



ACADEMY
GREAT BARR



Assistant Headteacher

Applicant Information Pack

May 2026

Headteacher's welcome

Welcome to Q3 School Great Barr

Thank you for considering Q3 School Great Barr as the next step in your professional journey. We are proud to be a vibrant, inclusive community where every member is valued, and every student is empowered to thrive.

At the heart of our school lies a clear and compelling mission: to be the most inclusive, best-performing school in our local area. This ambition is not just a statement—it is a daily commitment that shapes our culture, our curriculum, and our relationships.

We live this mission through our core values of CARE:



Community – *We are stronger together. We foster a sense of belonging where every voice is heard and every individual is respected*



Ambition – *We set high expectations for ourselves and our students, striving for excellence in all that we do*



Respect – *We treat one another with dignity and kindness, creating a culture of mutual trust and understanding*



Excellence – *We pursue the highest standards in teaching, learning, and leadership, always seeking to improve and innovate*

These values are not just words—they are the principles that guide our decisions, shape our relationships, and define our school culture.

If you are passionate about education, committed to inclusion, and eager to make a meaningful impact, we warmly invite you to join us. At Q3 Academy Great Barr, your talents will be valued, your growth will be supported, and your work will help shape the future.

Mr Chris Bury
Headteacher



About our School



As a mixed comprehensive school with a dynamic Sixth Form, Q3 Academy Great Barr serves a vibrant and culturally diverse community of nearly 1,200 wonderful students.

Our gorgeous new buildings are surrounded by open, picturesque fields and woodlands, and the school offers a stimulating setting for teaching and learning. Our facilities are designed to inspire, with state-of-the-art classrooms and resources that support a rigorous, knowledge-rich curriculum. This curriculum is carefully crafted to challenge students, develop critical thinkers, and prepare them for successful futures.

Professional growth is embedded in our culture, and Q3 Academy Great Barr presents unparalleled opportunities for students and staff. If you are an educator passionate about shaping the future generation, you will be joining a community where education is valued, diversity is celebrated, and personal development is prioritised. This is a place where your talents will be valued, and your career can flourish.

We are proud to be part of The Mercian Trust, which provides us with access to wider resources, professional development, and a network of educators focused on pioneering teaching and learning methods, including digital transformation. Join us for an opportunity to be at the forefront of a transformative educational approach that champions collaboration, innovation, and excellence in teaching and learning.



Why work here?

- ✓ Join an incredible team of friendly and supportive staff
- ✓ Work with our amazing students in a positive learning environment supported by a centralised behaviour system
- ✓ Manageable marking
- ✓ Supportive feedback culture with no high-stakes observations
- ✓ Rich culture of professional learning, with a high-quality CPD programme
- ✓ Fully resourced curriculum
- ✓ Three-week Christmas break
- ✓ Visible and supportive SLT
- ✓ Modern laptops for staff and visualisers in every classroom
- ✓ Connect and unwind with regular social activities
- ✓ Access to UK Healthcare benefits, supporting your optical and dental care needs and including a free annual flu vaccination
- ✓ Free car parking on site
- ✓ Enjoy exclusive discounts and benefits through an online platform, including a cycle to work scheme



Staff testimonials



“Q3 Academy Great Barr is a great place to work because students appreciate you as a teacher. Often students will thank you for your lesson and I love working with them as a team. It is not just a workplace but a hub of professionals who are always happy to support and encourage others. I feel part of a family rather than one of many.”

– *Teacher of Science (2024)*

“Lots of places promote the idea of students and staff being at the very heart in all that they do. Well, come see a place that actually does that. Visit us and see the smiles, you won’t want to leave!”

– *Teacher of French (2024)*

“I am grateful for the amazing opportunity to work as a teacher at Q3 Academy Great Barr. What sets us apart is the unwavering support from all staff members, from teachers to administrators. Everyone is approachable and always willing to help, making me feel valued and appreciated. Every day is a joy to come to work.”

– *Teacher of Geography (2024)*

Job Description

Title: Assistant Headteacher

Reports to: Deputy Headteacher

Grade: L12 - 16

Main Purpose

The Assistant Headteacher will support the Headteacher and Deputy Headteacher in:

- Communicating the school's vision compellingly and supporting the Headteacher's strategic leadership
- The day-to-day management of the school
- Formulating the aims and objectives of the school
- Establishing policies for achieving these aims and objectives
- Managing staff and resources
- Line management of Middle Leaders
- Budget management
- Monitoring progress towards meeting the school's aims and objectives
- To complete the Roles and Responsibilities that are communicated annually

They may also be required to undertake any of the duties delegated by the Headteacher.

Key Duties and Responsibilities

- To have overall operational and strategic responsibility of a school priority
- To have strategic oversight of key areas of responsibility
- High expectations of yourself and others
- Complete responsibilities in line with the annual leadership duties
- To support the Deputy Headteacher in the execution of their school profile/responsibilities
- To be an excellent classroom practitioner
- To effectively safeguard students and support the safeguarding team
- To participate in the school's self-evaluation
- To strategically plan for school improvement
- To support the Headteacher in developing the school ethos and culture
- To line manage staff in accordance with the systems and processes

Leadership and Management

- To act as a member of the Senior Leadership Team
- To deploy resources effectively
- To provide professional development to other colleagues
- To provide ongoing support to your team
- To promote equality and inclusion as cornerstones of the school's ethos
- Establish and oversee systems, processes and policies so the school can operate effectively and efficiently
- Ensure staff and students' safety and welfare through effective approaches to safeguarding, as part of duty of care
- Ensure rigorous approaches to identifying, managing and mitigating risk

- Identify problems and barriers to school effectiveness, and develop strategies for school improvement that are realistic, timely and suited to the school's context
- Manage staff wellbeing, with due attention to workload
- Keep up to date with developments in education
- Participate in Professional Development and Professional Growth, as well as leading these activities with others.

Health and Safety Responsibilities

- Comply with Health and Safety policies
- To observe and maintain good H&S practice within the school
- To support the Headteacher in removing barriers to H&S for school stakeholders.

Teaching and Learning

- Be an exceptional classroom practitioner
- To support the leadership team to remove barriers to learning
- Have an excellent understanding for supporting students with barriers to learning
- Be a 'go-to' person within your subject as someone who demonstrates excellent practice
- To follow school policies and procedures to Teaching and Learning
- To have exceptional curriculum knowledge and a strong understanding of your subject
- To support new initiatives to improve the experience of students at the school
- Demonstrate High Participation learning in lesson
- Ensure the teaching of a broad, structured and coherent curriculum
- Use valid, reliable and proportionate approaches to assessing students' knowledge and understanding of the curriculum.

Operation of the School

- To complete duties as directed by your Line Manager
- To provide information on the impact of your work
- To reflect on personal strengths and areas for development and act on these
- To participate in school events as directed by your Line Manager
- To work in effective partnerships with other stakeholders
- To quality assure the areas you are responsible for
- To model policies and procedures of the school with others
- To participate in the Professional Growth process
- To support the induction and development of new staff.

Personal Qualities

- Be committed and willing to drive standards at the school
- Demonstrate ongoing improvement in your role as a result of Professional Development
- Liaise appropriately with colleagues
- Have ambitious standards and a meticulous attention to detail.

Role Model

- Ensure that 'no student is left behind,' in their academic and personal development

- Conform to the school's Dress Code for staff and demonstrate exceptional standards of presentation, conduct, and time keeping
- Build team commitment amongst students and staff alike
- Engage and motivate students and staff to do their best by doing your best
- Demonstrate a positive approach to your professional duties.

This job description is not an exhaustive list of tasks, and the successful candidate will be expected to perform additional duties that are commensurate to the grade. Non-contact time will be reviewed annually to reflect the operational duties on the member of staff.

Person Specification

	Essential	Desirable	Assessed
Qualifications			
Degree level qualification or above	✓		A
Qualified Teacher Status (QTS) or equivalent	✓		A
Has evidence of further study in an area of education (Masters/NPQ)		✓	A
Experience			
A track record of transforming outcomes for young people with challenging behaviour	✓		I, R
Has taught a range of students across different Key Stages	✓		A
Has led and delivered CPD to support professional practice	✓		A
Evidence of school improvement for an area of school they were responsible		✓	I, R
Has consistently delivered excellent outcomes for students	✓		R
Evidence of additional leadership training		✓	A
A proven track record of leadership impact in multiple schools	✓		A
Knowledge and Skills			
Has the ability/experience to teach out of specialism		✓	A, I
A track record of leadership	✓		A
Has experience of effective line management of staff	✓		I
Can demonstrate accountability	✓		I
Can demonstrate the attributes for leading a team		✓	I
Is skilful at behaviour management and can support others	✓		I
Can form effective relationships with staff, students, parents and external agencies or partners	✓		R
Is familiar with school management systems	✓		A
Treat others with dignity and respect	✓		I
Effectively safeguard children and young people	✓		I
To prioritise workload effectively	✓		I
Commitment to maintaining confidentiality at all times	✓		I
Leadership			
Demonstrates that they are a well-respected leader	✓		I, R
Can hold others to account	✓		I
Strives for perfection and has a good attention for detail	✓		A

Aspires to develop as a leader through reflective practice	✓		I
Can inspire those around them	✓		I
Understands the difference between a leader and a manager	✓		I
Has excellent communication skills	✓		I, R
Can take decisive action	✓		I
Understands the importance of collaborating in a team	✓		I
Can support the Headteacher in operational delivery of school	✓		I
Lead by example especially when communicating the school values and ethos	✓		A
Be focused on achieving exceptional outcomes for our students	✓		A
Teaching and Learning			
Proven track record as an excellent classroom practitioner	✓		I
Can lead areas of school outside their field of expertise		✓	A, I
Delivers exciting lessons where students make progress	✓		I
Can balance teaching and leadership responsibilities	✓		I
Has excellent planning and organisational skills	✓		I, R
Drives achievement and progress	✓		A, R
Is resilient and possesses an excellent sense of humour	✓		I
Will embed the school ethos and values into all elements of teaching practice	✓		I
Can teach/willing to teach out of specialism		✓	A

The Mercian Trust is committed to safeguarding and promoting the welfare of children. All post holders are subject to a Satisfactory Disclosure & Barring Service Check. Satisfactory employment references and identification and qualification checks will be required before commencing duties.

How to apply

To apply for this role, please submit an application form on our [recruitment portal](#).

Key dates

Deadline for applications	Sunday 17 th May 2026 @11.59pm
Interview date	Wednesday 20 th May 2026

Visiting the School

We are providing an opportunity for prospective candidates to visit Q3 Academy Great Barr before applying on Wednesday 13th May at 9.00am. If you would like to join this visit please contact Mrs Drummond, Executive Assistant and Office Manager, at c.drummond@GBR.merciantrust.org.uk

