



## Severne Junior, Infant and (NC) School

Severne Road  
Acocks Green  
Birmingham  
B27 7HR

Telephone Number: 0121 706 2743

## Head Teacher Information for Applicants





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Applications are invited for the appointment to the post of  
Head Teacher

Severne Junior, Infant & (Nursery Class) School

Group 3 Head Teacher Pay Range L18 to L24  
£78,701 - £90,253

Closing date – Monday 4<sup>th</sup> May at midday

Full time permanent contract

Start date – 1st September 2026

This is an exciting opportunity for a highly effective and inspiring school leader to move our school forward on the journey of continuous school improvement.

The Governing Body welcomes applications from candidates who can demonstrate they:

- Are an inspirational leader that can ensure that all pupils achieve the highest standards of educational outcomes regardless of circumstance or background.
- Are an excellent communicator that can motivate and inspire the school team.
- Will continue to build on effective relationships with parents/carers, other schools and the wider community.
- Are committed to pupil and staff well-being in a caring and supportive environment.

Severne Junior, Infant (NC) School is a special place where the staff are dedicated to providing the best for all pupils. We aim to ensure that our pupils are safe, happy and allowed to achieve by providing a recently re-structured engaging curriculum and by positively promoting good behaviour.

We are dedicated to ensuring that all children develop a love of learning, as well as respect and care for one another.

We believe that a partnering between parents, families and school is one of the most important relationships, to ensure that the pupils are able to fulfil their potential. The school is proud of its links with other agencies within our community to support all our families and pupils.

The successful Candidate will be expected to take up the appointment at the beginning of the Autumn Term.

Visits to the school are warmly welcomed. Please contact Laraine Dillon, Business Manager on 0121 706 2743 or by email: [l.dillon@severne.bham.sch.uk](mailto:l.dillon@severne.bham.sch.uk)

### How to Apply

Please visit our vacancies section within our school website/school Information. [www.severne.bham.sch.uk](http://www.severne.bham.sch.uk)  
Completed application forms together with recruitment monitoring should be returned to:  
[l.dillon@severne.bham.sch.uk](mailto:l.dillon@severne.bham.sch.uk) by midday on Monday 4<sup>th</sup> May 2026

Shortlisting will take place on Tuesday 5<sup>th</sup> May 2026

Interview Date: Monday 18<sup>th</sup> May 2026

### **Safeguarding**

The 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 including enhanced DBS; Childcare Disqualification; qualifications; medical fitness; identity and right to work.

### **References**

All applicants will be required to provide two suitable references

### **Short-Listed Candidates**

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

### **Terms and Conditions**

Birmingham City Council is a Living Wage Employer

### **Rehabilitation of Offenders**

This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020. Which means that when applying for certain jobs and activities certain spent conviction 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.

Further information about filtering offences can be found in the DBS filtering guide.

The post is covered by Part 7 of the Immigration Act (2016). Therefore, the ability to speak fluent English is an essential requirement for this role.



Thank you for your interest in the post of Head Teacher at Severne Junior, Infant & (Nursery Class) School.

Severne Junior, Infant & (NC) School was founded in 1931 as a community school for the housing being developed at that time. Our school mission statement reflects the same community ethos and ideals; to provide

- A thriving, happy ethos where every child is valued equally and cared for.
- A safe, welcoming and stimulating environment that promotes support and respect.
- A broad, balanced, relevant and enriched curriculum, that meets the needs of each child, delivered through high quality teaching.
- Children with a positive sense of self-worth who are confident, ambitious, respectful and able to show an appreciation to themselves and others around them.
- A positive partnership with the wider community, where children are valued and will grow to become active citizens.
- An awareness of life skills in order that children may make informed and healthy choices.

The age range at Severne Primary School is from 3 – 11 years (Nursery to Year 6), we are a two form entry school with a maximum number of 420 children in main school and 44 currently in Nursery.

The local community is very diverse, with a mix of nationalities and economic groups, giving a great variety of languages and social and ethnic minorities within the school community. More pupils than average are at an early stage of speaking English.

We are a friendly, welcoming school with a committed and caring staff.

Our vision at Severne is that we believe that every child has the right to succeed in life. Diversity is respected, celebrated and used to provide a curriculum full of opportunities which broadens the children's understanding of the wider world and the life choices available to them.

**Respect • Succeed • Celebrate**

At Severne Primary School, British values are taught through our broad, balanced and enriched curriculum. Frequent opportunities to apply these values ensure that children practise key learning behaviours that support the school's vision to create valued members of our community.

We are a strong team at Severne School, the children and the staff team work in partnership with parents/carers, governors and the community to provide a challenging education of a high standard within a caring environment.

We pride ourselves on knowing our children well and being able to provide for their individual, academic and emotional needs.

We have an open door policy for parents. Telephone calls and visits are always warmly received.

The pupils at Severne behave well and are keen to learn. Relationships between staff and pupils are strong.

The school is a harmonious community because our pupils learn to respect the views and beliefs of others.

The school prioritises pupils' physical and mental health. During the school week all pupils take part in additional physical education lessons, led by staff and a dedicated sports coach. Our excellent music provision includes a choir, steel pans, guitar and a wide range of brass and woodwind instrument lessons take place.

Opportunities such as chess club, table tennis club and Lego club help pupils to develop their talents and broaden their interests.

We have a dedicated staff team who all collaborate, share experience, and who support each other backed by excellent CPD provision. The Governors actively encourage the professional development of the Head Teacher.

School dinners are cooked on site and served in our dining rooms.

Our website has lots of information about the school.

[www.severne.bham.sch.uk](http://www.severne.bham.sch.uk)



### Severne Junior, Infant & (NC) School

Severne Primary School is committed to safeguarding and promoting the welfare of children and young people as required by the Education Act 2002. We expect all staff and volunteers to commit to the Department for Education's 'Keeping Children Safe in Education'- statutory guidance for schools.

Head Teacher – Job Description  
Salary Scale: Group 3, ISR 18 – 24

As required by Paragraphs 44-47 & 52 of the School Teachers' Pay and Conditions Document

<b>1. Job purpose</b>	As required by Paragraphs 44-47 & 52 of the School Teachers' Pay and Conditions Document. To be responsible for the internal organisation, management, and control of the school
<b>2. Duties and responsibilities</b>	<p>2.1 General To act in accordance with the requirements of paragraphs 44-48 &amp; 52 of the School Teachers' Pay and Conditions Document</p> <p>To undertake the professional responsibilities of a head teacher as set out in paragraph 47 of the School Teachers' Pay and Conditions Document</p> <p>To act in accordance with other legislation affecting the conduct of the school, particularly that governing health and safety matters and employment rights</p> <p>2.2 To manage the school in line with the School Mission Statement, Values and current Vision Stat</p>
<b>3 Line Management</b>	Responsible for the supervision of all staff employed in the school (other than school meals staff)
<b>4 Conditions of employment</b>	The above responsibilities are in accordance with the School Teachers' Pay and Conditions Document in terms of duties and working time and are also subject to any local agreements and LA guidance on interpreting conditions of service.
<b>5. Review and Amendment</b>	5.1 This job description is normally subject to annual review. Subject to the provisions of the School Teachers' Pay and Conditions Document it may be amended at the request of the Governing Body or the Head Teacher but only after full consultation between them. It will be signed if agreement is reached.
<b>6. Complaints</b>	6.1 If, following review and amendment, agreement is not reached, the appropriate procedures should be used for the settling of any disputes.

Job description issued after consultation\_\_\_\_\_ (Signature of the Chair of the Governing Body)

Copy received by\_\_\_\_\_ (Signature of the Head Teacher)

Date\_\_\_\_\_

### Person Specification – Head Teacher Severne Junior, Infant & (NC) School

Severne Primary School is committed to safeguarding and promoting the welfare of children and young people as required by the Education Act 2002. We expect all staff and volunteers to commit to the Department for Education’s ‘Keeping Children Safe in Education’- statutory guidance for schools.

	<b>Essential</b>	<b>Method of Assessment</b>
<b>INITIAL QUALIFICATIONS</b>	<ul style="list-style-type: none"> <li>Qualified teacher status</li> </ul>	AF, I
<b>FURTHER QUALIFICATIONS/ PROFESSIONAL DEVELOPMENT</b>	<ul style="list-style-type: none"> <li>Recent, relevant in-service training in current educational practice, including the leadership and management of teaching and learning.</li> <li>Knowledge and understanding of education and schools’ systems locally and nationally.</li> </ul>	AF
<b>EXPERIENCE</b>	<ul style="list-style-type: none"> <li>Considerable successful experience in leadership and management and demonstrating the ability to differentiate between them.</li> <li>Demonstration of a good understanding of School Improvement Planning and implementation.</li> <li>Experience of implementing Performance Management.</li> <li>Experience of partnership working with parents and the wider community including external agencies.</li> <li>Successful and varied teaching experience in appropriate phase(s), including working with children with social, emotional and mental health difficulties.</li> <li>Experience of co-ordinating family support services as appropriate.</li> </ul>	AF, I  AF, I  AF, I  AF, I  AF  AF, I
<b>SKILLS AND ABILITIES</b>	<ul style="list-style-type: none"> <li>To develop and implement the school vision and values, and promote inclusivity and diversity within a framework of British Values.</li> <li>To develop a culture for learning and set high expectations for achieving success for all.</li> </ul>	AF, I  AF, I

	<ul style="list-style-type: none"> <li>• To work to high professional standards, strategically and operationally, leading by example.</li> <li>• To monitor, evaluate, and plan strategically for School Improvement and continuous professional development.</li> <li>• To lead and manage effectively in an environment of high accountability.</li> <li>• To manage the implementation of change effectively and sensitively.</li> <li>• Demonstrate the ability to manage, motivate and support individuals and teams effectively.</li> <li>• To deal effectively with under performance, in accordance with relevant policies and procedures.</li> <li>• To understand and interpret complex data to inform effective decision-making.</li> <li>• To maintain a clear strategic financial overview of the school.</li> <li>• To demonstrate a focus on innovation, creativity and a willingness to work in a context of resource generation and appropriate risk-taking.</li> <li>• To demonstrate a wide range of high level communication skills including new technologies.</li> <li>• To use authority appropriately to maintain discipline.</li> <li>• To promote and foster a positive school image.</li> <li>• To seek and maintain effective multi-agency partnerships and collaboration, in order to share and disseminate best practice throughout the whole school and beyond.</li> </ul>	<p>AF, I</p> <p>AF, I</p> <p>AF, I</p> <p>AF, I</p> <p>AF, I</p> <p>AF, I</p> <p>AF, I</p> <p>AF, I</p> <p>AF, I</p> <p>AF, I</p> <p>AF, I</p> <p>AF, I</p> <p>AF, I</p> <p>AF, I</p> <p>AF, I</p> <p>AF, I</p> <p>AF, I</p> <p>AF, I</p> <p>AF, I</p> <p>AF, I</p> <p>AF, I</p> <p>AF, I</p>
<b>OTHER</b>	<ul style="list-style-type: none"> <li>• Evidence of motivation for working with children.</li> <li>• Evidence of ability to form and maintain appropriate relationships and personal boundaries with children and staff.</li> </ul>	<p>AF, I</p> <p>AF, I</p>

	<ul style="list-style-type: none"> <li>• Evidence of emotional resilience in working with children exhibiting challenging behaviour.</li> </ul>	AF, I
	<ul style="list-style-type: none"> <li>• Ability to effectively implement safeguarding legislation and develop a culture of safeguarding awareness, risk assessment and management.</li> </ul>	AF, I
	<ul style="list-style-type: none"> <li>• Ability to coach and develop all school staff appropriately.</li> </ul>	AF, I
	<ul style="list-style-type: none"> <li>• Demonstrate the promotion of positive behaviour strategies and constructive handling of problems.</li> </ul>	AF, I
	<ul style="list-style-type: none"> <li>• Evidence of actively involving all staff, parents, Governors and the community in the life and work of the school, other schools and networks.</li> </ul>	AF, I
	<ul style="list-style-type: none"> <li>• Evidence of implementing Equal Opportunities and other legislation essential for the health, safety and well-being of the school community.</li> </ul>	AF, I
	<ul style="list-style-type: none"> <li>• Ability to effectively implement personnel procedures in the management of staff, with relevant knowledge of Employment Law</li> </ul>	AF, I

\*

Those elements marked AF - will be assessed in your Application Form

Those elements marked AF/I/P - will be assessed in your Application Form and during the selection process e.g. Interview, Presentation.

Those elements marked I/P - will be evaluated during the selection process e.g. Interview, Presentation

NB: If shortlisted, any relevant issues arising from references will also be taken up at interview.

References will be used to support the selection panel's assessment