



# HEAD TEACHER

## Recruitment Pack

**Our vision is to  
create a safe and  
happy  
environment for  
our children to  
develop life-long  
communication  
skills to become  
valued members of  
modern-day  
society.**

**P – Protect**

**I – Inspire**

**N – Nurture**

**E – Embrace**

**S - Succeed**



Dear Applicant,

The Governors and I thank you for the interest you have shown in The Pines Special School and the key vacancy of Headteacher. We believe that this is an exciting opportunity and that the successful applicant will be joining a happy and welcoming school. We are a school with a strong set of values, and high aspirations for every individual child.

We are seeking to appoint a highly motivated, dynamic, passionate and strategic individual to deliver outstanding leadership and management within school. The successful applicant will be committed to the development and maintenance of a diverse, challenging and refreshed foundation curriculum for all our children.

We are a friendly and thriving school for pupils with Autism. We have children from EYFS to Year 11.

The school is a place where happy pupils succeed, which balances attainment with wider world skills acquisition and the development of well-rounded and happy children well equipped to thrive. We have a brilliant and cohesive staff team that has been exceptionally well led by our current Headteacher, and a very supportive community around the school.

The Pines Special School is a larger than normal special school, with a warm, welcoming and nurturing environment and the feel of a happy and thriving school. We are a victim of our own success and have daily applications for pupils to join our school. We are looking for a Headteacher who is committed to continuing this uniqueness and maintain cohesion of our vision, values and ethos. We want to appoint someone who can sustain high attainment alongside developing the children as people and be able to inspire and secure the confidence of the children.

Our Headteacher must be fully supportive in the ongoing development and wellbeing of our staff as a collective and also individually building on their unique skills. We want the successful applicant to build on the strengths and good practice that our outgoing Headteacher, has demonstrated.

We are seeking a strong and experienced leader who would relish a new challenge. We would like to appoint an exceptional leader who has the drive, enthusiasm and vision to work in close partnership with myself and the other Governors to make an impact on the whole community.

We have recently been inspected and are very proud to have maintain our good standard. The perfect quote from our report sums up our school, 'this is a big school with an even bigger heart'.

The Person Specification provides a more comprehensive list of the qualities we are looking for, but in essence we wish to appoint someone with the dedication and drive



to stay with us long-term as is customary in our school, moving our school forward with openness and transparency with the entire school community.

We are very proud of the school and hope that you will be able to visit and see for yourself all that The Pines School has to offer. If you are inspired by the thought of a chance to make a big difference to the children and families in our community, we welcome an application from you.

We look forward to hearing from you and receiving your completed application form by 5pm Monday 28<sup>th</sup> April 2025. Successful applicants will be invited to formal interviews for the post, to be held on 7<sup>th</sup> and 8<sup>th</sup> May 2025.

Yours sincerely,

Wendy Sartain

Chair of Governors



## Application Summary

**Position:**

**Head Teacher**

**Salary:**

**Head teacher pay range:  
L29 – L35**

**Start**

**September 2025 (ideally)**

## Recruitment timeline

Application closing date	Monday 28th April 2025, 5pm
Visit to school	28th March 4th April 11th April
Interview dates	7 <sup>th</sup> and 8 <sup>th</sup> May 2025

## Completing your application

Completed application form and recruitment monitoring form must be received by Monday 28th April 2025, 5pm

These should be submitted for the chair of governors, Wendy Sartain:

[wendy@reachsupport.org.uk](mailto:wendy@reachsupport.org.uk)

If you have any queries about the recruitment process or to have an informal discussion about the post please contact Wendy Sartain (Chair of Governors) on

[wendy@reachsupport.org.uk](mailto:wendy@reachsupport.org.uk)

## School visits

We encourage you to visit The Pines and once you have selected one of the time slots above you can arrange your visit by contacting the schools office on 0121-464-6136.

## Selection procedure

The selection process will take place at the school on 7<sup>th</sup> and 8<sup>th</sup> May 2025.

The process will be undertaken by a panel of governors, assisted by the school's school improvement partner.

References and online checks:

- Candidates are advised that references will be taken up immediately after shortlisting. Could you ensure that your referees are aware of the need to respond immediately to a request. Please see the attached reference request form.



- The post will be offered subject to satisfactory completion of pre-employment checks
- In line with KCSIE2024 and safer recruitment practices and as part of its due diligence, an online search will be conducted for all shortlisted candidates (including social media). Prior to appointment, formal checks will be made in accordance with the current statutory requirements relating to child protection.

## **The School**

We are an all age ASC specific school and have provision for 270 young people from all over Birmingham aged 3 – 16. Our young people are amazing and are at the heart of everything we do in school.

We embrace the differing needs and individual personalities of all of our pupils and try to ensure that this is reflected in the diverse curriculum we offer. Our young people are the most important asset to our school and to support them we benefit from a dedicated, specialist staff who strive to ensure that our pupils reach their maximum potential.

We are lucky that within our building we have a range of specialist rooms to enhance the learning opportunities of our pupils, including a Food Technology, Science, Computing, Design Technology/Art, and a separate hall for PE. We have three sensory rooms and two amazing therapy rooms – giving pupils access to a sensory circuit. Recently we have developed a mental health well-being hub that provides our young people with an additional space to talk and promote their wellbeing. We have worked hard to develop outdoor learning opportunities for our pupils and have a Forest School area on site and a truly inspirational allotment less than a five minute walk from the school. This gives the young people opportunities to explore the environment and we are developing some budding gardeners!

We work in collaboration with a range of external agencies, Governors, parents/carers, therapists and other educational establishments, to provide the best education and care for our young people. We are part of the Birmingham Special Schools Cooperative Trust and work closely with the schools within this, and all Special schools across Birmingham.

## **Staff**

We are very fortunate to have a very dedicated staff. We have a high proportion of long serving staff.

The senior leadership team comprises of the Head Teacher, two Deputy Head, three Assistant Heads and a Pastoral Year Lead (Whole School). Please see the school website for more information on our staff.

