



# St. George's CE Primary Academy Newtown



## Assistant Headteacher

To start September 2025

Leadership Pay Scale – L5 to L9; fixed-term contract until 31/08/2027

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## Welcome

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We are delighted that you are considering a role at St George's CE Primary Academy. We hope this application pack provides you with a clear understanding of our ambitious, inclusive, and nurturing school community.

Located in the heart of Newtown, Birmingham, we are proud to serve a vibrant and richly diverse community. Our school reflects the strength, energy, and cultural richness of the families we serve, and we celebrate this diversity as one of our greatest assets. At St George's, we believe that every child's background and experience strengthens our shared learning and enriches school life.

We are committed to maintaining high standards in pastoral care, teaching and learning, and curriculum provision, alongside a strong moral purpose. Equally, we take pride in being a warm and welcoming community, where pupils, families, and staff feel valued, respected, and supported. A strong sense of belonging underpins everything we do.

Working at St George's means being part of a dedicated and aspirational team that places children at the heart of every decision. We strive to unlock the potential within every child, nurturing their talents, broadening their horizons, and raising their aspirations for the future. We are proud of our academic achievements and equally committed to providing a rich and engaging school experience, full of opportunities that inspire curiosity, creativity, and joy.

At St George's, our staff share a deeply held belief: the education we provide must be good enough for our own children. This principle drives our commitment to excellence and ensures that every child receives the highest quality of care and education.

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## About St. George's CE Primary Academy

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### About

St. George's CE Primary Academy, located in the heart of Newtown, Birmingham, is a welcoming and inclusive school for children aged 4–11. As part of the Birmingham Diocesan Multi-Academy Trust, we are committed to delivering high-quality education within a strong Christian framework.

Our school serves a diverse community and warmly welcomes children of all faiths and backgrounds. We work in close partnership with parents, carers, the local church, and the wider community to ensure every child thrives. Our dedicated staff provide a broad, engaging curriculum that supports pupils' academic achievement while fostering their personal, social, and spiritual development.

### Vision and Values

At St. George's, our vision is rooted in the Christian belief that every child should experience "life in all its fullness" (John 10:10). We are committed to nurturing each pupil academically, spiritually, and socially within a caring and inclusive community, where God's love inspires hope, dignity, and ambition for the future.

Our values are centred on our Christian ethos and are captured through our "Growing together in Newtown" vision. These values include:

- Taking every opportunity

- Opening hearts and minds
- Growing in confidence and independence
- Enriching and inspiring others
- Thoughtfulness and forgiveness
- High aspirations
- Engagement with our community
- Reaching out to God and to one another

Together, these values shape a culture where all members of the school community are supported to flourish and succeed.

## **Ofsted**

The most recent Ofsted inspection in November 2024 recognised St. George's as a Good school across all key areas, including quality of education, behaviour and attitudes, personal development, leadership and management, and early years provision.

Inspectors highlighted the school's positive learning environment, strong leadership, and commitment to supporting pupils' development. This reflects the dedication of staff and the strong sense of community that underpins daily life at St. George's.

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## **About Birmingham Diocesan Multi-Academy Trust (BDMAT)**

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The Birmingham Diocesan Multi-Academy Trust (BDMAT) is a collaborative network of schools in Birmingham, dedicated to providing high-quality education within a supportive and inclusive Christian ethos environment. The Trust encompasses a variety of academies from across three local education authorities – Birmingham, Solihull and North Warwickshire. Each school – 18 primaries and 1 secondary - retains its unique character and ethos while adhering to the overarching values of BDMAT, which include promoting "Life in all its fullness," success, and positive wellbeing for all students. BDMAT schools work together on leadership, curriculum design, teaching, and pastoral support, ensuring a holistic approach to education.

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## **Job Information**

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**Post Title:** Assistant Headteacher

**School:** St. George's CE Primary Academy, Newtown, Birmingham

**Salary Range:** Leadership Scale (L5 to L9)

**Contract Type:** Fixed-term (12 months)

**Start Date:** September 2026 (or as soon as possible thereafter)

## **About the Role**

St. George's CE Primary Academy is seeking to appoint an ambitious, dedicated and resilient Assistant Headteacher to join our committed leadership team for the 2026–2027 academic year. This is an exciting opportunity for an inspirational practitioner who is passionate about driving school improvement and supporting colleagues to achieve excellence in teaching and learning.

The post is initially offered on a 12-month fixed-term basis to support a period of focused development and strategic collaboration. From September 2026, St. George's will be working in close partnership with St. Michael's CE Primary Academy (Handsworth), another school within the

Birmingham Diocesan Multi-Academy Trust (BDMAT). This partnership will provide a unique opportunity for staff across both schools to collaborate on curriculum development, teaching practice, and wider school improvement priorities.

### **Key Purpose of the Role**

The Assistant Headteacher will play a key role in supporting the Headteacher to lead and manage the school effectively, ensuring high standards of achievement, behaviour and wellbeing for all pupils. The successful candidate will be instrumental in driving forward improvement priorities across the school, with a strong emphasis on teaching quality, staff development, and consistent classroom practice.

### **Key Responsibilities**

- Lead and support high-quality teaching and learning across the school.
- Work directly alongside teachers in the classroom, providing coaching, mentoring, and professional support, particularly for Early Career Teachers (ECTs).
- Contribute to the strategic leadership and day-to-day management of the school.
- Support the development and implementation of a broad, balanced and ambitious curriculum.
- Drive school improvement initiatives in collaboration with senior leaders and staff.
- Foster a culture of high expectations, teamwork, and professional growth.
- Play an active role in the developing partnership with St. Michael's CE Primary Academy, contributing to shared initiatives and collaborative practice across both schools.

### **The Ideal Candidate**

We are looking for a leader who:

- Is an outstanding classroom practitioner with a proven track record of impact.
- Has the drive, energy and resilience to lead improvement in a dynamic school environment.
- Demonstrates a strong commitment to inclusive education and high expectations for all pupils.
- Is prepared to work alongside colleagues, modelling excellent practice and supporting them to develop and grow.
- Has experience, or a strong understanding, of mentoring and supporting ECTs and developing teachers at different stages of their careers.
- Is not afraid of hard work and thrives in a collaborative, hands-on leadership role.
- Is committed to the Christian ethos and values of a Church of England school.

### **What We Offer**

- The opportunity to make a significant impact in a supportive and ambitious school community.
- Strong collaboration opportunities through partnership working with St. Michael's CE Primary Academy and the wider BDMAT network.
- A committed and hardworking team of staff and leaders.
- Opportunities for professional development and leadership growth.

This role offers an exciting opportunity for an aspiring or experienced senior leader to play a pivotal role in shaping the next phase of development at St. George's CE Primary Academy, working in partnership to secure the best possible outcomes for all pupils.

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## Person Specification

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### Essential Requirements

#### Qualifications & Professional Development

- Qualified Teacher Status (QTS).
- Evidence of ongoing professional development relevant to leadership, teaching and learning, and school improvement.

#### Experience

- Proven experience of successful classroom teaching with evidence of strong pupil outcomes.
- Experience of leading, coaching or mentoring colleagues, including Early Career Teachers (ECTs) or trainee teachers.
- Evidence of contributing to whole-school improvement initiatives.
- Experience of working in a school with diverse needs, including pupils with a range of educational and social challenges.

#### Knowledge & Understanding

- Strong understanding of effective teaching and learning, including curriculum design and assessment.
- Knowledge of current educational priorities and frameworks within primary education.
- Understanding of strategies to improve teaching quality and raise standards across a school.
- Awareness of safeguarding responsibilities and commitment to promoting the welfare of children.

#### Skills & Abilities

- Ability to inspire, motivate and lead others through a collaborative and supportive approach.
- Strong coaching and mentoring skills, with the ability to develop staff at all stages of their careers.
- Excellent interpersonal and communication skills.
- Ability to analyse data and use it to inform planning and school improvement.
- High levels of organisation, time management and attention to detail.
- Ability to work effectively under pressure and demonstrate resilience in a demanding leadership role.

#### Personal Qualities

- A strong work ethic and willingness to be a visible, hands-on leader within the school.
- Commitment to working alongside colleagues in classrooms to model and support best practice.
- High expectations for all pupils and staff.
- Resilience, determination and a positive attitude towards challenge and change.

- Commitment to teamwork and collaboration, including partnership working with other schools.
- A commitment to the Christian ethos and values of a Church of England school.

## **Desirable Requirements**

### **Qualifications & Professional Development**

- National Professional Qualification (e.g. NPQSL, NPQH) or working towards one.

### **Experience**

- Experience of working at middle or senior leadership level within a primary school.
- Experience of leading a key area of school improvement (e.g. curriculum, assessment, behaviour, or teaching and learning).
- Experience of working across schools or in a multi-academy trust.
- Experience supporting school-to-school collaboration or partnership working.

### **Knowledge & Understanding**

- Knowledge of effective strategies for supporting schools in areas of disadvantage.
- Understanding of developing and sustaining high-quality provision for pupils with SEND and additional needs.
- Awareness of current developments in initial teacher training and ECT frameworks.

### **Skills & Abilities**

- Ability to lead whole-school professional development programmes.
- Experience of contributing to inspection readiness and external accountability processes.
- Ability to contribute to strategic planning at senior leadership level.

### **Personal Qualities**

- A commitment to continuous improvement and self-reflection as a leader.
- Enthusiasm for collaborative working across St. George's and St. Michael's CE Primary Academies.
- A clear ambition to progress in senior leadership and contribute to the wider work of the Trust.

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## **Applicant Personal Statement**

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In no more than 1,000 words or 2 sides of A4, provide information about the following:

### **Personal Qualities and Ethos**

Why do you want to work at St. George's and in Newtown?

### **Leadership and Impact on Teaching & Learning**

Describe how you have improved the quality of teaching and learning in your current or previous role. What strategies did you use and what impact did they have on pupil outcomes?

### **Coaching and Developing Staff**

Explain your experience of mentoring or coaching colleagues, particularly Early Career Teachers (ECTs). How do you support teachers to grow and develop their practice?

### **Commitment to School Improvement**

St. George's is seeking a leader who is prepared to work hard and lead by example. Describe a time when you have contributed significantly to school improvement. What challenges did you face and how did you overcome them?

### **Collaborative Working and Partnership**

From September 2026, St. George's will be working in partnership with St. Michael's CE Primary Academy. How would you contribute to effective collaboration across schools to improve curriculum, teaching and learning?