



Severne Junior, Infant and (NC) School

Severne Road
Acocks Green
Birmingham
B27 7HR
Telephone Number: 0121 706 2743

Deputy Head Teacher
Information for Applicants

Respect • Succeed • Celebrate





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Applications are invited for the appointment to the post of
Deputy Head Teacher for Spring Term 2027.

Severne Junior, Infant & Nursery School

Leadership Pay Range L11 to L15

£68,691 - £75,664

Closing date – Friday 2nd October 2026 at 9:00am

This is an exciting opportunity for a highly effective and inspiring school leader to move our school forward on the journey of continuous school improvement.

The Governing Body welcomes applications from candidates who can demonstrate they:

- Are an inspirational leader that can ensure that all pupils achieve the highest standards of educational outcomes regardless of circumstance or background.
- Are an excellent communicator that can motivate and inspire the school team.
- Will continue to build on effective relationships with parents/carers, other schools and the wider community.
- Are committed to pupil and staff well-being in a caring and supportive environment.

Severne Junior, Infant (NC) School is a special place where the staff are dedicated to providing the best for all pupils. We aim to ensure that our pupils are safe, happy and allowed to achieve by providing a recently re-structured engaging curriculum and by positively promoting good behaviour.

We are dedicated to ensuring that all children develop a love of learning, as well as respect and care for one another.

We believe that a partnering between parents, families and school is one of the most important relationships, to ensure that the pupils are able to fulfil their potential. The school is proud of its links with other agencies within our community to support all our families and pupils.

The successful Candidate will be expected to take up the appointment at the beginning of the Spring Term 2027.

Visits to the school are warmly welcomed. Please contact Laraine Dillon, Business Manager on 0121 706 2743 or by email: l.dillon@severne.bham.sch.uk

Shortlisting will take place week commencing 5th October 2026.

Interview Date: Monday 12th October 2026.

Safeguarding

The school is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. The successful candidate will be subject to all necessary pre-employment checks including enhanced DBS; Childcare Disqualification; qualifications; medical fitness; identity and right to work.

References

All applicants will be required to provide two suitable references

Short-Listed Candidates

An online search will also be carried out as part of due diligence on all shortlisted candidates.

Terms and Conditions

Birmingham City Council is a Living Wage Employer

Rehabilitation of Offenders

This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020. Which means that when applying for certain jobs and activities certain spent conviction and cautions are 'protected'; so, they do not need to be disclosed to employers; and if they are disclosed, employers cannot take them into account.

Further information about filtering offences can be found in the DBS filtering guide.

The post is covered by Part 7 of the Immigration Act (2016). Therefore, the ability to speak fluent English is an essential requirement for this role.



Severne Junior, Infant & (NC) School

Severne Primary School is committed to safeguarding and promoting the welfare of children and young people as required by the Education Act 2002. We expect all staff and volunteers to commit to the Department for Education's 'Keeping Children Safe in Education'- statutory guidance for schools.

Deputy Head Teacher for Spring Term 2027 – Job Description Salary Scale: Leadership L11- L15

As required by Paragraphs 48.1-48.2 & 50.1 to 50.16 of the School Teachers' Pay and Conditions Document

1. Job purpose	As required by Paragraphs 48.1-48.2 & 50.1 to 50.16 of the School Teachers' Pay and Conditions Document. To carry out the duties of this post in line with the remit outlined in the current School Teachers' Pay and Conditions Document including the conditions of employment for deputy headteachers and the school's own policy. The Deputy Head Teacher will be responsible for working with and supporting the Headteacher on the following key school leadership and management areas. This will involve accepting responsibility for aspects of these key areas.
2. Duties and responsibilities	• To assist the Head Teacher in shaping a vision and direction for the school, setting out very high expectations and with a clear focus on pupil achievement. • To play a significant role in setting aims and objectives for the school and in formulating the School Improvement Plan along with the Head Teacher, governors and other senior staff. • To take responsibility for developing and monitoring policy and practice as laid down in the School Improvement Plan, and in agreement with the Head Teacher. • To take responsibility for Pupil Premium and the strategic overview of this. • To oversee the whole school assessment processes. • To assist the Head Teacher in school self-review and evaluation and in the effective planning and management of resources to secure improvements. Publicly supporting all decisions of the Head Teacher and Governing Body. • Be an 'outstanding' role model and act as a leading classroom practitioner and inspiring and motivating other staff. • Act as whole school curriculum lead and provide an exciting, stimulating and creative curriculum. • Working with the Senior Leadership Team and Head Teacher to sustain high expectations and outstanding practice in teaching and learning throughout the school. • Monitor and evaluate the quality of teaching and standards of pupil's achievement and use benchmarks and set targets for school improvement.

	• Work with the Head Teacher to lead, motivate, support, challenge and develop all staff to secure continual improvement including his/her own continual professional development. • To be an exemplar of all school policies and practices. • To support the Head Teacher to lead in Performance Management of teaching staff. • Work with the Head Teacher to deliver an appropriate programme of professional development for all staff including quality coaching and mentoring, in line with the school improvement plan and performance management. • In consultation with, and by the direction of the Head Teacher, deploy people and resources efficiently and effectively i.e. timetables, deployment of TA's and supply staff. • To participate in recruitment and selection, as agreed by the Head Teacher. • Supporting the Head Teacher and Governors in accounting for the efficiency and effectiveness of the school to all relevant stakeholders. • Promote and protect the health and safety welfare of pupils and staff. • Take responsibility for promoting and safeguarding the welfare of children and young people within the school. Deputise for the Head Teacher in her absence. • Take a major role in the day-to-day running of the school, attending daily and weekly meetings and leading them as required. • Contribute to a positive ethos for learning. • Promote the values and achievements of the school to the community. • Support the Head Teacher and Governors in annual budget planning and monitoring. • To take whole school assemblies when required. • Undertake such reasonable activities that the Head Teacher and governors may from time to time require. To participate in the performance and development review process, taking personal responsibility for identification of learning, development and training opportunities in discussion with line manager. • To comply with individual responsibilities, in accordance with the role, for health & safety in the workplace. • To ensure that all duties and services provided are in accordance with the School's Equal Opportunities Policy. The service is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share in this commitment.
3 Line Management	Responsible for the supervision of all staff employed in the school (other than school meals staff) whilst deputising for the Head Teacher in her absence.
4 Conditions of employment	The above responsibilities are in accordance with the School Teachers' Pay and Conditions Document in terms of duties and working time and are also subject to any local agreements and LA guidance on interpreting conditions of service.
5. Review and Amendment	5.1 This job description is normally subject to annual review. Subject to the provisions of the School Teachers' Pay and Conditions Document it may be amended at the request of the Governing Body or the Head Teacher but only after full consultation between them. It will be signed if agreement is reached.

Job description issued after consultation S Jackson (Signature of the Chair of the Governing Body)

Copy received by S Mitchell (Signature of the Head Teacher)

Date 03/09/2026

Person Specification – Head Teacher Severne Junior, Infant & (NC) School

Severne Primary School is committed to safeguarding and promoting the welfare of children and young people as required by the Education Act 2002. We expect all staff and volunteers to commit to the Department for Education's 'Keeping Children Safe in Education'- statutory guidance for schools.

	Essential	Method of Assessment
INITIAL QUALIFICATIONS	Qualified teacher status	AF, I
FURTHER QUALIFICATIONS/ PROFESSIONAL DEVELOPMENT	- Recent, relevant in-service training in current educational practice, including the leadership and management of teaching and learning. - Knowledge and understanding of education and schools' systems locally and nationally.	AF
EXPERIENCE	- Considerable successful experience in leadership and management and demonstrating the ability to differentiate between them. - Demonstration of a good understanding of School Improvement Planning and implementation. - Experience of implementing Performance Management. - Experience of partnership working with parents and the wider community including external agencies. - Successful and varied teaching experience in appropriate phase(s), including working with children with social, emotional and mental health difficulties. - Experience of co-ordinating family support services as appropriate.	AF, I AF, I AF, I AF, I AF AF, I
SKILLS AND ABILITIES	- To develop and implement the school vision and values, and promote inclusivity and diversity within a framework of British Values. - To develop a culture for learning and set high expectations for achieving success for all.	AF, I AF, I

	• To work to high professional standards, strategically and operationally, leading by example. • To monitor, evaluate, and plan strategically for School Improvement and continuous professional development. • To lead and manage effectively in an environment of high accountability. • To manage the implementation of change effectively and sensitively. • Demonstrate the ability to manage, motivate and support individuals and teams effectively. • To deal effectively with under performance, in accordance with relevant policies and procedures. • To understand and interpret complex data to inform effective decision-making. • To demonstrate a focus on innovation, creativity and a willingness to work in a context of resource generation and appropriate risk-taking. • To demonstrate a wide range of high level communication skills including new technologies. • To use authority appropriately to maintain discipline. • To promote and foster a positive school image. • To seek and maintain effective multi-agency partnerships and collaboration, in order to share and disseminate best practice throughout the whole school and beyond.	AF, I AF, I AF, I AF, I AF, I AF, I AF, I AF, I AF, I AF, I
OTHER	• Evidence of motivation for working with children. • Evidence of ability to form and maintain appropriate relationships and personal boundaries with children and staff. • Evidence of emotional resilience in working with children	AF, I AF, I AF, I

	exhibiting challenging behaviour. • Ability to effectively implement safeguarding legislation and develop a culture of safeguarding awareness, risk assessment and management. • Ability to coach and develop all school staff appropriately. • Demonstrate the promotion of positive behaviour strategies and constructive handling of problems. • Evidence of actively involving all staff, parents, Governors and the community in the life and work of the school, other schools and networks. • Evidence of implementing Equal Opportunities and other legislation essential for the health, safety and well-being of the school community.	AF, I AF, I AF, I AF, I AF, I
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Those elements marked AF - will be assessed in your Application Form

Those elements marked AF/I - will be assessed in your Application Form and during the Interview

Those elements marked I - will be evaluated during the Interview