

## Deputy Headteacher Recruitment Pack

### March 2024





## Welcome

Dear Applicant,

On behalf of the whole school community, we would like to thank you for your interest in St Mary's Church of England Primary School.

Following the resignation of our existing headteacher and the promotion of our deputy headteacher, we are seeking a kind and inspirational deputy headteacher with ambition, dedication and vision to support the leadership of our wonderful church school. This is an exciting time to be joining our school leadership team as we reflect on all our successes and strive to 'bring out the best in each other' so that all in our school community will know 'life in all its fullness.' (John 10:10)

St Mary's is a thriving school in the heart of Birmingham. Our kind, happy and hardworking pupils are supported by excellent, highly skilled and dedicated staff who all strive to create the best outcomes for our pupils. Staff, pupils and parents work well together and are proud to be part of the St Mary's School community.

As our new Deputy Headteacher you will strive for excellent outcomes for all of our pupils, helping them to grow and develop in their character, spirituality and academic achievement. You will be ambitious and creative yet nurturing, fostering a culture of openness and mutual respect. In return, you will be assured of a supportive board of governors, exceptional staff, an active parent community, a collaborative local church, and the chance to work with kind, curious and enthusiastic learners.

You are warmly invited to visit the school and get a sense of everything that St Mary's has to offer. Information on how to arrange a visit is at the end of this pack.

We look forward to receiving your application.

Sarah Down

Chair of Governors

Bruce Warland

Headteacher (Effective from September 2024)



## **About St Mary's**

St Mary's is a Church of England Voluntary Aided Primary school located in the Selly Oak ward of Birmingham. The school was originally one-form entry but made the transition to two-form entry between 2012 and 2018 and now has the capacity to accommodate 420 pupils on roll.

St Mary's was established in the Selly Oak area during the 1860s. Staff and governors work effectively towards protecting both the school's founding traditions and pursuing the shared objective of providing the best possible education. The shared vision of every member of the school community being able to live 'life in all its fullness' underpins the school's work and is critical to its success.

The school is well-regarded within the local area and is frequently oversubscribed. It serves a diverse community with current data showing the following characteristics: 24% EAL (with 39 languages spoken in school); 23% Pupil Premium and 15% SEN (with 2.9% of pupils EHCP).

Mobility is above the national average with many pupils only completing part of a key stage at the school. This is due to its proximity to the University of Birmingham and Queen Elizabeth Hospital with parents either working or studying at one of these institutions before returning to their country of origin. This provides the school with a rich, international dimension and a great opportunity for the children to build friendships across a diverse range of cultures.

The school's financial resources and premises have been managed well over an extended period of time. The site comprises of two main buildings: an original building dating from 1968 and a modern block constructed in 2013 to accommodate the aforementioned expansion in pupil numbers. Significant refurbishment work has taken place in the older building since 2020 meaning there is no large-scale infrastructure work required for the foreseeable future.

Staff turnover is low and this has enabled improvement priorities to be targeted effectively and embedded consistently over the longer term. The staff group is very committed and diverse and they share a collective sense of doing the very best for the children in their care. The school's senior leadership team consists of the Headteacher being supported by a Deputy Headteacher and two Assistant Headteachers. There is a group of five middle leaders at different tiers of TLR2 responsibility. Overall, the school has a workforce of 58 people.



The governing board is committed to supporting the school and works effectively with senior leaders and the wider staff group. The board is currently at full capacity. The school's Voluntary Aided status means that governors have additional responsibilities and these are discharged effectively.

St Mary's has many elements that contribute to the provision of good quality education and these have been preserved and built upon over a long period of time. In September 2022, Ofsted judged the school as 'Good' following a Section 8 inspection. Outcomes for pupils leaving the school are consistently above the national average and the school is well-placed to sustain this in the long-term.

The school's work in promoting the achievement of disadvantaged pupils in KS2 has been recognised by the DfE in the past and is a good example of the school's impact on raising the achievement of different groups of pupils. Further work has been underway to improve this aspect of our performance in recent years and continues to be an area of focus in 2023/2024.

Children enjoy excellent relationships with peers and adults and have positive attitudes to school. This is reflected in their good behaviour, high levels of engagement and attendance that is above the current national average. Parents are supportive of the school and appreciate the work that it does.

Although it is a Church of England primary school, St Mary's serves a multi-faith community and this is reflected in both its curriculum provision and in the wider community links. Following a SIAMs inspection in May 2017, the school was judged as an 'Outstanding' Church school. The school is expecting its next SIAMs inspection in the 2024/2025 academic year and one of the first tasks for the new Headteacher is to build upon the preparatory work of the past two years and ensure that the school is well-prepared for this event.

The school enjoys close links with the Church that shares its name - nurturing and developing this relationship is an essential aspect of the Headteacher's role at this school. There are close links with the Diocese of Birmingham's Education team, fellow Church of England schools within the Diocese and with other local schools through membership of the Kings Norton Consortia.



## **Vision and Values**

Our school vision captures the very essence of our work and provides us with the clear guidance we need as we seek to build on our Christian foundation. The school was established in 1860 by the Church of England and provides a friendly, inclusive, caring and happy environment where children feel confident and fully engaged with their learning.

### **Vision**

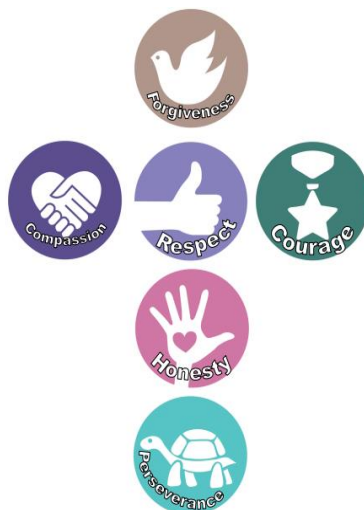
Our school is committed to bringing out the best in each other so that every member of the school community can know 'life in all its fullness' (John 10:10).

Through learning of the teachings of Jesus, we believe that our children can explore and develop their understanding of Core Christian values as markers and guides for their own lives.

### **Values**

These values are known as the 'Sunshine 6': Forgiveness, Perseverance, Honesty, Compassion, Courage and Respect. We aim for these Core Christian values to inform and influence our pupils' moral compass and allow them to enjoy 'life in all its fullness.'

The Sunshine 6 thread through all aspects of our school life; our curriculum, our behaviour policy, our school council (known as the 10:10 team) and the extra-curricular activities we offer.





## **What our Parents and Pupils say:**

### **What pupils love about St Marys:**

- We are kind to each other.
- Everybody shows the Sunshine 6.
- People treat each other equally and play nicely.
- We have the option to have school dinners or packed lunches
- We sing songs in assembly – it makes us happy!
- We like learning about new things.
- It is a very enjoyable learning environment. We have all the equipment in the playground and classes.
- Everyone is welcoming and friendly.
- Adults are kind. The teachers are very friendly and reliable.
- Teachers help each other and give each other courage like when they do assembly for the first time.
- We have lots of great projects.
- Learning is fun here!

### **Parents describe St Mary's as:**

- A wonderful school community, which I am confident my children thrive in, both educationally and socially surrounded by responsible and trusted adults who encourage all the children to be their best.
- A place that cares about community, is inclusive and has strong Christian Values.
- A place that considers the whole child.
- A supportive and encouraging community.
- A fabulous school! A home away from home, family orientated and a safe place.
- A caring community where each child's uniqueness is recognised and each one is given opportunities to flourish



## **Key Facts**

<b>Type of school</b>	VA Church of England Primary School
<b>Age range</b>	4-11
<b>Number of children</b>	Max 420, 2 form entry
<b>Teaching staff</b>	19 Teachers. 8 teaching support staff. 21 non-teaching support staff.

### **Quotes from our most recent Ofsted Report and SIAMS report.**

“Pupils are polite, kind and respectful” (Ofsted)

“Children get off to a good start to their education in Reception. They enjoy taking part in activities, including in the outdoor classroom. The skilled early years team supports children well.” (Ofsted)

“Highly effective leadership and management have created an outstanding church school from which Christian values radiate like very bright rays of sunshine into its community.” (SIAMS)

“Leaders have constructed a high-quality curriculum with well-planned learning sequences set out clearly.” (Ofsted)

“The deeply embedded Christian values, ‘the Sunshine Six’, are encountered in every aspect of the school’s life and are rooted and understood by stakeholders in the context of stories from the Bible.” (SIAMS)

“Pupils behave well and are able to learn without interruption. Pupils understand the ‘Sunshine Six’ school values that are woven through the curriculum.” (Ofsted)



## **Safeguarding and How to Apply**

**Closing Date:** Friday 12<sup>th</sup> April 2024 12pm midday

**Interview Dates:** Wednesday 1<sup>st</sup> May 2024

**Start Date:** 1st September 2024

Visits to the school are most welcome by appointment. Please contact the school office at [enquiry@stmryb29.bham.sch.uk](mailto:enquiry@stmryb29.bham.sch.uk) to book a visit from the list below or to arrange a visit at a time convenient to you.

Friday 15.03.24 @ 2pm / Wednesday 20.03.24 @ 2pm / Friday 22.03.24 @ 2pm / Monday 08.04.24 @ 2pm (No chdn in school) / Wednesday 10.04.24 @ 2pm

Application forms can be requested from the school office ([enquiry@stmryb29.bham.sch.uk](mailto:enquiry@stmryb29.bham.sch.uk)) or downloaded from the school website: [here](#). Applications should be completed by 12pm midday on Friday 12<sup>th</sup> April 2024 and be emailed to: [enquiry@stmryb29.bham.sch.uk](mailto:enquiry@stmryb29.bham.sch.uk). CVs cannot be accepted.

Shortlisting will take place from 12<sup>th</sup> April 2024 and successful candidates will be invited to an interview by 4pm on 17<sup>th</sup> April 2024.

Interviews will take place on 1<sup>st</sup> May 2024.

Further details about interview arrangements will be provided to those shortlisted.

### **Safer Recruitment**

We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment.

The successful applicant for any position will be required to undertake an enhanced disclosure via the DBS (disclosure and barring system) and appropriate Right to Work clearances in line with our recruitment and selection practices.

St Mary's Church of England Primary School is an Equal Opportunity Employer.