



# LADYPOOL

## PRIMARY SCHOOL



Headteacher

Information for Applicants

OFFICIAL

Headteacher

Group 2, leadership group pay range: L14 to L20 £68,586 to £79,475

Contract: Permanent

Hours: Full-time

Ladypool Primary School

Stratford Road

Birmingham

B11 1QT

Tel: 0121 464 7002

Chair of Governors: Elaine Ashraf

Be the Heart of Our Community – Become Our Next Visionary Headteacher at Ladypool Primary School!

Are you ready to lead with passion and dedication?

We are a dynamic community school, seeking an inspiring Headteacher to ignite minds and transform futures.

This is your chance to create a lasting legacy.

With confidence, autonomy, and flexibility, you will shape the educational journey of our children and wider school community.

Join us, and lead a school where vision becomes reality. Make your mark – apply today!

Ladypool Primary School is a thriving and diverse community school with 247 pupils on roll which includes a Nursery class.

Informal visits to the school, can be arranged by contacting the school.

Closing Date: 26 January 2025

Governors will be seeking to visit you in your school context, between 10 Feb and 12 Feb.

Interviews are scheduled for 14 Feb 2025

The successful candidate will be expected to take up the appointment at the beginning of the Autumn Term, September 2025.

Please [Apply Online](#)

# OUR MISSION



Our mission is to inspire a lifelong love for learning, instil core values, and cultivate individuals who contribute positively to society.

Respect – Grow - Excel

Ladypool Primary School, is housed in an old but well-maintained Grade II\* listed building. We have over 40% pupil premium, over 70% EAL and 15% SEND pupils. The school serves a community that is culturally diverse with White British, Romanian, North African, Somalian, Yemeni, Bangladeshi and the majority being from a Pakistani background. The school is well respected locally and parents are very ambitious for their children and support the school to broaden pupils' experiences and horizons to ensure they have the best start possible for secondary education and their future lives. Everyone is committed to our pupils becoming good global citizens with the capacity to actively participate in society in a positive way through our values of inclusion, diversity and respect.

The school has seen a decline in pupil numbers over recent years, due to local circumstances and we are on an exciting journey of transition, with the school continuing moving towards becoming a one-form entry. This transition will allow us to continue to foster a close-knit, supportive learning environment, where every pupil receives personalized attention and can flourish academically, socially and emotionally.

As we look forward to this next phase in our development, we are seeking a passionate and dynamic leader who shares our vision of excellence in education.

## **Our Site**



Although part of the school building is Grade 2 listed and the more modern part of the school was built in the 1970s, the school premises have been maintained to a very high standard. This includes new classroom refurbishments rolled out since 2018, and a new playground in 2019, you will see a modern well-kept environment which our pupils appreciate and deserve. Over the summer holidays, the hall floor was authentically refurbished.

There has been a significant investment in the school over recent years with a brand-new roof to the main school building and new boilers and heating system. The school also has a good-sized staff car park and a woodland area at the back of the school which is used as an additional learning space. All classrooms have now been refurbished. A new playground with climbing frames and fitness equipment is a useful addition. The school environment is maintained to a high standard and always looks purposeful.

## **Our Governing Board**

The school is governed, in accordance with an Instrument and Articles of Governance, by a Governing Board of 13 members. Currently the Governing Board comprises of 8 members because there are vacancies for 4 Co-opted Governors.

- 1 Parent Governor plus one parent Governor vacancy
- 1 Governor appointed by the Authority
- 1 Teacher Governor
- 1 Staff Governor
- 3 Co-opted Governors
- The Headteacher

The Headteacher automatically becomes a member of the Governing Board unless he or she elects otherwise and notifies the Clerk of the Governing Board in writing of his or her decision not to become a member of the Governing Board.

The full Governing Board meets at least once a term and that will usually be an evening meeting. However, in view of recent changes in the law of education, and the consequent increase in Governors' functions most Governing Boards, find it necessary to meet more than once a term. At Ladypool, we do this through sub committees. One for staff and finance and one for standards and curriculum. All governors are expected to be on one of these sub committees. We also have link Governors who meet with relevant leaders, throughout the year.

We regularly invite Governors into school so that they can take an active interest in the life of the school.

### **Staffing**

Currently consists of:

Interim Headteacher

Interim Deputy Headteacher

SENDCo

Pastoral Lead

Senior Office Manager

11 Classroom Teachers

6 Full-time Teaching assistants and one part-time

3 one to one Teaching Assistants

5 Lunchtime supervisors

1 Learning mentor

1 Site Manager

1.5 Admin

5 kitchen staff

### **Budget**

The delegated budget for 2024-25 1.9 million.

### **Organisation and curriculum**

Our Pupils and families are at the centre of everything we do at Ladypool Primary School. We have designed a bespoke curriculum that is built around our school visions, core values and our curriculum drivers.

English is taught using the I am a Clever Writer model. Phonics is taught using the Little Wandle scheme for Phonics. At Ladypool, we follow the mastery approach using the White Rose Maths schemes of learning alongside, Mastering the Curriculum and Primary Stars. At Ladypool, we follow the Birmingham agreed syllabus for RE which covers values or dispositions from all faiths in our city.

The wider curriculum's core values are '**Respect, Grow and Excel**' which are woven into all we do at Ladypool Primary School.

### **Curriculum Drivers: Aspiration, Identity and Communication**

#### **Aspiration**

We want our pupils to be ambitious in their aspirations. Our curriculum provides our pupils with the tools, opportunities and experiences to engage fully and successfully, in the ever-changing world in which they live. Pupils have a range of opportunities to work with professionals who will open their window to the world.

#### **Identity**

We believe that a strong sense of self, goes hand in hand with self-esteem, resilience and confidence. These are all ingredients which underpin success. Through our carefully considered curriculum, we ensure our pupils are able to know and understand their contribution to their community, city, country and the world. We also provide them with the

opportunities and skills to consider knowledge from different viewpoints - creating greater tolerance and understanding.

### **Communication**

Good communication skills enable our pupils to express themselves socially, emotionally, develop as individuals, engage with others and contribute successfully as members of society. Our pupils are provided with regular opportunities to debate, present, explain and perform in a sequential and progressive manner.

We have developed our curriculum to meet the requirements of the National Curriculum alongside being specific to Ladypool Primary School. It is a knowledge rich curriculum which allows our pupils to continuously build on prior knowledge so that they ***know more, remember more and can do more.***

### **Pastoral Care and Discipline**

Our pastoral team is dedicated to fostering strong, supportive relationships with both pupils and families. We believe that building positive connections is at the heart of creating a nurturing learning environment. Through regular check-ins, open communication and tailored support, the team ensures that every pupil feels valued, understood, and empowered to succeed. By placing relationships at the forefront of all that we do, we create a culture of trust and mutual respect, where pupils can thrive both academically and emotionally. We have good behaviour at Ladypool as our pupils know exactly what is expected of them and any inappropriate behaviour is dealt with swiftly.

### **Partnership, Monitoring, Advice and Support**

Ladypool School is a member of the Birmingham Education Partnership, TITAN Education and Sparklers local consortium. The school enjoys good partnerships with many other schools and leaders from across the city.

### **Education to Reflect a Diverse Society**

The Local Authority, has an integral part of its policy for 'Education for a Diverse Society' is committed to the promotion of justice and racial equality through the establishment of a strong culturally diverse perspective in all its schools. This is to be achieved through the implementation of three major objectives:

- Preparing all pupils for life in a culturally diverse society, building upon the strengths of cultural diversity
- Providing for the particular needs of pupils, having regard to their ethnic, cultural and historical background
- Being aware of and combating racism and the discriminatory practice to which it gives rise

### **Parent and Teacher Links**

At Ladypool Primary School, we prioritise maintaining strong and open communication between parents and teachers as we believe the success of our pupils, lies in the strength of the partnership between school and home. We do the following to ensure this connection is maintained:

- **Weekly Newsletter:** We send out a weekly newsletter to keep parents informed about school activities, important updates, and upcoming events.
- **Regular Parent Briefings:** We hold regular briefings to discuss school progress, address any concerns and provide parents with insights into their child's development.
- **Open Communication:** Parents are always welcome to arrange meetings with any member of staff to discuss their child's education or well-being. Class teachers are also available to speak to parents and carers at the end of each day.

This strong partnership ensures that together, we can support each pupil's success.



## Ladypool Primary School

This School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. An enhanced DBS check is required for all successful applicants.

### HEAD TEACHER - JOB DESCRIPTION

#### SALARY SCALE: GROUP 2, ISR 14-20

As required by Paragraphs 44-48 & 52 of the School Teachers' Pay and Conditions Document.

#### 1. **Job Purpose**

As required by paragraph 44-48 & 52 of the School Teachers' Pay and Conditions Document, to be responsible for the internal organisation, management and control of the school.

#### 2. **Duties and responsibilities**

##### 2.1 General

To act in accordance with the requirements of paragraphs 46-49 & 53 of the School Teachers' Pay and Conditions Document

To undertake the professional responsibilities of a head teacher as set out in paragraph 48 of the School Teachers' Pay and Conditions Document

To act in accordance with other legislation affecting the conduct of the school, particularly that governing health and safety matters and employment rights

**3 Line Management**

Responsible for the supervision of all staff employed in the school (other than school meals staff)

**4 Conditions of employment**

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.

**5. Review and Amendment**

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.

**6. Complaints**

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 Staffing Committee)

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

Date \_\_\_\_\_

## PERSON SPECIFICATION: HEAD TEACHERS

**Ladypool Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. An Enhanced DBS check is required for the successful applicant.**

	<b>ESSENTIAL</b>	<b>* METHOD OF ASSESSMENT</b>
<b>INITIAL QUALIFICATIONS</b>	Qualified Teacher status.	AF, I
<b>FURTHER QUALIFICATIONS/ PROFESSIONAL DEVELOPMENT</b>	Recent, relevant in-service training in current educational practice, including the leadership and management of teaching and learning.  Knowledge and understanding of education and schools systems locally and nationally.	
<b>EXPERIENCE</b>	Considerable successful experience in leadership and management and demonstrating the ability to differentiate between them.  Demonstration of a good understanding of School Improvement Planning and implementation.  Experience of implementing Performance Management.  Experience of partnership working with parents and the wider community including external agencies.  Successful and varied teaching experience in appropriate phase(s), including working with children with social, emotional and mental health difficulties.  Experience of co-ordinating family support services as appropriate.	AF, I  AF, I  AF, I AF, I  AF  AF, I
<b>SKILLS AND ABILITIES</b>	To develop and implement the school vision and values, and promote inclusivity and diversity within a framework of British Values.  To develop a culture for learning and set high expectations for achieving success for all.  To work to high professional standards, strategically and operationally, leading by example.  To monitor, evaluate, and plan strategically for School Improvement and continuous professional development.  To lead and manage effectively in an environment of high accountability.  To manage the implementation of change effectively and	AF, I  AF, I  AF, I  AF, I  AF, I, P  AF, I

