



SPRING VALE SCHOOL

LYKOS
Multi Academy Trust
WHERE EVERY CHILD MATTERS



**Headteacher
Candidate Pack**

Welcome from the Chair of Governors

Dear applicant

Thank you for your interest in the post of Headteacher at Spring Vale Primary School.

This is an exciting opportunity to lead a high-performing, outstanding primary school following the move of the current Headteacher into a role within the Lykos Multi Academy Trust.

Spring Vale has a long-standing reputation for providing a wide range of high-quality teaching and learning experiences for all pupils. We are a popular school in Wolverhampton and pride ourselves on ensuring that all pupils leave Spring Vale with high academic and personal achievements, with respect for each other and, above all, with a sense of pride and high self-esteem.

It is a vibrant and exciting place to work and to learn, offering a broad, engaging curriculum and high levels of support and challenge in a warm and welcoming school community.

Spring Vale provides a strong culture of collaboration and support with high expectations for all. Our staff are highly motivated and work with colleagues within and beyond the school and trust to ensure continuous professional development and to develop best practice to share with staff and pupils.

We are fortunate through our new build school to enjoy the very best environment to enable staff and pupils to thrive in a happy, harmonious and caring school community.

As a strong and supportive Local Governing Board we are proud of the achievements of all our pupils and staff who work hard to meet our high expectations and aspirations. We believe in educating children to develop excellent social skills, self-confidence and a sense of responsibility. We encourage our pupils to participate in extra-curricular activities that are designed to enhance their creativity, teamwork and leadership skills.

We have a culture of continual school improvement and are committed to supporting the new Headteacher to ensure the continued success of the school. We look forward to working with you to shape the next stage of the Spring Vale journey.

Miss O Kerr
Chair of Governors





ABOUT US

429
Pupils

35
Nursery

68
Staff

19.9%
SEND

36%
EAL

43.8%
Free School
Meals

Together

with friends, families and community we care for ourselves, each other, our school and our world.

Everyone

has access to a broad, balanced and stimulating curriculum, whatever their gender, race, ethnicity or ability.

Achieving

our best is what we aim for every day we come to school.

More

independence makes better learners and helps us to become good citizens.

An extract from the Spring Vale story which can be found in our prospectus

“Our school, like a tree, can shelter children from a storm, can give them a place to climb and to play and can inspire and delight them with its majesty and wonder. It is a pillar at the centre of our community and will always be there, whatever the weather, to always remind them that they should have the ambition to grow up strong and tall, just like the great oak in that peaceful valley. We are Spring Vale. We are the tree that grew and will continue to grow – now and always.”

Lykos Multi Academy Trust

Spring Vale is a proud member of the Lykos Multi Academy Trust, an active learning community committed to providing high quality and inclusive education for all.

Lykos is Greek for 'wolfpack' or the plural of 'wolf' to reflect our geographical roots in the city and to highlight our collaborative principles and desire to be a genuine family of schools.

OUR TRUST



OUR VISION

Our vision is to provide, support and champion the highest-quality provision at the heart of our community, enabling all of our children and young people to be ambitious, aspirational and successful.

They will learn in our family of happy, safe and supportive locally-led schools who share our ethos, values and common purpose but each have unique identities. Through a wide and varied range of opportunities and experiences, they will be known as individuals, develop positive relationships and enjoy a sense of belonging and pride.

Every child truly matters to us and as such every child should achieve and leave us feeling confident, supported, challenged and equipped for life, so that they can play an active role in their communities.



'For the strength of the pack is the wolf, and the strength of the wolf is the pack'. (Kipling)

Why Join Spring Vale?

Comments from our Outstanding Ofsted Inspection – 2019

“Pupils look forward to coming to school and wear their uniform with pride”

“Relationships with parents and carers are strong and they value the dedication of the staff”.

“Teachers know the pupils well and provide for their range of abilities. They support pupils with special educational needs and/or disabilities very effectively”.

We were inspected under the new framework on 13th and 14th January 2026 and are awaiting the publication of a very positive report.

At Spring Vale we...

Firmly believe that staff are our greatest asset. They make Spring Vale what it is – a successful, dynamic, happy and thriving school community.

Are committed to fostering a culture of collaboration, trust and mutual respect, where all individuals are treated with fairness and dignity. We strive to ensure that staff feel a strong sense of personal professional fulfilment, pride and happiness within their role.

Are a school where professional development is prioritised. We provide high-quality CPD, access to National Professional Qualifications, and opportunities to collaborate within our trust and beyond.

Build on our strong sense of community, excellent pupil-staff relationships, and a focus on innovation to be more than just a workplace – it’s a place where careers flourish and where every member of staff is supported to achieve their best.

Have a sense of pride in being part of the Lykos Trust. We are a valued member of this community and draw inspiration from others whilst also supporting colleagues across the trust.



Headteacher

Required for: September 2026

Salary: Leadership Scale L18 – L24 (negotiable for exceptional candidates)

We wish to appoint a Headteacher with the vision, drive and commitment to lead our school through the next phase of its development.

This is an exciting opportunity for an experienced and ambitious senior leader with the ability to work in partnership with families, staff, pupils, governors and a range of stakeholders to create an engaging and aspirational culture and an ethos where belonging, achieving and thriving are embedded into everything we do, ensuring that our pupils achieve their full potential.

We were inspected under the new Ofsted framework on 13th and 14th January 2026 and are awaiting the publication of a very positive report.

The successful candidate will also, as a member of the trust's extended executive team, contribute more widely across the trust as required.

We encourage all candidates to arrange a personal visit to the school.

As a school we offer:

- Strategic and ethical leadership.
- Experienced and supportive staff, Governors and Trustees.
- A creative and collaborative working environment.
- A positive and enthusiastic approach.
- A reflective, honest and caring culture.
- An inclusive team that supports a wide range of pupils across the school.
- Extensive opportunities for personal and professional development.
- An opportunity to be part of a school that is recognised nationally for its achievement of pupils.
- A modern building with state of the art facilities.
- A well managed budget with a strong carry forward.
- Healthy pupil numbers with waiting lists for all year groups.

To discuss this vacancy further, or to book a personal tour of the school, please contact
[Mrs N Wynne – School Business Manager](#)

To apply, please download the application form, available on our website [here](#). Completed applications should be sent to [Mrs N Wynne – School Business Manager](#)

Closing date: Thursday 5th March 2026 at 9am
Interviews: Thursday 12th and Friday 13th March 2026

For further information on the recruitment process, please see our Recruitment Privacy Notice available from our trust website, [here](#)

Safer Recruitment in Education – Information for Applicants

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

We have a number of policies and procedures that contribute to our safeguarding commitment, including our Safeguarding and Safer Recruitment Policies, which can be viewed on our website:

[School Policies](#)

It is an offence to apply for this post if you are barred from engaging in regulated activity with children.

We may need to share information and work in partnership with other agencies when there are concerns about a child's welfare.

What we will provide

All application packs will include:

- A full Job Description outlining the duties of the post, including safeguarding responsibilities.
- A Person Specification which includes a specific reference to suitability to work with children.

The application process

All applicants are required to complete an application form containing questions about their academic and full employment history, and their suitability for the role.

All applicants are required to account for any gaps or discrepancies in their employment history.

The shortlisting process

Our shortlisting process will include at least two people, at least one of whom will have completed Safer Recruitment Training.

All shortlisted candidates will be required to complete a self-declaration of their criminal record or any information that would make them unsuitable to work with children, so that they have the opportunity to share relevant information and discuss at the interview stage.

An online search will be undertaken on shortlisted candidates to identify any incidents or issues that are publicly available online, which we may want to explore with the applicant at interview.

Interviews

At least one member of each interview panel will have completed Safer Recruitment Training.

The selection process for every post will include exploration of the candidate's understanding of child safeguarding issues.

References

References will be requested with your consent at the selection stage.

Where possible, at least one reference should be provided by the candidate's current or most recent employer, and references will only be accepted directly from the referee.

Our reference pro forma includes specific questions regarding the candidate's suitability to work with children.

Pre-employment checks

An Enhanced DBS Clearance with Barred List Check is required for all successful candidates.

In addition to this, further pre-employment checks such as a Prohibition Check, Section 128 Check or Overseas Criminal Records Check will be completed if necessary.

Job Description

Post Title: Headteacher

Purpose:

- To work closely with the CEO, Director of Primary Education and Governors to build and develop a shared strategic vision for the school.
- To analyse and plan for the school's future needs and further development within the local, national and international context.
- To lead the school to deliver exceptional educational outcomes.
- To participate in projects across the trust as directed by the CEO.

Reporting to: CEO, Director of Primary Education, Local Governing Board

Responsible for: Senior Leadership Team, Staff

Liaising with: Leadership and Management Team, External Agencies

Working Time: Full Time

Salary/Grade: Leadership Scale L18 – L24 (negotiable for exceptional candidates)

Disclosure level: Enhanced

Responsibilities as a Headteacher

- To be a role model for all members of the school community and promote high expectations at all times.
- To enthusiastically lead the school, setting high professional standards and ensuring the school's vision is understood and embraced by staff, pupils, families and the wider community.
- To work in partnership with all colleagues and stakeholders to ensure pupils and staff are happy, safe and confident.
- To be an inspirational teacher and leader.
- To work collaboratively with other staff across the school to ensure academic success, aimed at raising achievement for all.
- To ensure school policies are embedded and followed and, when appropriate, implement new initiatives.
- To develop leadership throughout the school, creating teams of colleagues who have distinct roles and responsibilities and hold each other to account for decision making.
- To work constructively and positively with the CEO, Director of Primary Education, Executive Team members, Trustees and the Local Governing Board.
- To provide vision, leadership and direction across the school.
- To effectively manage teaching and learning.
- To promote excellence, equality and high expectations of all pupils.

- To deploy resources to achieve the school's aims.
- To evaluate school performance and identify priorities for continuous improvement.
- To carry out day-to-day management, organisation and administration.
- To ensure pupils are safe and secure and the climate for learning is exciting, challenging, engaging and fulfilling for all pupils.

Strategic Direction and Development

- To work with the CEO, Director of Primary Education, trust leaders and other schools in a climate of mutual challenge. To champion best practice and secure excellent achievements for all pupils.
- To contribute to the development of the school through meetings, professional learning and working with other members of staff.
- To work with key stakeholders to ensure the school vision is clearly articulated, shared, understood and acted upon effectively by all.
- To work within the school community to translate the vision into agreed objectives and improvement plans which will promote and sustain school improvement.
- To motivate and work with others to create a shared culture and positive climate.
- To ensure that strategic planning takes account of the diversity, values, and experience of the school and the community.
- To contribute to the identification, implementation and achievement of the school's targets and priorities.

Leading Learning

- To ensure that the curriculum is broad, balanced and ambitious and meets the needs of all pupils.
- To ensure that curriculum provision is regularly evaluated and amended as appropriate.
- To ensure that high quality learning is at the centre of strategic planning and resource management.
- To demonstrate and articulate high expectations and set challenging targets for the whole school community.
- To make effective use of performance data to ensure a consistent and continuous school-wide focus on pupil achievement.
- To ensure the effective quality assurance of teaching takes place which leads to good and outstanding learning for all.
- To ensure appropriate learning opportunities are planned which stretch and challenge all pupils.
- To ensure a culture and ethos of challenge and support where all pupils can achieve success and become engaged in their own learning.
- To lead, monitor and intervene to ensure strong and effective learning, good behaviour and attendance.
- To ensure marking and assessment is fit for purpose and enables pupils to improve and that guidance is acted upon by pupils.

- To ensure effective strategies are devised and implemented which ensure that all pupils and groups of pupils achieve.
- To ensure families are kept regularly informed about the progress made by their child.

Managing the organisation

- To create an organisational structure that reflects the school's values, and enables the management systems, structures and processes to work effectively in line with legal requirements and expectations.
- To ensure account is taken of national and local circumstances, policies and initiatives.
- To exercise strategic, curriculum-led financial planning to ensure the equitable deployment of budgets and resources, in the best interest of pupils' achievements and school improvement.
- To manage the school's financial and human resources effectively and efficiently to achieve the school's educational goals and priorities.
- To recruit, retain and deploy staff appropriately and assist in managing their workload to achieve the vision and goals of the school.
- To create a culture of continuous professional development of staff across the school.
- To lead and organise the school environment efficiently and effectively to ensure that it meets the needs of the curriculum and relevant regulations.

Professional Development and Working with Others

- To regularly review own practice, set personal targets, taking responsibility for own personal learning and professional development.
- To establish effective working relationships and act as a role model through your presentation, personal and professional conduct.
- To develop and maintain effective strategies and procedures for induction and professional development.
- To treat people fairly, equitably and with dignity and respect to create and maintain a positive school culture.
- To ensure effective planning, allocation, support and evaluation of work undertaken by teams and individuals, ensuring clear delegation of tasks and devolution of responsibilities.
- To acknowledge the responsibilities and celebrate the achievements of individuals and teams.
- To build a collaborative learning culture within the school, actively engage with other schools to build effective learning communities.
- To seek opportunities to invite families, community figures, businesses or other organisations into the school to enhance and enrich the school and its value to the wider community.
- To create and maintain an effective partnership with families to support and improve pupils' achievement and personal development.
- To develop community links including engaging effectively with local primary schools.
- To have a strong and effective knowledge of Headteachers and teachers' professional duties, standards and legal liabilities.
- To manage own workload and that of others to allow an appropriate work/life balance.

Securing accountability

- To fulfil commitments arising from contractual accountabilities.
- To develop a school ethos, which enables everyone to work collaboratively, share knowledge and understanding, celebrate success and accept responsibility for outcomes.
- To ensure individual staff accountabilities are clearly defined, understood and agreed and are subject to rigorous review and evaluation.
- To develop and present a coherent, understandable and accurate account of the school's performance to a range of audiences.

Corporate responsibilities

- To ensure that the responsibilities of the role are carried out in a way that reflects the vision and values of the trust.
- To be aware of and observe all policies, procedures, working practices and regulations, and in particular to comply with policies relating to Child Protection, Equal Opportunities, Health and Safety, Confidentiality, Data Protection and Financial Regulations, reporting any concerns to an appropriate person.
- To uphold our commitment to safeguarding and to promote the wellbeing of children. To contribute to a culture of continuous improvement.

Other Specific Duties

- To continue personal development as agreed.
- To engage in the Appraisal process.
- To undertake any other duty as specified by STPCB not mentioned in the above.
- Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.
- Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.
- Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.
- The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

This job description is current at the date shown, but following consultation with you, may be changed to reflect or anticipate changes in the job which are commensurate with the salary and job title.

Person Specification

AREA	FACTORS	ESSENTIAL	DESIRABLE
Qualifications and Training	Qualified Teacher Status	✓	
	NPQH		✓
	Evidence of continuing professional development	✓	
	Commitment to ongoing research into teaching and learning and school improvement	✓	
	Evidence of leading professional development activity	✓	
Experience	Substantial and sustained experience of leadership in the primary sector at either Head or Deputy Head level	✓	
	A track record of providing leadership, raising standards and delivering educational excellence	✓	
	Experience of successfully managing change	✓	
	Experience of leading, developing and managing a team of middle and senior leaders	✓	
	Experience of leading and delivering improvements in line with accountability measures and the Ofsted framework	✓	
Knowledge and Understanding	Full understanding of the Headteacher standards	✓	
	An understanding of safeguarding issues, including up to date knowledge of KCSIE and the responsibilities of school staff. Governors and Trustees	✓	
	An understanding of the mission and values of the Trust	✓	
	A clear understanding of what constitutes a high performing school and what needs to be done to achieve and maintain strong standards in all areas	✓	
	Knowledge of the National Curriculum including latest developments, initiatives and current issues and their translation into School Improvement Plans	✓	
	Knowledge of effective assessment strategies and the ability to direct school practices	✓	
	Clear understanding of successful strategies for raising achievement and the ability to engage all staff in the deployment of these strategies	✓	

AREA	FACTORS	ESSENTIAL	DESIRABLE
Knowledge and Understanding	Good knowledge of pedagogy, how pupils learn and teaching styles and the ability to support other teachers to develop their practice	✓	
	An understanding of the statutory and legal framework across primary education	✓	
Skills and Abilities	Leads by example with an understanding of how to use different leadership and management styles	✓	
	Successful engagement and collaboration with other schools, agencies and Stakeholders both within Lykos and external to the trust	✓	
	Engagement with current education developments, opportunities and innovations	✓	
	The ability to challenge, influence and motivate others	✓	
	Strong organisational skills	✓	
	Strong analytical skills and an ability to interpret both quantitative and qualitative data	✓	
	The ability to plan, create and evaluate effective systems	✓	
	Strong classroom practitioner	✓	
	Ability to effectively lead behaviour and motivate and inspire pupils to achieve	✓	
Impact	Articulates the school's vision and inspires, motivates and empowers others to achieve this	✓	
	Works relentlessly to deliver the school's targets, goals and ambitions	✓	
	Generates high expectations and achieves the best for every learner	✓	
	Manages staff performance effectively to drive up standards	✓	
Personal Attributes	A commitment to safeguarding and promoting the welfare of children	✓	
	Has a clear commitment to fully inclusive comprehensive education	✓	
	Commitment to continual improvement	✓	
	Personal pride in delivering success against challenging targets	✓	
	Excellent interpersonal and communication skills	✓	
	Passionate about supporting, motivating and inspiring learners, their families and the community	✓	
	A strategic thinker who is creative and innovative	✓	

AREA	FACTORS	ESSENTIAL	DESIRABLE
Personal Attributes	Stable and supportive with energy, confidence and emotional intelligence	✓	
	Shows consistency of judgement and high levels of integrity	✓	
	Resilient, positive and calm	✓	



SPRING VALE SCHOOL

Contact Us

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Multi Academy Trust

