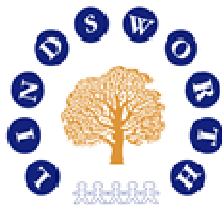


Executive Headteacher Appointment

The Federation of Lindsworth and Springfield House Schools



Lindsworth School
Monyhull Hall Road
Kings Norton
Birmingham
B30 3QA
0121 693 5363

Website: www.lindsworth.co.uk



Springfield House School

Springfield House School
Kenilworth Road
Knowle
Solihull
B93 0AJ
01564 772772

Website: www.spfldhs.bham.sch.uk



Executive Headteacher Appointment



Group 6, Pay Range: L32 – L38 £85,503 - £96,724 + residential or non-residential allowance

The Federation of Lindsworth and Springfield House Schools

Required for 1 September 2017

The Federated Governing Body of Lindsworth and Springfield House Schools are seeking to appoint an innovative Executive Headteacher, who is committed to the achievement of excellent outcomes for disadvantaged children who have a wide range of complex social, emotional and mental health needs. This opportunity has come about following the retirement of our current, successful Headteacher in August 2017.

We are looking for an outstanding candidate who will:

- Be an inspirational leader who can shape and deliver our strategy
- Have the passion to raise the level of achievement and outcomes for all our students
 - Be robust in meeting the challenges of a changing educational landscape and increasingly complex needs
 - Build strong relationships with all our stakeholders and the outside world

The Federation

The Federated Governing Body of Lindsworth and Springfield House School was established in November 2015. From April 2014 until that time, the Headteacher at Springfield House had been leading both schools, in a temporary capacity, having been in post since September 2006.

Both schools are mixed day/residential special schools for pupils who have been assessed as having social, emotional and mental health difficulties. Many of the pupils have medical diagnoses including ADHD, ASC, PTSD, PDA, ODD and Attachment Disorder. They have also experienced significant disruption to their education due to multiple school moves, fixed term and permanent exclusions and long periods of part-time or no placement in a school.

Springfield House School meets the needs of 120 pupils aged from 4 to 11 on two sites – 96 on the main site in Knowle and a further 24, Y5 and Y6, pupils in an Annex on the Lindsworth site in Kings Norton. It has been judged as an outstanding school, by OFSTED, in November 2008, March 2012 and December 2015.

Lindsworth School effectively provides for 114 secondary aged pupils, from 11 – 16. The school was put into Special Measures in March 2014, but made rapid progress to achieve a Good judgement in January 2016. The Local Authority has recognised the capacity of the school to develop further and is working closely with us to develop an Annex for up to 66 children in Erdington, from September 2017 and post-16 provision, from September 2018.



Springfield House School

These are schools where you can make a real and lasting difference to the young people in our care. We are highly ambitious to provide our students with the best education and preparation for a happy and successful life in the adult world.

We would warmly welcome applicants to visit our schools on: Thursday 9 March or Tuesday 14 March, from 10 a.m. Please contact Vanessa Wilson at Lindsworth, 0121 693 5371 or email vw@lindsworth.bham.sch.uk to arrange a visit to the schools.

Closing Date: Tuesday 21 March 2017, 12 noon

Please return your application form to:
Performance, Engagement & Commissioning Services, PO Box 16461, Birmingham, B2 2DB
or via email to CSURecruitment@birmingham.gov.uk

Shortlisting: Thursday 23 March 2017.
Shortlisted candidates will be contacted by Friday 24 and be offered a further opportunity to look round on Tuesday 4 April, from 10 a.m.
Interviews: Thursday 6 and Friday 7 April 2017.

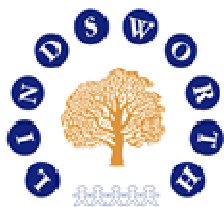
These school are committed to safeguarding and promoting the welfare of children and expect all staff to share this commitment. The successful candidate will be subject to all necessary pre-employment checks, including: an enhanced DBS; Prohibition check; Childcare Disqualification (where applicable); qualifications (where applicable); medical fitness; identity and right to work. All applicants will be required to provide two suitable references.



Above: Lindsworth exterior

Below: Springfield House exterior





Springfield House School

Dear Applicant,

On behalf of the stakeholders of The Federation of Springfield House and Lindsworth Schools, I would like to thank you for expressing an interest in the post of our Executive Headteacher.

Due to the retirement of the current Executive Headteacher, the Governing Body are looking to appoint an inspirational and innovative candidate to lead the Federation from September 2017. The Governors are seeking an individual with proven leadership skills to enable all stakeholders to achieve the best they can.

Joining us at this stage will certainly be exciting and provide the successful applicant with a real opportunity to shape how we move forward, to secure and build on our recent OFSTED appraisals. This will include working with the Local Authority, staff and Governors as we embark on the further expansion of both schools, including another site, extend our age range beyond 16 and re-design the Lindsworth site as part of the Priority Schools' Building Programme.

We are extremely proud of our team of quality staff, who have continuously shown their commitment and dedication to the schools whilst dealing with the day to day challenges associated with local and national initiatives. We are therefore committed to promoting the professional development of all staff and furthering their involvement in key decision-making processes.

The appointee will need to have a clear understanding of recent and current educational initiatives, which will enable them to guide the Governing Body and to work closely with the Senior Leadership Teams to ensure the consistent and continued improvement that will be needed to get us to our next goal.

The schools are friendly and welcoming, and we have strong working partnerships with a number of other professional agencies.

The Pack contains full details of how to apply, along with additional information about our schools. What this information cannot do, however, is fully convey the positive atmosphere and dedicated staff you will experience at our schools, for this you will need to visit us in person.

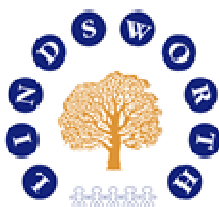
To arrange a visit please contact the HR Manager, Vanessa Wilson, at Lindsworth School on 0121 693 5363 or email her at vw@lindsworth.bham.sch.uk.

Dates available are: Thursday 9th March and Tuesday 14th March from 10 a.m.

Shortlisted candidates will be contacted by Friday 24 and be offered a further opportunity to look round on Tuesday 4 April, from 10 a.m.

On behalf of the Governing Body, thank you again for your interest in this position and we look forward to receiving your application.

Paul Richards
Chair of Governors



ABOUT OUR FEDERATION

The Federated Governing Body of Lindsworth and Springfield House School was established in November 2015. From April 2014 until that time, the Headteacher at Springfield House had been leading both schools, in a temporary capacity, having been in post since September 2006.

Both schools are mixed day/residential special schools for pupils who have been assessed as having social, emotional and mental health difficulties. Many of the pupils have medical diagnoses including ADHD, ASC, PTSD, PDA, ODD and Attachment Disorder. They have also experienced significant disruption to their education due to multiple school moves, fixed term and permanent exclusions and long periods of part-time or no placement in a school.

Referrals to the schools arrive via SENAR and are carefully considered before places are allocated. This process involves reviewing paperwork, talking to other professionals involved and undertaking an observation visit. Parents/carers are encouraged to visit the schools, both with and without their child. If we then believe that we can effectively meet the needs of the young person, and families agree with the decision, an induction process is planned.

Funding is allocated as base funding of £10 000 for each agreed place (from the pupil admission number), a site specific allocation and top up funding from the banded funding model. The top up funding is allocated on a real time basis and, therefore, is only available when the pupil starts attending the school. This has obviously led to greater fluctuation in our annual income and the need for very specific financial planning.

The Governing Body comprises of:

2 parent Governors

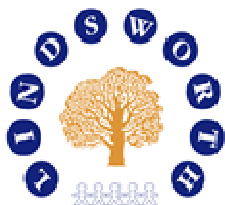
1 LEA Governor

1 Executive Headteacher

1 Staff Governor

7 Co-opted Governors (to include 1 additional member of staff)

We currently have vacancies for parent Governors



Springfield House School



Springfield House School

Springfield House is situated on two sites, one in a rural position near Knowle, Solihull for 96 pupils aged from 4 - 11. The main house is situated in 25 acres of land occupied by a former country residence and the listed buildings provide a pleasant environment in which the children can feel valued and begin the long process of raising their self-esteem. The school has been over-subscribed for a number of years so, working with the Local Authority, we developed the second site as an Annex, on the outskirts of the Lindsworth School site in Kings Norton, in September 2016. Currently this is attended by 16 pupils in Y5 and Y6, but this number is expected to rise to the full capacity of 24, in September 2017.

The majority of our children live in Birmingham but we have a few children from the adjacent authorities of Solihull, Warwickshire and Worcestershire.

Children follow the National Curriculum, adapted as necessary to meet their needs. A number of pupils are able to achieve results in line with national expectations for their age group. Helping children to learn to manage their social, emotional and mental health difficulties is seen as equally important as academic success.

The residential provision offers opportunities for up to 17 children, to improve their access to learning and develop their social skills. The majority of the residential pupils stay for 2 nights in the week, with placements reviewed on a 12 week cycle. This provision is inspected on an annual basis and, during the last 10 years, has been consistently graded as good with three outstanding judgements.

The school has very effectively worked with other professionals to offer music therapy, speech and language therapy, music, sports and family support work, for a number of years.

The school has recently undertaken a re-structure in an effort to achieve a balanced budget but is still looking at a likely in-year deficit this year.

Mission Statement

Our aim is to empower pupils to make a positive contribution to society. We will achieve this through effective partnerships with pupils, families and other stakeholders.

To develop and improve:

- Self-esteem, resilience and confidence
- Communication and social interaction skills
- Independent thinking and working skills
- The ability and courage to make positive choices



Lindsworth School



Springfield House School

Lindsworth School is located, on a 25 acre site, in the Kings Norton area of Birmingham and is looking forward to effectively meeting the needs of 114 secondary aged pupils, from 11 – 16, from September 2017. The school is in the Priority Schools' Building Programme and is expecting a substantial refurbishment and a part re-build in 2019. This will significantly improve our accommodation and first impressions for visitors. A number of the buildings have already undergone facelifts and have helped to raise expectations of both pupils and staff.

The school has faced many financial challenges during the last decade which have resulted in a deficit budget, but is now managing with the funds available and is working closely with the Local Authority to eradicate the debt. We are confident that, with the careful financial management that has been put in place, this will be achieved.

Pupil attendance at the school is still a cause for concern, though it has been acknowledged that our attendance monitoring procedures are outstanding and that we are doing everything possible to address this issue. The impact of our rigorous processes have enabled our average attendance to rise from 65% in 2015/15 to the mid-80s this year, with many pupils showing improvement from their previous school baseline.

The average KS2 APS difference for the pupils attending our school in 2015/2016 was -7.14 which is significantly below the National Average. However, all pupils are encouraged to take nationally accredited qualifications, including English, mathematics and science GCSEs, with one- and two-year option choices in KS4. Year 11 pupils spend one day a week at local colleges, to enable them to be more prepared for the transition from school to further education.

The school was put into Special Measures, by OFSTED, in March 2014 and the report, alongside media coverage, painted a very poor picture of the provision. However with dedicated, experienced, specialist staff and a new leadership team we were able to move straight to a Good judgement in January 2016. This recognised a new chapter in the school's history and one that we have continued to build on, it was also noted in Sir Michael Wilshaw's Annual Report to OFSTED.

The residential provision is available for up to 13 pupils, staying from one to four nights, and is consistently over-subscribed. We have now enjoyed 3 Good OFSTED judgements and fully expect to achieve our target of Outstanding at the next inspection.

Development work is currently underway to establish an Annex for up to 66 children in Erdington, from September 2017. This will be based in a refurbished, existing empty school building and an adjacent children's home. There are two proposals for this site; one that will include a KS2 provision with KS3 and 4 and one that will be KS3/4 only. The children will be phased into the school in a carefully planned way to ensure that we are effective and successful.

A further exciting development will be to set up post-16 provision for those pupils who are not ready to move on to other placements.

Pupil admission numbers and staffing agreed with the LA from September 2017
Springfield House

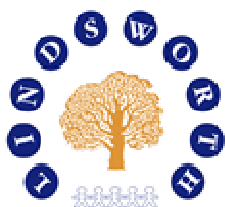
Year group	Total Main site	Total Annex	Total Key Stage	Future plan Main site	Future plan Annex	Key stage Total
R	2		2	2		2
1	6			10		
2	10		16	14		24
3	16			16		
4	18			18		
5	23	10		18	10	
6	21	14	102	18	14	94
	96	24	120	96	24	120

Lindsworth

Year group	Total Main site	Total Annex (1)	Total Annex (2)	Total Key Stage	+ Annex 1	+ Annex 2
3			3			
4			5			
5			8			
6			8	24		24
7	18	8	8			
8	24	12	8			
9	24	12	8	66	98	90
10	24	16	9			
11	24	16	9	48	80	66
	114	64	66	114	178	180

The Springfield House numbers are confirmed, the only change will be the move to a more uniform spread in the future, so that we don't have uneven cohorts leaving (in red).

The Lindsworth Annex is expected to partially open in September 2017, but will grow to the final number in 3 years



Staff requirements for September 2017



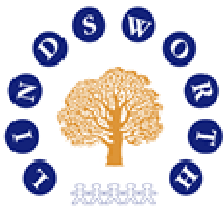
Springfield House School

Lindsworth - Pupils on roll – 108 + 66

Position	Main site	Annex
All staff on teachers' pay and conditions	21.9 FT	8
Support staff working directly with pupils	1 X 24 TTO 1 X 26 TTO 11 x 32.5 TTO 15 X 36.5 TTO 8 X 36.5 AYR	9 x 32.5 TTO 5 x 36.5 TTO
Science Technician	1 x 20 TTO	
Admin	1 X 36.5 TTO 5 X 36.5 AYR	1 X 36.5 TTO 1 X 36.5 AYR
BSS and Catering	1 X 17.5 TTO 1 X 20 TTO 2 X 23.75 TTO 4 x 32.5 TTO 2 X 36.5 TTO 2 X 36.5 AYR	3 x 32.5 TTO 1 x 36.5 TTO 1 x 36.5 AYR
Drivers	1 X 15 TTO 1 X 19.25 TTO 4 X 25 TTO 1 x 36.5 TTO	

Springfield House - Pupils on roll - 120

Position	Hours
All staff on teachers' pay and conditions	18.2 FT
Support staff working directly with pupils	2 X 12 TTO 1 x 25 TTO 11 x 32.5 TTO 28 X 36.5 TTO
Admin	1 x 25 TTO 1 X 35 TTO 2 X 36.5 AYR
BSS and Catering	3 X 20 TTO 2 X 23.75 TTO 1 x 30 TTO 4 X 36.5 TTO 1 X 36.5 AYR
LTS	3 X 7.5 TTO



BIRMINGHAM CITY COUNCIL DIRECTORATE OF
CHILDREN, YOUNG PEOPLE AND FAMILIES



Springfield House School

THE FEDERATION OF LINDSWORTH AND SPRINGFIELD HOUSE SCHOOLS

This Federation 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.

EXECUTIVE HEADTEACHER - JOB DESCRIPTION

SALARY SCALE: GROUP 6

ISR L32 – L38 + residential or non-residential allowance

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 44-48 & 52 of the School Teachers' Pay and Conditions Document
To undertake the professional responsibilities of a headteacher as set out in paragraph 47 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

2.2 Specific

To further develop the federation of schools
To ensure that the residential provision complies with the Residential Special Schools National Minimum Standards

3 Line Management

Responsible for the supervision of all staff employed by the federation of schools.

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 Executive Headteacher but only after full consultation between them. It will be signed if agreement is reached.



Springfield House School

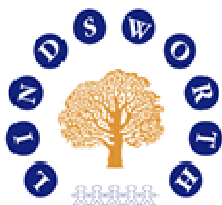
6. Complaints

- 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 Executive Headteacher)

Date _____



PERSON SPECIFICATION: EXECUTIVE HEADTEACHER



Springfield House School

The Federation of Lindsworth and Springfield House Schools 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.

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

	To demonstrate the ability to manage, motivate and support individuals and teams effectively.	AF, I
	To deal effectively with under performance, in accordance with relevant policies and procedures.	AF, I
	To promote and foster a positive school image.	AF, I
	To understand and interpret complex data to inform effective decision-making.	AF, I
	To develop and monitor a clear strategic financial plan for the federation.	AF, I
	To focus on innovation and creativity and be willing to work in a context of resource generation and appropriate risk-taking.	AF, I
	To demonstrate a wide range of high level communication skills including new technologies.	AF, I
	To seek and maintain multi-agency partnerships and collaboration, in order to effectively meet a wide range of pupil needs throughout the whole school and beyond.	AF, I
OTHER	Evidence of understanding the impact of residential provision on outcomes for pupils and their families.	AF, I
	Evidence of motivation for working with children.	AF, I
	Evidence of ability to form and maintain appropriate relationships and personal boundaries with children and staff.	AF, I
	Evidence of emotional resilience in leading a school where pupils and families will, at times, experience challenging circumstances.	AF, I
	Ability to support and develop emotional resilience in pupils and staff.	AF, I
	Ability to effectively implement safeguarding legislation and develop a culture of safeguarding awareness, risk assessment and management.	AF, I
	Ability to coach and develop all school staff appropriately.	AF, I
	Demonstrate the promotion of positive behaviour strategies and constructive handling of problems.	AF, I
	Evidence of actively involving all staff, parents, Governors and the community in the life and work of the school, other schools and networks.	AF, I
	Ability to work effectively, in partnership with governors and the Local Authority, to develop and implement a strategic plan for the federation.	AF, I
	Evidence of implementing Equal Opportunities and other legislation essential for the health, safety and well-being of the school community.	AF, I
	Ability to effectively implement personnel procedures in the management of staff, with relevant knowledge of Employment Law.	AF, I



Springfield House School

*

- 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.*