



HEADTEACHER CANDIDATE INFORMATION

BIRCHENSALE MIDDLE SCHOOL **(Part of the State Funded Bordesley Multi Academy Trust)**



Bridley Moor Road, Redditch, Worcestershire, B97 6HT

Tel: 01527 68430

e-mail: enquiries@birchensale.worcs.sch.uk

www.birchensalemiddleschool



THE POST

This vacancy has arisen because the current Headteacher, Tim Jones, is retiring at the end of the school year. The successful candidate will be expected to start on the 1st September 2020. It is hoped that there will have been ample opportunity before that time for a smooth transition.

SALARY RANGE

L 20 to L 26

CONTRACT TERM

Permanent, full-time

VISION AND MISSION STATEMENT

'Birchensale Middle School will always be a caring community, providing the right environment for every pupil to realise their full potential.'

AIMS: We will ensure that every pupil achieves their full potential by:

- creating a community spirit, with parents, pupils and staff working together
- providing a broad, balanced and inclusive curriculum
- encouraging curiosity and enthusiasm
- promoting independence, confidence and resilience; removing barriers to learning
- striving for excellence, setting high expectations
- increasing self-esteem and respect for others
- ensuring our pupils are equipped to meet the challenges of the future in an environment that values achievement rather than highlighting failure



THE SCHOOL

Birchensale Middle School is a 9-13 co-educational comprehensive school with nearly 600 students on roll. A new feeder first school will be built for 2021 and our five main feeder first schools are now experiencing much greater numbers.

Birchensale Middle School is located on the Batchley estate from where it draws the majority of its pupils. It is an area of multiple deprivation. In the IDACI Census provided by Worcestershire County Council, Batchley is ranked bottom, 21/21, showing the most deprived catchment areas in Worcestershire. On the ACORN Geodemographic profile, 42% of residents are described as 'hard pressed' as compared with 23% for the whole of the Local Authority. There are just 6% wealthy families in the catchment area against 30% average for the County.

Despite this background, Birchensale is an increasingly popular school and under the current Headteacher has increased its roll by 50% in the last six years, taking in an extra 204 pupils. We currently have pupils from 15 different feeder schools. This is at a time when the rest of the town has been experiencing falling rolls. As well as a steadily increasing roll, the school has seen continued improvement in attendance, continued improvement in behaviour and more collaborative work with other agencies, organisations and schools. There has also been a year-on-year improvement in KS2 SAT's 2015-2019 and entry to exit scores (GL Testing). Progress of all pupils is at least good from entry to exit. We do, however strive for even greater success year on year.

The current school roll September 2019 of 599 pupils is made up of;

- 20% (122 pupils) are on/have been on Free School Meals during their time at Birchensale, and the number is growing year on year, compared to 14.3% nationally
- 33% (199 pupils) are 'disadvantaged' and are in receipt of Pupil Premium Grant
- 25% (148 pupils) on the SEN register, compared to 14.4% nationally, of which eight have Education Health Care Plans
- 25% (149 pupils) are EAL, compared to 15.7% nationally, these pupils currently speak 26 different languages
- Student Attendance; 95.7% (2016/17), 95.1% (2017/18), 95.5% (2018/19)
- KS2 SAT's Results, Read/Write/Maths Combined: 2017 57%, 2018 71%, 2019 69%

Students come from across the town, which has five other middle schools. Our PAN is 150. Birchensale Middle School Academy opened in 2019 after joining our Pyramid MAT, Bordesley Multi-Academy Trust. There is a good history of collaboration across the town.



CURRICULUM

The school operates a one-week timetable with a school day of five lessons. Specialist teachers teach all lessons.

EXTRA-CURRICULAR ACTIVITIES

There is a strong extra-curricular programme. The list of clubs and activities can be seen by viewing our website. Sport is very popular with regular fixtures and competitions at District, County and National levels. Equally strong are the Performing Arts, with regular whole school productions. In June 2016, the choir sang at the Royal Albert Hall as part of Voices and Visions programme.

SCHOOL AWARDS

- Awarded Stonewall Champion status for our work with Stonewall supporting LGBT issues
- PE Department granted Sports Mark Gold Award
- ECO team granted Green Flag Award
- School awarded Leading Aspect Award for Science
- School awarded Leading Aspect Award for Removing Barriers to Learning
- School awarded Leading Parent Partnership Award
- School awarded Space Education Quality Mark
- School awarded Primary Science Silver Quality Mark
- School awarded Hereford and Worcester Sports Premium School Games Award
- School named as STEM Ambassador school
- School awarded Music Mark Award



Birchensale Middle School recognised in the Parliamentary Review 2019/20. The Parliamentary Review is a platform for innovative and progressive UK businesses and schools to be heard, address the challenges they face and share their insight. It highlights significant successes, developments and concerns for school leaders up and down the country. Writing in The Review, Lord Blunkett says, "the education service continues to deliver for individuals, communities and of course for our nation, as shown by Birchensale Middle School".

The best practice article for Birchensale Middle School can be viewed here:

<https://www.theparliamentaryreview.co.uk/organisations/birchensale-middle-school>



HOW TO APPLY

Pre-application visits to school	Thursday 7 th , Friday 8 th and Monday 11 th November
Closing date for applications	Friday 15 th November (12.00 noon)
Interviews	Monday 2 nd and Tuesday 3 rd December 2019

Applications are invited from suitably qualified candidates using the school's own application form, which is available below and also from the school's website. The form should be completed in full and be accompanied by a letter of not more than two sides of A4, in which you should clearly explain why you wish to apply for this post in this school, at this time and why you think you are a good candidate for this position.

Applications may be submitted by post or electronically (please save attachments in either a .doc or a .docx format) to:

Mrs Pauline Begley
Business Manager
Birchensale Middle School
Bridley Moor Road
Redditch
Worcestershire
B97 6HT

e-mail: pb76@birchensale.worcs.sch.uk

Telephone: 01527 68430

Should candidates wish to visit the school prior to the closing date for applications, on either Thursday 7th, Friday 8th or Monday 11th November, please contact Pauline Begley by e-mail or telephone for an appointment.

Shortlisting for interview will take place soon after the closing date. We hope to send out invitations to interview shortly after Thursday 21st November. Please note that not all candidates for whom we request references will necessarily be invited for interview.

Interviews are scheduled to take place on Monday 2nd and Tuesday 3rd December, when candidates will have opportunities to meet staff, including the Headteacher and Senior Leadership Team, students and governors.