



Headteacher Recruitment Candidate Pack

Wheeler's Lane Primary School

Dear Prospective Applicant

Thank you for your interest in the position of Headteacher at Wheelers Lane Primary School.

On behalf of the governing body, we are proud to represent a school that is warm, inclusive, and deeply rooted in its local community. Wheelers Lane is a place where children are inspired to achieve their full potential in a nurturing, respectful, and aspirational environment — and we are now seeking a leader who shares and embodies our values.

We are delighted to share that, following our most recent Ofsted inspection in December 2023, the school was graded as 'Good', recognising the strength of our teaching, leadership, and the care we provide for all pupils. This is a testament to the hard work and commitment of our staff and school community.

We are looking for a Headteacher who will build on this strong foundation with clear vision, effective leadership, and a genuine passion for high-quality, inclusive education. Someone who believes that every child matters, and that all pupils should be supported to thrive academically, socially, and emotionally.

Our school community values:

- A commitment to excellence, where high standards of teaching and learning are matched with creativity, care, and high expectations.
- A strong focus on inclusion, respect, and well-being — for pupils and staff alike.
- A belief in collaborative leadership, where staff are empowered and supported to grow professionally.
- An understanding that education should foster not only achievement, but also resilience, character, and compassion.
- A culture that actively supports and promotes the well-being and mental health of both pupils and staff, recognising its importance to long-term success and happiness.

Wheelers Lane has an experienced and dedicated staff team, engaged and supportive families, and pupils who are enthusiastic and eager to learn. We are proud of the school's achievements and culture, and we see this appointment as a vital opportunity to continue building on firm foundations — while welcoming new energy and ideas for the future.

We would be delighted to welcome you for a visit, so you can get a sense of the vibrancy and ethos of our school for yourself. We are confident that if your values align with ours, you will find Wheelers Lane a truly special place to lead.

Thank you again for considering this role. We look forward to hearing from you and learning more about what you could bring to our school community.

To your success,

Ms Tomina Noreen and Mrs Becky Wall

Co-Chairs of the Governing Body

Wheelers Lane Primary School

Headteacher

Job Description

Wheelers Lane Primary School

Location: Kings Heath, Birmingham

Salary: Leadership Scale L14 to L27

Contract Type: Full Time, Permanent

Reporting To: Governing Body

Purpose of the Role

To provide ambitious, inclusive and professional leadership for Wheelers Lane Primary School, securing its continued success and development. The Headteacher will ensure high-quality education for all pupils, foster a culture of aspiration and care, and uphold the school's vision:

"A community of inspiration, aspiration and enrichment."

Key Responsibilities

Strategic Leadership

- Lead the development and delivery of a clear strategic plan that reflects the school's ethos and addresses local and national priorities.
- Inspire, challenge and motivate staff, pupils, parents and the wider community.
- Ensure that all statutory and regulatory responsibilities are met.
- Build and sustain a transparent, inclusive leadership culture, with clear communication at all levels.
- Strengthen staff morale and foster trust through visible, reflective and values-led leadership.

Teaching, Learning and Curriculum

- Ensure high standards of teaching and learning across all phases.
- Promote a strong, evidence-informed culture of continuous professional development, underpinned by a rich curriculum and high expectations.
- Develop the Early Years Foundation Stage, ensuring provision meets the highest standards and gives every child a secure start to their education.
- Ensure the curriculum is inclusive and personalised, supporting the progress of all learners including those with additional needs.
- Use assessment and data effectively to monitor attainment and progress and close gaps.

Staff Management and Development

- Recruit, develop and retain skilled and committed staff who reflect the inclusive ethos of the school.
- Lead effective performance management processes, supporting professional development at all levels.
- Encourage collaboration, teamwork and shared responsibility for success.
- Improve staff engagement and ensure open, constructive communication between all tiers of leadership and the wider staff body.

School Improvement

- Lead on effective self-evaluation and improvement planning, based on accurate analysis and consultation.
- Embed restorative approaches to behaviour and relationship building.
- Reduce disparities in attendance and learning outcomes, particularly for disadvantaged pupils.
- Enhance inclusive practices for pupils with SEND and those from diverse linguistic and cultural backgrounds.

Safeguarding and Pupil Welfare

- Ensure a safe and nurturing school culture where pupils feel valued, respected and known.
- Act as Designated Safeguarding Lead or support the DSL role to a high standard.
- Promote physical and mental health across the school community.
- Champion the whole-child approach to education and wellbeing.

Community Engagement and Partnerships

- Build stronger, positive partnerships with parents and carers, recognising their role in supporting pupil achievement and wellbeing.
- Engage actively with the wider community, including local schools and agencies.
- Represent the school with professionalism and pride at local and national levels.

Financial and Resource Management

- Oversee the effective and efficient use of the school's resources.
- Ensure compliance with financial and procurement regulations.
- Align budget planning with school improvement priorities.

Headteacher

Person Specification

Qualifications and Training

- Qualified Teacher Status (QTS)
- Evidence of continued professional development

Experience

- Substantial senior leadership in a primary school
- A track record of raising pupil achievement
- Leading school improvement initiatives
- Developing high-quality EYFS provision
- Working in or leading inclusive school settings
- Strengthening communication and staff engagement
- Collaboration with governors, parents and external agencies

Leadership and Management

- Strategic thinking and operational planning
- Ability to motivate, inspire and build trust
- Leading performance management and staff development
- Enhancing morale and building a positive staff culture
- Coaching culture

Teaching and Learning

- Strong understanding of high-quality primary education
- Modelling and promoting excellent classroom practice
- Implementing inclusive, whole-child approaches
- Robust knowledge of curriculum and pedagogy
- Using assessment data to inform school priorities

Safeguarding and Pupil Welfare

- Thorough understanding of safeguarding responsibilities
- Leadership in behaviour, pastoral and restorative support

Finance and Resources

- Effective budget management
- Management of resources including staffing
- Knowledge of HR processes and employment legislation

Personal Qualities

- Commitment to the school's inclusive values and ethos
- Resilience, approachability and reflective practice
- Excellent interpersonal and communication skills
- Sensitivity to cultural, social and community context

About Wheelers Lane Primary School

Wheelers Lane Primary is a thriving, inclusive school situated in the heart of Kings Heath, Birmingham, serving children aged 3 to 11. With around 656 pupils on roll, we are proud to be a diverse and welcoming community where every child is supported to achieve their full potential.

Our vision, *a community of inspiration, aspiration, and enrichment*, sits at the heart of everything we do. It reflects our belief in the power of education to change lives, and our commitment to providing all children with the best possible start. We strive to inspire a love of learning, raise aspirations for every pupil, and enrich their educational journey through a wide range of experiences both in and beyond the classroom.

In our most recent Ofsted inspection (December 2023), we were judged to be a 'Good' school. Inspectors praised our warm and calm atmosphere, clear routines, high expectations and positive relationships. These strengths underpin the work we do every day to create a safe, purposeful and engaging environment where pupils feel proud to belong.

Our curriculum is broad, balanced and ambitious. We are especially proud of the progress we have made in early reading, mathematics and the development of our science and geography offer. We continue to refine our approach to assessment in foundation subjects, ensuring that we know how well pupils are progressing and what support they may need. Across all subjects, our teaching is underpinned by a belief that every child can succeed.

Learning at our school goes far beyond academic outcomes. We place a strong emphasis on enrichment, offering pupils the opportunity to take part in themed weeks, school trips, sporting events, and creative activities. Our annual Vision Day sees pupils engaging in experiences such as climbing at the University of Birmingham, cricket coaching at Warwickshire CCC, and other aspirational visits designed to broaden horizons and nurture confidence.

We have also invested significantly in our outdoor learning environment. We have a forest classroom which is used regularly by our pupils in Reception and for a teacher-led afterschool club, and we have a Multi-Use Games Area (MUGA) to support physical development and team sport. However, other play equipment has recently been dismantled and so a key action for our new Head Teacher will be to work with pupils and our wider community to secure new equipment for the playground. Our goal is that our facilities help to create a dynamic and engaging space for play and learning.

Strong partnerships with parents, governors, and the wider community are a hallmark of our school. We value the role that families and carers play in supporting learning and work closely with them to ensure that each child feels supported, known and valued. Our governing body plays an active role in the strategic life of the school and supports us to maintain high expectations and continuous improvement.

In short, ours is a school with a clear vision, a dedicated team, and a vibrant community. We are proud of what we have achieved and excited about what lies ahead.