



BIRCHENSALE MIDDLE SCHOOL

"Belong, Motivate, Succeed"



BORDESLEY MULTI ACADEMY TRUST

Headteacher Application Recruitment Pack



A very warm welcome from our Chair of Governors

Thank you for your interest in the Headteacher vacancy, at Birchensale Middle School. The last full Ofsted in October 2018 said of Birchensale;

- “Pupils at key stage 2 make strong progress and the progress of pupils in key stage 3 is good across a range of subject”
- “Senior leaders know the school’s strengths and weaknesses very well and your self-evaluation is highly accurate”
- “Staff have a passion for the well-being of their pupils and ensure that they are happy and safe”
- “Pupils are and feel safe at school”
- “Pupils say that school is a happy and fun place to be”
- “While at your school the large majority make strong gains and leave at the end of Year 8 having made good progress”

On 1st April 2019, Birchensale Middle School became a founding member of the Bordesley Multi Academy Trust, along with Holyoakes Field First School and Trinity High School. Woodfield Academy (middle school) joined the MAT Easter 2022. Our website will provide you with a good picture of the school and the array of opportunities afforded to our students.

The Governing Body seek an enthusiastic, committed and inspiring professional with outstanding leadership and teaching skills who will:

- Use their personal qualities to lead the school, building on the current successes, to ensure that every single students is able to reach and exceed their potential
- Have the enthusiasm and commitment to motivate, inspire and support students and our dedicated, talented staff
- The ability to innovate and drive improvement
- The ability to work in partnership with parents and the wider community.

As governors and trustees, we have always been ambitious for the school and we wish to appoint an existing Headteacher or Deputy Headteacher with a proven record of excellence. It is important that the person appointed has a genuine enthusiasm for working with young people, demonstrates integrity and will earn the respect of the whole school community.

Please see the “How to Apply” section in this pack for further details. I look forward to receiving your application.

Yours sincerely

Andrew Evans
Chair of Governors





Headteacher Post

The Post

This vacancy has arisen because the current Headteacher, Mark Brazier, is leaving at the end of December 2022. The successful candidate will be expected to start at the beginning of Summer term 2023.

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

How to apply

Please follow the application instructions on the TES application. Should you require any assistance please email hr@bmat.co.uk or call 01527 586975.





Thank you for the interest you have shown in becoming the next leader of our school community. Please ensure you read the form carefully, completing and returning all sections and any requested additional information. Your completed application and supplementary information should be submitted via the TES website by the time/date specified as the closing date on the job advertisement. Birchensale Middle School is part of the Bordesley Multi Academy Trust.

Guidance and Information for applicants

If you have any questions about the completion of the application form, or if you require this form in an alternative format, please contact the HR@bmat.co.uk for assistance.

The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

- **Decision to shortlist:**

Your application form is an important part of the recruitment process. The decision whether or not to shortlist you for interview will be based on the information you provide on your application form; we do not take into account any previous applications or prior knowledge of you. Before you start to complete the application please read the Job Description and Person Specification carefully. These detail the knowledge, experience, skills and abilities needed. You should address how you meet these in your letter of application.

- **Recruitment monitoring form:**

We positively welcome applications regardless of age, gender, cultural and ethnic origin, religion, disability, gender and sexuality. To help monitor the effectiveness of our recruitment practices, to assess whether we are meeting the Public Sector Equality Duty and whether we are complying with relevant legislation, please complete the equality form with your application. It is used for statistical purposes only. All shortlisted candidates will be subject to an online search as part of our due diligence.

- **Application feedback:**

We will advise all candidates by email whether you have been successful for shortlisting or otherwise. We are only able to provide feedback for shortlisted candidates. If you have any queries / complaints about our recruitment procedures, please contact us via HR@bmat.co.uk. Alternatively, you can call the MAT directly on 01527 586975.

DATA PROTECTION NOTICE

Throughout our application form we ask for some personal data about you. We will only use this data in line with data protection legislation and process your data for one or more of the following reasons permitted in law: · You have given us your consent. · We must process it to comply with our legal obligations.





Birchensale Middle School

Birchensale Middle School is a 9-13 co-educational comprehensive school with nearly 600 students on roll. A new feeder first school was opened in September 2022 and our five main feeder first schools are now experiencing much greater numbers. The school is also due to expand in coming years due to the increase in local housing.

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.

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.

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 2022 of **596** pupils is made up of;

- 36% (213 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
- 40% (239 pupils) are 'disadvantaged' and are in receipt of Pupil Premium Grant
- 27% (159 pupils) on the SEN register, compared to 14.4% nationally, of which 17 have Education Health Care Plans
- 16% (94 pupils) are EAL, compared to 15.7% nationally, these pupils currently speak 19 different languages
- Student Attendance; 95% (2018/19), 95% (2019/20), 92% (2021/22)
- KS2 SAT's Results, Read/Write/Maths Combined: 2017/18 71%, 2018/19 68%, 2021/22 41%

Academic Outcomes

Subject	2018-2019		2021-2022	
	School	National	School	National
Reading	78%	73%	61%	74%
Writing	78%	78%	51%	69%
Mathematics	76%	79%	63%	71%
Grammar, Punctuation & Spelling	77%	78%	53%	72%





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





Start date:	Easter 2023
Salary:	L20—L26
Closing Date:	18th November
Interviews:	w/c 6th December

On our website and within the application pack, you will find a range of documents that tell you more about the role and who we are looking for.

www.birchensale.worcs.sch.uk

www.bordesleymat.org

To apply for this position please use the application form from the TES website and complete their application process. If you wish to send any supporting documentation please send to hr@bmat.co.uk by the closing date.

Birchensale Middle School and Bordesley MAT are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expect all staff and volunteers to share this commitment.

The successful candidate will have to meet the person specification, they will also be required to apply for an enhanced DBS disclosure and all other pre-employment checks outlined in Keeping Children Safe in Education.

We particularly welcome applicants from under-represented groups including those based on ethnicity, gender, transgender, age, disability, sexual orientation or religion.

We follow a strict pre-employment process in line with Safer Recruitment / Keeping Children Safe in Education. All appointments are subject to satisfactory pre-employment checks, including shortlisted candidates being subject to an online search, as part of our due diligence.





JOB DETAILS

Salary:	L20—L26
Contract type:	Permanent
Reporting to:	Birchensale Middle School Governing Body Bordesley MAT Executive Headteacher/CEO Bordesley MAT Board of Directors

Main Purpose

The headteacher will:

- Establish and sustain the school's ethos and strategic direction together with the governing board and through consultation with the school community
- Establish and oversee systems, processes and policies so the school can operate effectively
- Identify problems and barriers to school effectiveness, and develop strategies for school improvement that are realistic, timely and suited to the school's context
- Make sure these school improvement strategies are effectively implemented
- Monitor progress towards achieving the school's aims and objectives
- Allocate financial resources appropriately, efficiently and effectively
- Add value to the Trust by actively engaging in Trust strategy, activities, policies and procedures

Qualities

The headteacher will:

- Uphold public trust in school leadership and maintain high standards of ethics, behaviour and professional conduct
- Build positive and respectful relationships across the school community
- Serve in the best interests of the school's students





DUTIES AND RESPONSIBILITIES

The main duties and responsibilities for the new headteacher will include the following.

School culture and behaviour

The headteacher will:

- Create a culture where students experience a positive and enriching school life
- Uphold educational standards in order to prepare students from all backgrounds for their next phase of education and life
- Ensure a culture of staff professionalism
- Encourage high standards of behaviour from students, built on rules and routines that are understood by staff and students and clearly demonstrated by all adults in school
- Use consistent and fair approaches to managing behaviour, in line with the school's behaviour policy
- Work with Trust member schools to create a collaborative approach to teaching and learning across the Trust

Teaching, curriculum and assessment

The headteacher will:

- Establish and sustain high-quality teaching across all subjects and phases, based on evidence
- Ensure teaching is underpinned by subject expertise
- Effectively use formative assessment to inform strategy and decisions
- Ensure the teaching of a broad, structured and coherent curriculum
- Establish curriculum leadership, including subject leaders with relevant expertise and access to professional networks and communities
- Use valid, reliable and proportionate approaches to assessing students' knowledge and understanding of the curriculum

Additional and special educational and disability needs (SEND)

The headteacher will:

- Promote a culture and practices that enables all students to access the curriculum
- Have ambitious expectations for all students with SEN and disabilities
- Make sure the school works effectively with parents, carers and professionals to identify additional needs and provide support and adaptation where appropriate
- Make sure the school fulfils statutory duties regarding the SEND Code of Practice





Managing the school

The headteacher will:

- Ensure staff and students' safety and welfare through effective approaches to safeguarding, as part of duty of care
- Manage staff well with due attention to workload
- Ensure rigorous approaches to identifying, managing and mitigating risk
- Demonstrate effective use of public funds inline with the Academy Trust handbook

Professional development

The headteacher will:

- Ensure staff have access to appropriate, high standard professional development opportunities
- Keep up to date with developments in education
- Seek training and continuing professional development to meet needs

Professional development

The headteacher will:

- Understand and welcome the role of effective governance, including accepting responsibility
- Report as required to the Governing Board and the Trust Executive Headteacher / CEO
- Ensure that staff understand their professional responsibilities and are held to account
- Ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties
- Work successfully with other schools and organisations
- Maintain working relationships with fellow professionals and colleagues to improve educational outcomes for all students

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the headteacher will carry out. The post holder may be required to do other duties appropriate to the level of the role.





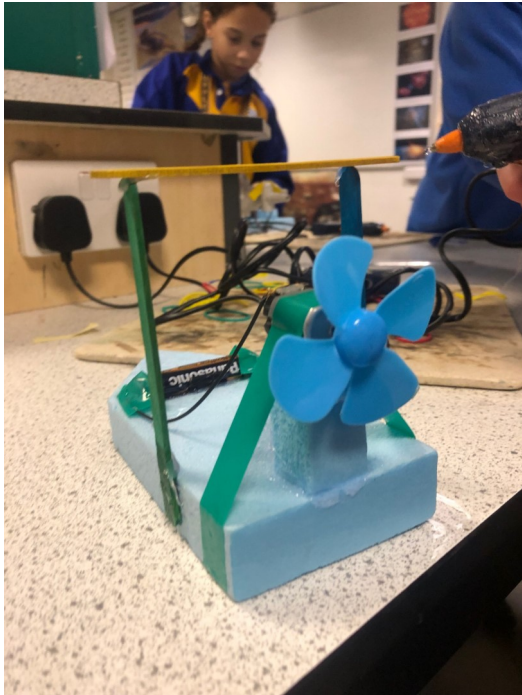
PERSON SPECIFICATION

Criteria	Qualities (E = Essential, D = Desirable)
Qualifications and training	<ul style="list-style-type: none"> • Qualified teacher status (E) • Degree (E) • National professional qualifications for headship (D) • Evidence of further continued development (E)
Experience	<ul style="list-style-type: none"> • Successful leadership and management experience in school through leadership/DHT (E) • Teaching experience in primary or secondary schools (E) • Involvement in school self-evaluation and development planning (E) • Demonstrable experience of successful line management and staff development (E) • Track record of raising standards, managing change, leading innovations and successfully meeting challenges (E) • Record of effective personnel management (E) • Evidence of awareness of current educational practice, thinking and theory (E) • Successful collaboration with parents, governors, feeder and partner schools and other organisations within the wider community (E)
Skills and knowledge	<ul style="list-style-type: none"> • Broad range of data analysis skills, including the ability to use data to set targets/identify weaknesses and interpret financial data (E) • Understanding of high-quality teaching based evidence and the ability to model this for others and supports others to improve (E) • Understanding of school finances and financial management (E) • Ability to communicate a vision and inspire others (E) • Ability to build effective working relationships (E) • Ability to use a range of IT systems for school management (E)
Personal qualities	<ul style="list-style-type: none"> • Commitment to uphold the 7 principles of public life (the Nolan principles) at all times (E) • A passion for getting the best outcomes for all students and promoting the ethos and values of the school (E) • Ability to work under pressure and prioritise effectively (E) • Commitment to maintaining confidentiality at all times (E) • Commitment to safeguarding, inclusiveness and equality, ensuring that personal beliefs are not expressed in ways that exploit the position (E)





Thank you for your interest, we look forward to receiving your application



28/4/21

Dear England, I am writing you this letter because I want to see how I feel about our current state. In this world, our world is not how it used to be, it used to be lovely, peaceful, healthy and we had people in this world. I would love to be able to walk the streets freely, no masks, no social distancing and to just see people being kind to each other. I want homeless people to have homes and stray dogs to have homes and people looking after them, no living things deserve to live outside and die by starvation or by freezing.

Just because of COVID we have to wear masks, we have social distancing, we can't see our family and loved ones, it just makes you so grateful for being alive and what you have. I just wish that COVID was gone and everything was back to normal.

