



Candidate Information



Light Hall School

The best from everyone, all of the time.

Headteacher and Accounting Officer

L28 to L34

Introduction from the Chair of Trustees

Thank you for your interest in the position of Headteacher at Light Hall School, a Single Academy Trust. This is an exciting opportunity for an inspirational and experienced leader to join our community and shape the next phase of our school's journey. This position has become available following the retirement of our current Headteacher, who leaves a strong legacy of dedication and commitment to our school.

Light Hall School is a proud and ambitious community situated in the heart of Shirley, Solihull. We are known for our inclusive ethos, high expectations and commitment to ensuring that every child thrives both academically and personally. Our staff are dedicated professionals and our families and community partners share our aspirations for excellence.

At Light Hall School, our motto "The best from everyone, all of the time" underpins everything we do. Our strategic vision sets out our commitment to excellence, inclusion, ambition and the development of confident, resilient, lifelong learners. Our core values; Excellence in all we do; Love of learning, Sound moral compass, Care and Respect, Active participation, High aspirations and expectations guide our culture and our expectations of students and staff alike. We are firmly committed to ensuring that every child, regardless of ability, background or starting point, is supported, challenged and empowered to reach their full potential.

As a Board, we are seeking a Headteacher who embodies our values and leads our school with integrity, ambition, resilience and compassion, who can lead with strategic clarity whilst nurturing a culture where students and staff flourish.

The successful candidate will bring proven leadership experience, a deep understanding of effective teaching and learning and the ability to drive improvement with purpose and positivity. They will be someone who can clearly demonstrate the positive difference they have made to children's lives, outcomes and experiences, regardless of ability or starting point.

We hope this pack provides a clear sense of who we are as a school and the type of leader we seek. We warmly encourage prospective candidates to visit us on:

- Tuesday 18th March (11.30 to 13.00)
- Wednesday 19th March (10.00 to 11.00)

To arrange a visit to the school, please contact Shelley Knight, 0121 744 3835 or email sknight@lighthall.co.uk

To apply, please write a letter of application (2 sides of A4 - maximum), which explains how you can fulfil the person specification and what you will bring to the role, together with completing all questions on the application form. Please remember to include contact details of two referees, one of whom should be your current/most recent Headteacher (if applicable). This should be emailed to HR@lighthall.co.uk

We look forward to hearing from you.

Yours sincerely



Kim DeVries
Chair of Trustees

Our Ethos & Values

Light Hall School is a very special place, our students are friendly, enthusiastic and eager to learn. They are at the heart of all we do. Our staff are caring, supportive and completely committed to ensuring that every child achieves their very best with us, no matter what their starting point.

Our aim is that every student leaves us, not only having achieved their full potential academically, but with a lifelong love of learning, a sound moral compass and high aspirations and expectations of themselves.

Care and respect for others and our environment are the given norm at Light Hall and there is an expectation that everyone will participate actively and positively in the life of our learning community. The numerous opportunities and experiences we offer, aim to equip every student with the skills, knowledge and confidence they need to become valued and successful members of society.

The leaves of the Light Hall tree in our emblem stand for each of our core values. They are: excellence in all we do, love of learning, sound moral compass, care and respect, active participation and high aspirations and expectations.



Excellence, High Aspirations and Expectations

We strive for excellence in all that we do at Light Hall. Our motto, "The best from everyone, all of the time" informs the way we work and play. We believe that every student, with the right mind-set and a willingness to work hard and learn from their mistakes, can and will achieve great things. Our dedicated teachers motivate students to aim high and encourage every student to exceed their own expectations.

Love of Learning

Learning is our core purpose. At Light Hall School we structure learning to excite our students' curiosity and to inspire them to become successful, lifelong, independent learners. Our teachers are enthusiastic and extremely passionate about their subjects, spending considerable time planning interesting lessons, so that their love of their subject is passed on to the students.

Sound Moral Compass, Care and Respect

Our students at Light Hall are our greatest asset and it is a privilege to work with them. We expect very high standards of behaviour and courtesy, both in and out of the classroom and we encourage our students to be aware of the needs of everyone in the immediate and wider community.

Active Participation

We are an inclusive school which offers the very best opportunities for all our students. Our dedicated team of teachers and support staff pride themselves on offering a safe, caring and happy environment in which students can learn and develop and are confident that we are preparing them well for the future. Our pastoral support team is extensive and has as its mission to ensure that every student feels valued and that their achievements, both academic and personal, are recognised. At Light Hall we recognise that students thrive when offered additional experiences outside of school. Education goes beyond the reaches of the classroom and we believe that young people can learn a great deal by taking part in educational visits and activities away from school and home.



Our School



Introduction to Light Hall School

We are a co-educational comprehensive academy of 1100 students aged 11-18, located to the west of Solihull Town centre in the district of Shirley. We draw students from Solihull and Birmingham. Our intake has a broad mix of both attainment and socio-economic backgrounds.

Our Sixth Form opened in September 2024 and is an exciting and growing part of our school community. Designed to offer a personalised and ambitious post-16 experience, it provides a supportive yet academically challenging environment where students can confidently prepare for university, apprenticeships or employment. Our Sixth Form students are excellent role models within the wider school community, contributing positively to school life through leadership opportunities, mentoring and enrichment.

We have an excellent staff team. Each individual, be they teacher or support staff, is committed and hard working. Our students are enthusiastic and friendly. They are respectful, polite and very well mannered. Relationships

between students and staff are highly positive.

In our annual surveys, both parents and students rate the school highly.

The school has doubled in size since it was first built and enjoys an excellent setting. It has good sporting facilities and has developed a community ethos within the area that it serves.



The Life of the School



Pastoral Care

Light Hall School is a very friendly and welcoming place for both students and staff. Students feel cared for and relationships between students and between staff and students, are overwhelmingly positive.

The pastoral system is centred on the form tutor, the head of Key Stage 3, 4 and 5, the Progress and Development Leader and the non-teaching pastoral managers.

Almost every member of staff is involved in the pastoral system in some way. The house system contributes to this too, providing links between students of different ages and healthy competition in a wide range of activities. A small sample of these include the visual arts, "Dragon's Den" enterprise cup, cake bakes, "Light Hall's Got Talent", dance, basketball, cricket, rounders, netball and football.

Academic and Extra Curricular Life

Our broad and balanced curriculum is delivered through a three year Key Stage 3 and a two year Key Stage 4, to ensure that students have time to develop the depth of their knowledge and skills in their GCSE subjects. Our Key stage 4 and 5 offers are broad and balanced.

In addition to striving for excellence in academic study, our provision aims to prepare our students for life beyond Light Hall. Our curriculum, which incorporates PSHE and SMSC, makes a strong contribution to our students' personal development and welfare. This is enhanced by a weekly programme of extracurricular activities, which includes after school sports, drama and musical activities, as well as a variety of subject enrichment clubs. The house system also provides many opportunities for students to participate in a variety of different activities and charity events. Careers and work related learning are promoted in every year group and are very strong.



Facilities

We are fortunate to have a high quality learning environment at Light Hall with the latest technologies to enhance the curriculum.

Our modern classroom facilities help to provide greater variety in teaching methods and therefore make learning more effective.

Opportunities to nurture independent learning skills are provided through a variety of virtual learning platforms and resources.

Our vibrant and welcoming learning resource centre supports learning throughout the school. It is well stocked, has good ICT facilities and provides high quality services to everyone.

Our purpose built drama studio, music rooms, art and technology rooms support our extensive extra-curricular programme. In addition to this we have excellent sporting facilities, including tennis courts, sports hall, fitness room and an astro-turf.

Working at Light Hall

Our staff team are friendly and welcoming. Here at Light Hall School, we pride ourselves on providing a full range of CPD opportunities to support all staff to continually deliver the best in all they do.

Our Teaching & Learning CPD takes many forms such as department meetings where staff have regular time to meet with each other, plan and share resources, personalised coaching and research groups.

In order to support our middle leaders to keep abreast of developments in their subject areas and share good practice, we have a rolling CPD programme where middle leaders regularly meet with their counterparts in neighbouring schools.

We also have a full induction programme for our ECTs and have continuous opportunities for those wanting to develop their leadership potential.

School Results

	2025	2024	2023
Attainment 8	49.9	46.8	44.5
% 5+ in English/Maths	58%	44%	43%
% 4+ in English/Maths	76%	71%	64%



Our Strategic Direction

Our Motto

This is what we aspire to. It applies to every member of staff and to every student.

The best from everyone, all of the time

Our Purpose

Every single one of our students will realise their potential, regardless of starting position, in an inclusive and nurturing environment where they enjoy their learning and that prepares them for their next step and for future citizenship.

Our Core Values

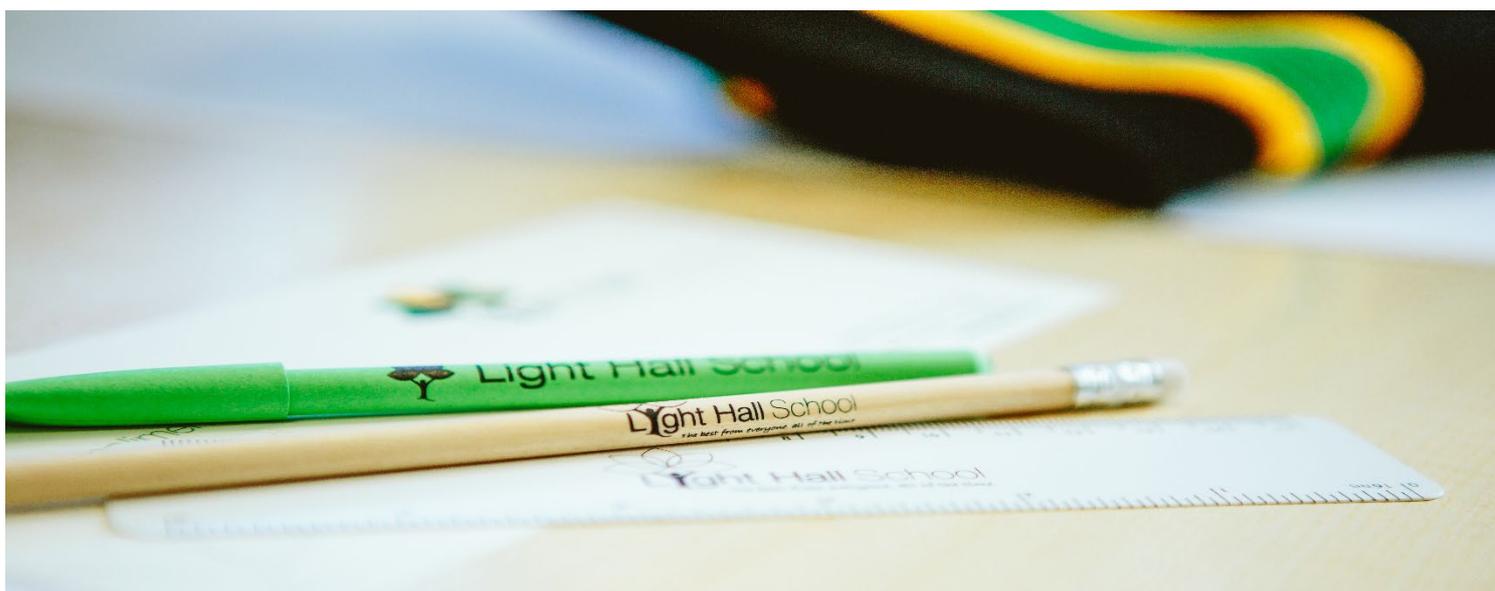
The leaves of the Light Hall tree in our emblem stand for each of our core values. We want our young people to understand and live by our core values. They are:

- ***Excellence in all we do***
- ***Love of learning***
- ***Sound moral compass, care and respect***
- ***Active participation***
- ***High aspirations and expectations***

Our Approach

We believe we will achieve this through:

- Having the Light Hall child at the heart of all we do;
- Working together and with others;
- Communicating effectively and kindly with each other and all stakeholders;
- Pre-empting challenges before they arise;
- Working creatively, looking for solutions, not just following a set process;
- Taking responsibility, not just walking by;
- Holding ourselves and each other to account.





Our Vision for 2027

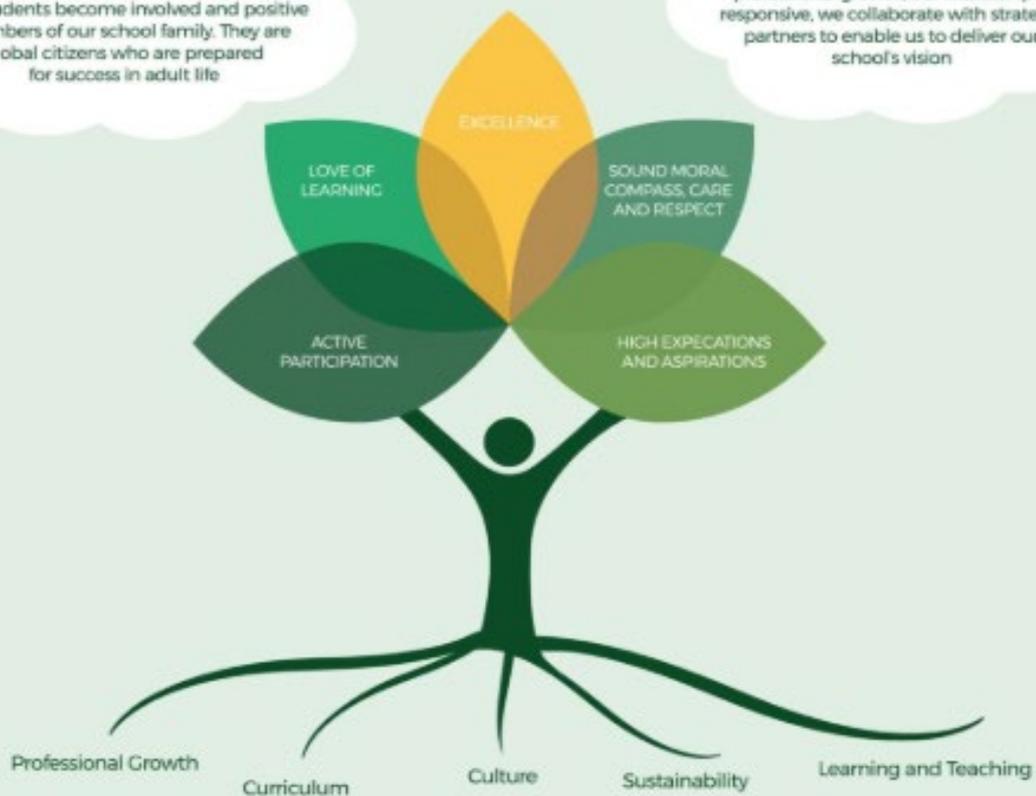
Our school is a model of sustainable best practice; our students are prepared to meet the challenge of climate change with determination and hope

Our culture reflects our core values. We are ambitious and forward looking, we work hard and learn together, we reflect and improve, we care and nurture, we are honest and kind; everyone is supported to become the best they can be, no one is left out

Our teaching develops resilient, confident learners, who are self-motivated and independent, making excellent progress, regardless of background, starting point or additional need

Our curriculum is exciting and challenging, celebrating sport, the arts and community service, in addition to academic, cultural and social growth. Our students become involved and positive members of our school family. They are global citizens who are prepared for success in adult life

Our staff are committed to continual professional growth, our leadership is responsive, we collaborate with strategic partners to enable us to deliver our school's vision



The best from everyone, all of the time.

Staff Wellbeing and Benefits

Staff Induction

When you start working at Light Hall, we will provide you with a full induction programme with resources and information to help you settle into your new role. You will be able to access key training to enable you to work safely in your new role.

24 Hour GP Consultations

Available 365 days a year for staff and their children. Prescriptions can be sent directly by email or phone. Staff can access this service when they are abroad or on holiday.

Continuous Professional Development and Learning

We are committed to ensuring staff are equipped with the skills and knowledge for their role and for their future development and progression. This includes access to learning both in school and out of school to support teacher effectiveness.

Confidential Nursing Support

Direct access to an external nursing team for wellbeing and health related advice.

Performance Development Reviews

These conversations will take place each term and you will have an end of year review focusing on your achievements, learning and wellbeing.

Free Physiotherapy

You can be placed with a local physiotherapist within a week at a private physiotherapy clinic of your choice, free of charge and at a convenient time.

Collaborative and Supportive Culture

We celebrate that we are all part of a team with the aim of doing our best for students. We have a buddy system for new staff and a dedicated staff room.

Discounted Health Cash Plan

We are registered with the Birmingham Hospital Saturday Fund, known as BHSF, a not-for-profit health insurer which enables staff to receive cash payments towards everyday healthcare costs including dental treatment, eyesight tests, new glasses or contact lenses, and professional therapy treatments.

Competitive Salary and Pension Schemes

Staff salaries and pay awards are applied in line with national pay awards and we provide incremental pay progression. We offer teachers access to the Teachers' Pension Scheme and support staff access to the Local Government Pension Scheme.

On-Site Gym

We have a small on site gym that staff can use before or after school hours.

Unlimited Counselling

Free and confidential, for any reason or life event affecting your mental health.

Reduced Marking Load

We have recently undertaken a review of marking and as a result reduced the marking load for our staff, freeing up essential time to spend on planning high quality lessons and formative assessment

Job Description

Job Title:	Headteacher and Accountable Officer
Responsible to:	Chair of Trustees
Reporting to:	Trust Board
Responsible for:	All staff employed by the school
Liaising with:	Members, Trustees, SLT, teaching/support staff, LA representatives, external agencies, students and parents / carers
Working Time:	195 days per year. Full time
Salary / Grade:	Group 6, L28 to L34 (£100,538 to £116,455)
Purpose:	To provide strategic and operational leadership that secures high quality education, exceptional safeguarding and a culture in which students and staff can thrive.
<p>Main Duties: The Headteacher will:</p> <ul style="list-style-type: none"> • Develop and lead the strategic direction of Light Hall School, shaping its next phase of growth and ensuring the aims and objectives reflect and advance our values, strategic vision and motto: 'The best from everyone, all of the time'; • Set and lead school improvement priorities through strong governance, clear routines and robust systems, ensuring consistently high-quality education, exceptional safeguarding and a culture in which students and staff flourish; • Establish, implement and quality assure effective policies, systems and processes that support the school's aims and ensure consistent, high quality practice; • Promote a collaborative and ambitious professional culture, developing staff and leadership at all levels whilst ensuring clear accountability for standards, behaviour and outcomes; • Provide strategic oversight of long term financial and resource planning to ensure sustainability and operational effectiveness; • Drive sustained improvement through rigorous evaluation and intelligent use of data, ensuring priorities translate into measurable impact; • Provide visible, values led leadership within the school and wider community, strengthening partnerships with families, staff, students, trustees and external stakeholders and a strong commitment to staff wellbeing and manageable workload; • Champion an inclusive culture with a strong focus on attendance, behaviour and outcomes, ensuring every child is known, valued, challenged and supported to achieve their full potential; and • Uphold all statutory responsibilities, including safeguarding (KCSIE), SEND, equality, governance, health and safety, employment, and the full legal duties of the Headteacher. <p>The School Teachers' Pay and Conditions Document (STPCD) sets out the general professional duties of all Headteachers. The National Standards of Excellence for Headteachers provide additional guidance that underpins expectations for this role.</p>	
<p>Key Responsibilities: School Culture and Behaviour</p> <ul style="list-style-type: none"> • Lead and sustain the school's ethos and strategic direction; • Promote a culture of professionalism, trust and aspiration; and • Maintain strong, fair, consistent behaviour systems. <p>Teaching, Learning, Curriculum and Assessment</p> <ul style="list-style-type: none"> • Ensure high-quality teaching across all subjects; • Oversee curriculum design, sequencing and evaluation; 	

- Use data intelligently to inform strategy and intervention; and
- Ensure valid, reliable proportionate approaches to assessment.

Safeguarding

- Lead a robust safeguarding culture;
- Ensure all staff are trained and vigilant; and
- Oversee safer recruitment with the Trust Board.

SEND, Inclusion & Welfare

- Ensure every child accesses a high-quality curriculum;
- Maintain statutory SEND compliance; and
- Promote high expectations for all learners.

Operational Leadership & Management

- Oversee staff development, performance and wellbeing;
- Ensure compliance across health & safety, HR and risk management;
- Lead strategic and financial planning; and
- Deliver School Improvement.

Governance, Accountability & Partnerships

- Work openly with Trustees;
- Provide timely and accurate reports; and
- Strengthen community engagement and partnerships.

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

In accordance with Department for Education statutory guidance 'Keeping Children Safe in Education (KCSiE), Light Hall will conduct an online search of publicly available information as part of due diligence in the recruitment process. The outcome of an online search will be used only to meet the intended purpose of the KCSiE guidance, in relation to whether an applicant is suitable to work with children and young people

Interview Dates

Interview Day 1: Thursday 23rd April 2026

Interview Day 2: Friday 24th April 2026

Person Specification

The following person specification indicates those areas of skills and personal characteristics, qualifications, training and experience that are either desirable or essential

Qualifications	Essential	Desirable	Method of Assessment A - Application / Letter I – Interview R – References
Qualified Teacher Status (secondary age range)	✓		A
Evidence of further study beyond degree	✓		A
NPQH or equivalent		✓	A
Experience			
Significant Senior Leadership Experience as a Deputy Headteacher or Headteacher	✓		A/I/R
Proven school improvement track record	✓		A/I/R
Excellent safeguarding knowledge	✓		A/I/R
Experience raising standards and closing gaps	✓		A/I/R
Evidence of leading teams and managing change	✓		A/I/R
Experience of recent, relevant school self-evaluation and contribution to school improvement planning	✓		A/I/R
Leading the implementation of behaviour management systems and improvement plans	✓		A/I/R
Experience of using data to recommend or implement intervention to raise attainment	✓		A/I/R
Knowledge			
Curriculum, assessment and pedagogy	✓		A/I/R
Ofsted Inspection toolkit	✓		A/I/R
Knowledge of Academy Trust Handbook and the duties of the accountable officer		✓	A/I/R
Legal duties: safeguarding, SEND, equality, H&S, HR, Governance and GDPR	✓		A/I/R
Knowledge of data analysis to raise achievement specifically for vulnerable groups	✓		A/I/R
Budget management, financial acumen and strategic planning	✓		A/I/R
Professional Development			
Evidence of recent relevant professional development	✓		A/I/R
Skills and Abilities			
Demonstrate high expectations which inspire, enthuse, motivate and challenge students to achieve their best:	✓		A/I/R
Excellent classroom teacher	✓		A/I/R
Excellent behaviour management skills	✓		A/I/R
Data literate and analytical	✓		A/I/R
Emotionally intelligent and highly organised	✓		A/I/R
Able to inspire, challenge and support others	✓		A/I/R
Demonstrate a strategic and creative approach to problem solving	✓		A/I/R
Ability to build and maintain effective relationships through excellent interpersonal skills	✓		A/I/R
Demonstrate excellent communication skills (verbally and written)	✓		A/I/R
Ability to develop effective teamwork	✓		A/I/R
Demonstrate inclusive approach to education	✓		A/I/R
Ability to work under pressure, maintaining a high sense of perspective	✓		A/I/R
Ability to manage own time effectively	✓		A/I/R
Commitment to regular and on-going professional development	✓		A/I/R
Personal Qualities			
Professional, enterprising	✓		I/R
Outgoing, approachable, inclusive	✓		I/R
Positive, adaptable	✓		I/R
Energetic and enthusiastic	✓		I/R
Self motivated, self confident, reliable	✓		I/R
Generosity of spirit, sense of humour	✓		I/R
Committed to improving outcomes for all students	✓		I/R
Resilient, reflective and solutions focused	✓		I/R
Team player	✓		I/R



The best from everyone, all of the time.

Light Hall School is committed to safeguarding the welfare of all children and young people and expects all its staff to share this commitment.