



Raddlebarn Primary & Nursery School

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Interim Executive Head Teacher: Mrs Michelle Newman

'Success for All'

Headteacher Recruitment Pack

Raddlebarn Primary School
Selly Oak, Birmingham



Leadership Scale 17–21 | Full Time | Candidate Information Pack

Welcome from the Interim Executive Board

Thank you for your interest in the position of Headteacher at Raddlebarn Primary School. We are delighted that you are considering joining our vibrant, ambitious and inclusive school community.

Raddlebarn Primary School is a warm and welcoming school rooted in the community, situated in the heart of Selly Oak, Birmingham. Our children are enthusiastic, curious and proud of their school. We are committed to creating a nurturing environment where every child is encouraged to flourish academically, socially and emotionally.

The Interim Executive Board is seeking an exceptional leader who will build upon the school's strengths and lead with integrity, optimism and ambition *into this new chapter for the school*. We are looking for a passionate educational leader with a clear vision for high-quality teaching and learning, a deep commitment to inclusion and SEND, and the ability to inspire staff, pupils and the wider community.

The successful candidate will be an experienced senior leader with a proven track record of improving outcomes, developing teams and creating a positive outward looking school culture. They will value strong partnerships with families, governors and the local community and will be committed to ensuring every child feels safe, valued, *happy* and successful.

This is an exciting opportunity to lead a school with strong community values, dedicated staff and tremendous potential. We look forward to welcoming a leader who shares our ambition for every child to thrive and to have a significant impact on developing our school to become exceptional.

“The school ethos contributes to the palpable warmth in how pupils interact with each other“- Ofsted 2024



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Why Choose Selly Oak & Birmingham?

Located in south-west Birmingham, Selly Oak offers the perfect blend of community spirit, green spaces, cultural diversity and excellent connectivity to the city centre and to the rest of the UK through its excellent transport network. Raddlebarn Primary School benefits from being at the centre of a thriving and welcoming community with a strong sense of local identity.

<i>What Makes the Area Special?</i>	<i>Highlights</i>
Education & Innovation	Close to the University of Birmingham and Queen Elizabeth Hospital – two of the city’s most respected institutions.
Transport Links	Excellent rail and bus connections, including Selly Oak station and easy access to Birmingham city centre.
Community Spirit	A diverse and welcoming local community with strong family values and active local organisations.
Culture & Heritage	Rich history linked to Bournville and the Cadbury family’s legacy of philanthropy and education.
Lifestyle	Affordable housing, parks, cafés, restaurants and cultural venues across Birmingham.

Birmingham itself is one of the UK’s most dynamic and diverse cities, offering exceptional cultural, sporting and social experiences. From theatres and museums to parks and festivals, the city celebrates creativity, diversity and community and just a 5-minute drive from the city centre is the wonderful green spaces and welcoming atmosphere of Bournville and Selly Oak. Bournville’s historic emphasis on education, wellbeing and community development continues to influence the area today. Families are drawn to Selly Oak for its welcoming atmosphere, green spaces and access to outstanding opportunities across Birmingham.



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Job Description

The Headteacher will provide strategic and cultural leadership and operational management for Raddlebarn Primary School, ensuring the highest standards of teaching, learning, safeguarding and pupil and staff wellbeing are built on secure foundations.

Summary table of responsibilities:

Area of Responsibility	Key Expectations
School Culture	Lead and sustain a positive, inclusive and ambitious school ethos.
Teaching & Learning	Ensure high-quality teaching and excellent outcomes for all pupils.
Curriculum	Deliver a broad, balanced and aspirational curriculum.
Behaviour & Safeguarding	Maintain a safe environment with high expectations of behaviour.
SEND & Inclusion	Champion inclusive practice and ambitious outcomes for pupils with SEND.
Professional Development	Develop and empower staff through high-quality professional learning.
Community Engagement	Strengthen partnerships with parents, governors and external agencies.
School Improvement	Lead evidence-informed improvement planning and self-evaluation.

The successful candidate will be expected to uphold the highest standards of professional conduct and safeguarding in line with national Headteacher standards.

Headteacher Job Description

Job Title: Headteacher

Reports to: Chair of Interim Executive Board

Location: Raddlebarn Primary School

Salary/Grade: Leadership Scale 17-21

Hours of Work: Full-time

This job description reflects the 'National standards of excellence for Headteachers' (2020). These standards are built upon 'The Teaching Standards' (2011) which apply to all teachers, including Headteachers.



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The role of the Headteacher

Headteachers are leading professionals and role models for the communities they serve. Their leadership is a significant factor in ensuring high quality teaching and achievement in schools and a positive and enriching experience of education for pupils.

Section 1: Ethics and professional conduct

Headteachers are expected to demonstrate consistently high standards of principled and professional conduct.

The Nolan principles:

selflessness	openness
integrity	honesty
objectivity	leadership
accountability	

Section 2: Headteachers' standards

<p>1. School culture</p> <ul style="list-style-type: none"> • establish and sustain the school's ethos and strategic direction • create a positive and enriching school life • uphold ambitious educational standards • promote respectful relationships • ensure high staff professionalism 	<p>2. Teaching</p> <ul style="list-style-type: none"> • establish and sustain high-quality teaching • ensure teaching is underpinned by subject expertise • ensure effective formative assessment
<p>3. Curriculum and assessment</p> <ul style="list-style-type: none"> • ensure a broad and coherent curriculum • establish effective curricular leadership • ensure evidence-informed reading approaches • ensure valid assessment approaches 	<p>4. Behaviour</p> <ul style="list-style-type: none"> • establish high expectations of behaviour • ensure high standards of pupil conduct • implement fair behaviour management • ensure adults model positive behaviour
<p>5. Additional and special educational needs and disabilities</p> <ul style="list-style-type: none"> • ensure ambitious expectations for pupils with SEND • establish inclusive practices • work effectively with parents and professionals • fulfil SEND statutory duties 	<p>6. Professional development</p> <ul style="list-style-type: none"> • ensure staff access high-quality development • prioritise professional development • use expert provision beyond the school
<p>7. Organisational management</p> <ul style="list-style-type: none"> • ensure safeguarding and safety • allocate financial resources appropriately • manage staff workload effectively • establish effective systems and processes • ensure risk management 	<p>8. Continuous school improvement</p> <ul style="list-style-type: none"> • evaluate school effectiveness • develop evidence-informed improvement strategies • ensure effective implementation of plans
<p>9. Working in partnership</p> <ul style="list-style-type: none"> • build constructive relationships with the community • work successfully with other schools and organisations • establish professional relationships across services 	<p>10. Governance and accountability</p> <ul style="list-style-type: none"> • uphold effective governance • maintain relationships with governors • ensure staff accountability • ensure compliance with statutory duties



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Headteacher Person Specification

We are looking for a leader who:

- Leads with warmth, integrity and ambition
- Inspires trust and confidence across the school community
- Has a clear vision for outstanding primary education
- Values diversity, inclusion and pupil wellbeing
- Develops others and builds high-performing teams
- Is outward-looking and committed to collaboration

Category	Criteria	Essential ✓	Desirable ✓
Education & Training	Qualified Teacher Status with a successful NQT year completed	✓	
Education & Training	Degree or equivalent qualification	✓	
Education & Training	Evidence of continuing professional development	✓	
Education & Training	National Professional Qualification of Headship or working towards completion		✓
Professional Development	Evidence of professional development for the role of Headteacher		✓
Professional Development	Attendance at training on current educational issues		✓
Professional Development	Contribution to staff development across all phases		✓
Professional Development	Completion of safer recruitment training	✓	
Professional Development	Completion of appropriate Child Protection training	✓	
Leadership	Recent substantial successful senior leadership	✓	
Leadership	Experience of leading whole school improvement with evidence of impact	✓	
Leadership	Experience of policy development and implementation	✓	
Leadership	Experience in school self-evaluation and development planning	✓	
Experience	Experience of leading a school through Ofsted		✓
Experience	Significant teaching experience within the primary phase		✓
Experience	Ability to use data effectively to raise standards	✓	
Experience	Competent with the use of ICT and communication technology	✓	
Professional Skills	Clear vision and leadership skills	✓	
Professional Skills	Excellent written and verbal communication skills	✓	
Professional Skills	Ability to think strategically and respond flexibly to change	✓	
Professional Skills	Demonstrate innovative and creative approaches to teaching and learning	✓	



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Philosophy & Commitment	Clear personal philosophy of education	✓	
Philosophy & Commitment	Commitment to wellbeing and pastoral care	✓	
Philosophy & Commitment	Commitment to promoting links with Trust, parents, governors and community	✓	
Personal Attributes	Ability to demonstrate personal and professional integrity	✓	
Personal Attributes	Outstanding interpersonal relationships	✓	
Personal Attributes	Ability to build and maintain quality relationships	✓	
Personal Attributes	Personal enthusiasm and commitment to leadership	✓	
Leadership Characteristics	Established Headteacher or experienced Deputy Head	✓	
Leadership Characteristics	Leader of learning able to improve educational outcomes	✓	
Leadership Characteristics	Experience working within diverse multicultural settings		✓
Leadership Characteristics	Experience of strategic oversight and management of budgets		✓
Leadership Characteristics	Experience leading across inclusive schools and SEND	✓	
Leadership Characteristics	Experience engaging with parents and building community	✓	
Leadership Characteristics	Experience establishing effective school governance		✓
Leadership Characteristics	Outward-looking leader with experience of cultural change	✓	
Leadership Characteristics	Passionate about community and developing people	✓	
Leadership Characteristics	Strong desire to nurture and develop children as future leaders	✓	
Leadership Characteristics	Experience working across networks and agencies	✓	



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How to Apply

Thank you for your interest in this exciting opportunity.

Applicants are encouraged to visit the school and experience the warmth and ambition of the Raddlebarn community firsthand. For informal tours of the school and if you would like a confidential conversation regarding the role, please contact Louise Edgehill Office Manager who will make arrangements for you to speak with the Chair of the Interim Executive Board Recruitment@radlbarn.bham.sch.uk

Completed applications should be submitted in line with the instructions provided in the advertisement.

Interviews to be held on Thursday 18th and Friday 19th June for shortlisted candidates.

Safeguarding Statement for safer recruitment

Raddlebarn Primary School is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. The successful candidate will be subject to all necessary pre-employment checks.

The pre-employment checks include: Enhanced DBS; Prohibition check; Childcare Disqualification (where applicable); qualifications (where applicable) medical fitness; identity, Birth Certificate and right to work.

All applicants will be required to provide two suitable references.

The post is exempt from the Rehabilitation of Offenders Act 1974, and the amendments to the Exemption Order 1975, 2013 and 2020. Which means that when applying for certain jobs and activities certain spent convictions and cautions are 'protected', so they do not need to be disclosed to employers, and if they are disclosed, employers cannot take them into account.

Please note that applications must be the creation of the candidate applying. While technology, including artificial intelligence, may be used to help the candidate select certain phraseology, if substantial use of AI is used, the application will be disregarded.

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



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