Head teacher position at Moor Hall Primary School. We are pleased to share this information pack with you which will provide for you an insight into our vibrant community.

This vacancy has arisen following the resignation of our current Head teacher, Andrew Steggall, which will take effect from 1st September 2026. Andrew has been our Head teacher for 20 years and during that time his inspirational, innovative leadership and dedication has transformed our school into a dynamic and caring environment where expectations are high, children have a thirst for learning and flourish, staff feel valued members of a team, and the community is very supportive.

Andrew will leave behind a strong legacy. The school has received two outstanding OFSTED inspections, the latest from November 2024 recognises the children achieve exceptionally well with a highly ambitious curriculum led by a dedicated team of staff.

At Moor Hall, the "Moor Hall Way" is firmly embedded. Developing the skills and attitudes for the children to be healthy, confident and responsible in preparation for an ever changing future is at the heart of everything we do.

We are looking for someone to take us forward to the next stage of our development. We want someone who is innovative and courageous, someone who has a deep belief that all children can succeed, and someone who can inspire children, staff and the community to be the best they can be.

If you are that inspirational leader, motivated by our ethos and keen to build on our strengths, whilst guiding us into the next exciting chapter, we would love to hear from you.

Yours faithfully,

A handwritten signature in black ink that reads 'Pam Garrington'.

Pam Garrington

Chair of Governors



Headteacher: Mr Andrew Steggall
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Job Advert

Applications are invited for the Headship of Moor Hall Primary School, Sutton Coldfield B75 6RE

We welcome applications from candidates wishing to job share, please indicate if you wish to job share on the application form.

Pay Range: Group 3 ISR L18-24 (£78,702 - £90,255); negotiable dependent on skills and experience.

Moor Hall Primary School is a Foundation School.

Start Date: September 2026

Website: www.moorhall.bham.sch.uk

Due to the forthcoming retirement of our longstanding and highly respected Head teacher, we are seeking an exceptional primary leader to guide Moor Hall Primary School into its next phase of development.

We are looking for an inspirational, aspirational and innovative individual with a clear vision for high-quality education rooted in the values underpinning the 'Moor Hall Child':

- Achieving
- Responsible
- Healthy
- Confident

The successful candidate will champion the wellbeing and development of every child, lead with integrity, and inspire staff and families alike.

ABOUT US:

At Moor Hall Primary School, our core values are at the heart of everything we do. These values guide us daily, shaping the way we nurture our pupils, deliver teaching, and build a caring, inclusive community. Our child-centred curriculum is designed to inspire curiosity, creativity and a lifelong love of learning. We offer a wealth of opportunities for children to learn both in the classroom and outdoors, whether within our wonderful grounds or out and about on educational visits, supporting every child to flourish academically, socially and emotionally.

We firmly believe that high self-esteem is the foundation for success: when children are happy, confident and resilient, they are equipped to face life's challenges with determination. Our talented and dedicated staff set high expectations, fostering a culture of ambition and achievement. We also place great importance on forging strong partnerships with parents/carers and the wider community, recognising that these relationships enable our pupils to grow, learn and truly thrive.

We benefit from strong collaborative links with other local schools, and we greatly value the unwavering support from our parent body and the wider community, which contributes immensely to our vibrant school life.

We are extremely proud that, in our most recent Ofsted Inspection (November 2024), Moor Hall was judged 'Outstanding' in all areas. This achievement is a testament to the commitment and teamwork of our staff, pupils and parents. It reflects our belief that every child at Moor Hall receives an exceptional education and is encouraged to reach their full potential.

Our Key Strengths

- **Outstanding Teaching and Learning:** A broad, balanced curriculum delivered by expert staff ensures high standards and excellent outcomes for all pupils.
- **Character Education:** We prioritise positive character development, supporting every child's personal growth and wellbeing.
- **Inspirational Leadership:** Our senior leaders and Governors are committed, forward-thinking, and actively shape the school's future.
- **Strong Partnerships:** We foster active collaboration with parents/carers, local schools, and organisations to enrich our vibrant community. Our very proactive Parents Association raised over £30,000 last year.
- **Our environment:** In 2019, as the school expanded from a one-form to a two-form entry, seven new classrooms were built and the Early Years area was enlarged.

Our Future Priorities

- **Sustaining Excellence:** We remain committed to upholding the high standards that secured our 'Outstanding' Ofsted rating.

- **Staff Growth:** We prioritise professional development, providing staff with clear pathways for career advancement.
- **Inclusive Excellence:** We strive to meet every child's needs, ensuring all pupils have the opportunity to succeed.
- **Enhancing Our Profile:** We are focused on building our school's reputation and exploring opportunities for future development.

THE ROLE:

The Governors are seeking to appoint an inspirational, aspirational, and innovative strategic leader who will:

- Provide clear, strategic leadership consistent with our vision and values, ensuring these remain at the heart of school life and decision-making.
- Offer fresh vision and innovation while respecting and building on the school's strong foundations.
- Inspire pupils, staff and the wider community, promoting high expectations, a love of learning, and respect for our shared values.
- Build upon our existing strengths: nurture every child, support staff development and promote a culture of continuous improvement.
- Work collaboratively as a team with staff, the Governing Board and the wider community to shape the school's future.
- Embed and champion our child-centred curriculum and values, ensuring opportunities for outdoor learning, enrichment, spiritual growth, and broad life education.

We're Looking for Someone Who:

- Upholds and promotes our school's unique ethos and values.
- Leads with compassion and inclusivity.
- Builds positive relationships across the school community.
- Champions every child's potential, supporting academic, social, emotional and spiritual growth.
- Sets and maintains excellent standards, leading by example.

- Demonstrates resilience as well as high levels of self-motivation and organisation.
- Promotes teamwork, and empowers others.
- Coaches others to achieve their best.

Our children are looking for a Head teacher who:

- Keeps everyone safe.
- Is calm· Is reliable.
- Is supportive and a good listener.
- Is approachable, friendly, understanding and compassionate but also firm.
- Is passionate·
- Is courageous, being prepared to stand up for children but can take tough decisions that might be unpopular, but are in everyone's interests.
- Is a confident speaker.

What we offer:

- A welcoming, values-driven school community where children thrive and are supported to reach their potential.
- Children who are inquisitive, curious, open minded and wanting to learn.
- Dedicated staff who share a commitment to excellence and nurturing every child.
- A strong, supportive and consultative Governing Body.
- A culture of innovation where new ideas are welcomed and supported.
- A well-developed curriculum promoting global awareness and engagement beyond Moor Hall.
- Strong partnerships with parents/carers and the wider community, fostering a real sense of belonging.
- An environment focused on character, learning, and personal growth.
- An active and effective Parent Association.

- Professional development and leadership opportunities, backed by supportive governors and community.

Visits to School

We strongly encourage applicants to visit our school. We enjoy sharing what makes Moor Hall Primary School a special place. Visits will take place on

- Wednesday 25th February at 10am
- Wednesday 4th March at 2.30 pm **or** at 4pm

Visits to school can be arranged by contacting the School Office on 0121 675 3966 to book your place.

Enquiries and requests for application packs: Download the Applicant Pack or by contacting the School Office on 0121 675 3966 or emailing htrecruitment@moorhall.bham.sch.uk

Closing date for applications: Monday 9th March, 9 am.

Completed applications should be returned to: htrecruitment@moorhall.bham.sch.uk

Shortlisting will take place on: Thursday 12th March. Applicants will be notified on Friday 13th March if they have been shortlisted for interview.

Interview and selection process will take place on: Monday 23rd March. As part of the interview process candidates will be asked to prepare a 10 minute presentation (further details to be provided in the invitation letter).

References will be requested at the shortlisting point.

This school is committed to recruiting with care and safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This post is subject to an enhanced DBS check and other safeguarding procedures. The school is also committed to equal opportunities in employment and positively welcomes all applications.

Job Description and Person Specification

JOB DESCRIPTION

Job Title: Head teacher, Moor Hall Primary School, Sutton Coldfield B75 6RE

Salary: Group 3 ISR L18-24 (£78,702 - £90,255); negotiable dependent on skills and experience

Contract type: Full-time permanent

School Status: Moor Hall Primary School is a Foundation School.

JOB PURPOSE

The Head teacher is accountable to the Governors and is expected to provide professional leadership, strategic direction and operational management for the school by promoting high standards in all aspects of the school's work and by building upon past achievements, to secure the school's continued success and improvement by ensuring high quality education for all its students so as to maximise their potential.

- Sustain and develop the school's ethos and strategic direction together with the governing board and through consultation with the school community
- Build, develop and communicate a coherent vision of the school
- Inspire, challenge, motivate and empower all stakeholders, including parents/carers and the wider community, to implement and carry forward the vision
- Establish and monitor all systems, processes and policies so the school can operate effectively

- Identify problems and barriers to school effectiveness, and develop strategies for school improvement that are realistic, timely and suited to the school's context
- Make sure these school improvement strategies are effectively implemented
- Monitor progress towards achieving the school's aims and objectives
- Be accountable for the allocation of all financial resources appropriately, efficiently and effectively
- Uphold public trust in school leadership and maintain high standards of ethics, behaviour and professional conduct
- Build positive and respectful relationships across and beyond the school community
- Serve in the best interests of the schools' pupils
- Lead, inspire, challenge and motivate the school team to create an environment of continued improvement and excellence

The Head teacher will carry out their professional duties in accordance with the National Conditions of Employment for Head teachers in the School Teachers' Pay and Conditions document, as well as other relevant education, employment and health and safety legislation affecting the conduct of the school.

DUTIES AND RESPONSIBILITIES

School Culture and Behaviour

- Create a culture where pupils and staff experience a positive and enriching school life
- Uphold ambitious educational standards in order to prepare pupils from all backgrounds for their next phase of education and life
- Ensure a culture of staff excellence and ambition where all experience opportunities for development
- Encourage high standards of behaviour from pupils, built on rules and routines that are understood by staff and pupils, and clearly demonstrated by all adults in school
- Use consistent and fair approaches to managing behaviour, in line with the school's behaviour policy

Teaching, Curriculum and Assessment

- Establish and sustain high-quality teaching across all subjects and phases, based on evidence
- Ensure teaching is underpinned by subject expertise
- Effectively use formative assessment to inform strategy and decisions
- Ensure the teaching of a broad, structured and coherent curriculum
- Establish curriculum leadership, including subject leaders with relevant expertise and access to professional networks and communities
- Use valid, reliable and proportionate approaches to assessing pupils' knowledge and understanding of the curriculum
- Ensure the use of evidence-informed approaches to reading so that all pupils are taught to read

Additional and Special Educational Needs (SEN) and Disabilities

- Promote a culture and practices that enables all pupils to access the curriculum •
 - Have ambitious expectations for all pupils with SEN and disabilities
- Make sure the school works effectively with parents, carers and professionals to identify additional needs and provide support and adaptation where appropriate
- Make sure the school fulfils statutory duties regarding the [SEND Code of Practice](#).

Managing the School

- Ensure staff and pupils' safety and welfare through effective approaches to safeguarding, as part of a duty of care
- Manage staff well with due attention to workload and well-being
- Ensure rigorous approaches to identifying, managing and mitigating risk

Professional Development

- Ensure staff have access to appropriate, high standard professional development opportunities
- Keep up to date with developments in education
- Maintain a focus on their own continued professional development
- Ensure training and continuing professional development is effectively planned, delivered and evaluated
- Make sure professional development opportunities draw on experts both within, and beyond the school
- Seek training and continuing professional development to meet the needs of all staff members, nurturing ambition and opportunity for all

Governance, Accountability and Working in Partnership

- Understand and welcome the role of effective governance, including accepting responsibility
- Ensure that staff understand their professional responsibilities and are held to account
- Ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties
- Work successfully with other schools and organisations
- Maintain working relationships with fellow professionals and colleagues to improve educational outcomes for all pupils

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the Head teacher will carry out. The postholder may be required to do other duties appropriate to the level of the role.

About our School

Moor Hall Primary is a two form entry foundation maintained Primary school with pupils aged 4-11. There are currently 428 pupils on roll. There is a private Nursery, Ducklings, on site. School manages a flourishing and well attended breakfast club and after school provision, Moorhens.

There is a Deputy Head teacher, an Assistant Head teacher, an Early Years Co-ordinator, a KS 1 and KS2 Co-ordinator and an English and Maths Lead. The SENDCO is a Consultant, and liaises very closely with the Assistant Head who is a qualified SENDCO and undertakes aspects of the role. There is also a School Business Manager.

The school was built in 1963 as a one entry Primary School. In 2019 there was a new annex built, the school hall was extended and the early years provision was improved, so the school gradually increased from Reception upwards to become whole school two form entry in 2023

FSM6: 8.2%

Number of pupils with an Education and Health Care Plan: 7

Pupils whose first language is not English: 15.4%

Attendance 2024/25: 97.5%

Latest OFSTED Inspection Outcomes (November 2024)

Quality of education	Outstanding
Behaviour and attitudes	Outstanding
Personal Development	Outstanding
Leadership and Management	Outstanding
Early Years provision	Outstanding

2025 SATs Results

	Expected level	Greater Depth
RWM	82%	25%
Reading	88%	45%
Writing	88%	30%
Mathematics	88%	65%
EGPS	93%	65%
Phonics	93%	

SDP Key Priorities 2025-26

1. **Leadership growth** - Build a sustainable, distributed leadership model that enhances teaching quality, curriculum delivery, and school improvement through coaching and collaborative professional development.
2. **SEND** - Provide timely, adaptive, and inclusive SEND provision that supports all pupils to achieve their best, with clear processes and collaborative partnerships.
3. **Behaviour** – to establish a positive, predictable and inclusive behaviour culture that supports pupil wellbeing, reduces high-level incidents and fosters self-regulation

The Moor Hall Child

At Moor Hall, we nurture healthy and confident children who can achieve their best across a broad range of subjects. We want our children to be creative, innovative individuals who will develop transferable knowledge, skills and attitudes in preparation for an ever-changing future. The Moor Hall child will value themselves and the viewpoints of others in our diverse society - they will understand equality and strive to make a better, more peaceful world.

The Moor Hall Child comprises four elements:

- The Achieving Child

The achieving child is a motivated, critical thinker who makes reasoned judgements in order to achieve high standards. This is achieved through discovery and engagement and skilful teaching within a stimulating environment where opportunities for success are constructed within a broad curriculum.

- The Confident Child

We encourage children to express their views and involve themselves in decisions that affect their lives in school. From the very start of school, systems are designed to develop children's independence. Children are taught to reflect on their learning, understanding that mistakes are positive learning opportunities. We have active school council and class councils.

- The Healthy Child

A caring child who considers their well-being as well as the well-being of others. We have a wide range of opportunities to actively promote fitness. This includes lunchtime sport sessions, our outdoor gym, specialist teaching of PE and the use of our daily mile course.

- The Responsible Child

At Moor Hall, we encourage children to discuss and debate issues, showing respect for others ideas and points of view. We expect high standards of behaviour and work hard to prevent all forms of bullying. Our curriculum is designed to support children in being thoughtful, caring and active citizens both within the school and in the wider community.



Moor Hall School Virtues



At the heart of all we do at Moor Hall School lies our school virtues. These virtues underpin our vision for the Moor Hall Child, decision making at school as well as support the curriculum in all its different forms. The virtues were developed through consultation with our wider community, led by a working group of staff and governors.

Assemblies are a means by which we can deepen children's understanding of virtue. Our programme includes a virtue of the week, which is delivered through both class and whole school assemblies. We deepen our virtues by the organisation of enrichment weeks. An example of this was during Mutual Respect, Tolerance and Diversity Enrichment Week where our focus was on the virtues of compassion and respect underpinning the 'responsible' element of the Moor Hall Child.

A further example of how virtues are embedded is through wider curriculum work. Year 5 visited Bletchley Park with a focus on the virtue of service. Our residential at Ingestre Hall is planned around the development of virtue. In 2025, we joint planned art activities including dance, drama and music based on the virtue of kindness.

Our virtues based approach to education is owned by the whole school community. The commitment to this approach runs throughout our community and our future plans are to embed this further in our daily practice.

The attached poem is work by a Year 3 child in response to Book Week.

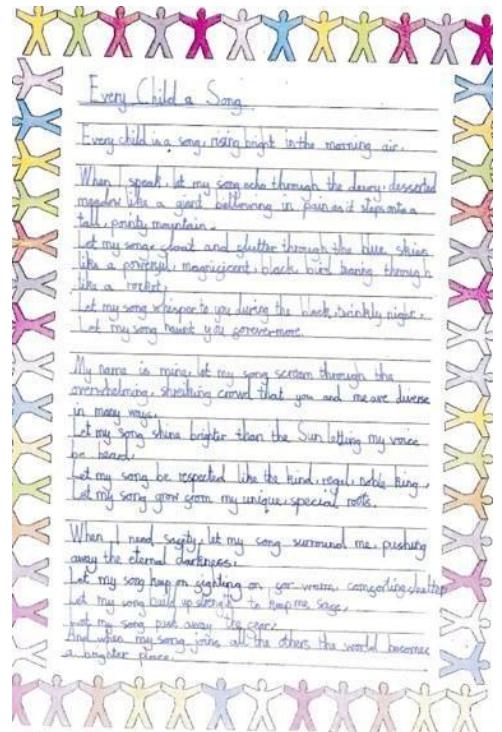
Curriculum Overview

Our curriculum at Moor Hall has been developed by curriculum leads who champion and organise their aspect. For some elements of our curriculum we use schemes. An example of this our Art curriculum and KS2 music programme is delivered through Kapow. We use Jigsaw for our PSHE curriculum and the White Rose Maths programme. We work with our FOLTE schools to implement the Little Wandle phonics scheme.

We have specialist teaching in French, Computing and Music. In these aspects of the curriculum we achieve exceptionally high standards with a consistent and progressive approach to delivery. Our curriculum work is mapped to our vision for the Moor Hall Child.

We use Enrichment Weeks during the year to enhance our curriculum provision and inspire children. These weeks are planned by working parties of staff who provide our wider team with a framework from which to work. We actively encourage our teachers to be creative within the curriculum framework. They have flexibility to build upon their knowledge of their class and will find strategies to imaginatively deliver our school's intent for the Moor Hall Child.

Standards across the curriculum are very high. This was recognised during our 2024 OFSTED inspection. We take great pride in the fact that we can achieve high standards through a more creative and values led approach.



Our Community & Network

Moor Hall School is a founding member of the Four Oaks Learning Trust for Excellence. We are a foundation school whereby our Governing Board is the employer for all of our staff. The Trust provides network opportunities for school improvement. This includes annual thematic reviews across each school, training events and individual links made between staff working groups. The Head teachers meet regularly in a highly supportive environment where key issues are discussed and a collaborative approach to problem solving is achieved.

The school has an active Parents Association who raised over £30,000.00 last year. The support of the PA has enabled us to enhance opportunities for children. This includes monies that were used to develop outdoor areas adjacent to the school playground. The PA events have a true sense of community and include family activities. Staff at the school are encouraged to support these events.

We have a highly professional board of Governors led by our Chair, Pam Garrington. We are fortunate that members of our board bring forward a variety of professional experience that both support and challenge Moor Hall's developmental journey.

Moor Hall is also part of a wider consortium of schools in Sutton Coldfield. The consortium meet regularly to discuss development at a local and national level as well as gain invaluable updates on a termly basis regarding policy change and strategic updates.

Recruitment Timeline

Recruitment Timeline

Visits to School: 25th February 10am and 5th March 2.30pm or 4pm

Closing Date: Monday 9th March at 9am

Shortlisting: Thursday 12th March

Interview Date: Monday 23rd March

School Visits:

We strongly encourage you to visit our school on one of the dates and times listed above. Once you have selected the date and time that is most suitable to you, please contact the school office to book your place via telephone on 0121 675 3966 or via email to enquiry@moorhall.bham.sch.uk

Completing your Application:

Please complete the Application Form and the Recruitment Monitoring Form provided. CVs will not be accepted. **These must be received by 9am on Monday 9th March.**

These should be submitted to: htrecruitment@moorhall.bham.sch.uk

If you have any queries about the recruitment process or would like to have an informal discussion about the post, please contact: htrecruitment@moorhall.bham.sch.uk. A phone call can be arranged with the Chair of Governors.

Selection Process

The shortlisting of applications will take place on Thursday 12th March by a panel of Governors and assisted by an external advisor.

Safeguarding: References & Online Checks

Potential applicants should ensure that they read our Safeguarding and Child Protection Policy and our Recruitment of Ex-Offenders Policy. These policies can be found at on the School's website [here](#).

The School and all its staff are committed to safeguarding and promoting the welfare of the children. The successful candidate will be subject to necessary pre-employment checks, including: an enhanced DBS; Childcare Disqualification (where applicable); qualifications (where applicable); medical fitness; identity and right to work.

Further details about self-disclosure for shortlisted candidates are contained within the Application form, which applicants need to adhere to.

All applicants will be required to provide two suitable references. Candidates are advised that references will be taken up immediately after shortlisting. It would be helpful if you could ensure that your referees are aware of the need to respond immediately to a request.

An online search will also be carried out as part of due diligence on all shortlisted candidates.

Other

- This post is covered by Part 7 of the Immigration Act (2016) and therefore the ability to speak English fluently is an essential requirement for this role.
- Information about how your personal information is handled is included within the application form.