



Baskerville School



Headteacher Candidate Pack

Welcome Letter



Dear Colleague,

RE: Headteacher Position - Baskerville School

Thank you for your interest in the position of Headteacher at Baskerville School. I am delighted to send you our comprehensive application pack for this exciting and rewarding leadership opportunity.

Baskerville School is a truly special place. As a specialist secondary school serving 190 students aged 11-19 with Autism Spectrum Disorder, we have built a reputation for excellence in autism education across Birmingham and beyond. Our dedicated team of professionals works tirelessly to ensure that every student reaches their full potential, developing not only academically but also gaining the independence and life skills they need for a successful future.

What makes Baskerville School unique is our unwavering commitment to understanding and celebrating the individual strengths of each student. We believe that with the right support, environment, and teaching approaches, young people with autism can achieve remarkable things. Our students consistently surprise us with their abilities, creativity, and determination, and we are privileged to be part of their journey toward independence and success.

The governing body is seeking an exceptional leader who shares our passion for autism education and our belief in the potential of every young person we serve. We need someone who can build upon our strong foundations while bringing fresh vision and innovation to take our school to even greater heights. The successful candidate will be joining a supportive and collaborative leadership team, working alongside experienced professionals who are truly committed to making a difference.

I would strongly encourage you to arrange a visit to our school before submitting your application. There is no substitute for experiencing our learning environment firsthand, meeting our students and staff, and seeing the remarkable work that takes place here every day. Our current leadership team would be delighted to show you around and answer any questions you may have about the role or our school community.

We are looking for someone who brings not only strong educational leadership credentials but also a genuine understanding of and commitment to autism education. The successful candidate will possess the vision to lead our school forward, the emotional intelligence to work effectively with our diverse school community, and the resilience to meet the challenges that come with leading a specialist provision.

This is an opportunity to make a real and lasting difference to the lives of young people with autism and their families. The impact of your leadership will extend far beyond our school gates, influencing how these remarkable young people see themselves and their place in the world.

If you believe you have the passion, skills, and experience to lead Baskerville School into its next chapter of success, I very much look forward to receiving your application.

Should you wish to discuss the role informally or arrange a school visit, please do not hesitate to contact Ross Laird from Academicis, our retained recruitment partner, via:
rlaird@academicis.co.uk | 01223 907979 | 07901 585959

We are always happy to speak with potential candidates about this exciting opportunity.

Thank you once again for your interest in joining our school community. I look forward to hearing from you soon.

Yours sincerely,

Graham Daly
Chair of Governors
Baskerville School

About Us

Are you ready to lead something truly extraordinary?

We are seeking a visionary and inspirational Headteacher to lead Baskerville School, a remarkable educational establishment in the vibrant community of Harborne, Birmingham. This is not just another headship – this is your opportunity to make a lasting impact on children's lives while leading a genuinely special school through an exciting period of transformation.

Baskerville School provides specialist education for 188 secondary-age students (11-19) with autism and additional disabilities. Our school caters for a broad spectrum of educational needs, from pupils who have complex autism to those who are studying GCSE qualifications. Our dedicated approach creates an environment where students can thrive through individualised support and specialised teaching methods.

Our Educational Settings

- Harborne Site: Stage 3
- Windsor Academy Site: Key Stages 4, and 5
- Bournville College: Key Stage 5

From September 2026

- Harborne Site: Key Stages 3,4 and 5
- Bournville College: Key Stage 5

Why Baskerville School is Different

Baskerville School stands apart as a distinctive learning community where every child truly matters. We have cultivated something rare in education – a place where academic excellence flourishes alongside genuine care, where innovation meets tradition, and where every member of our community feels valued and inspired.

What makes us extraordinary:

- Personalised Education: We don't just know every child's name – we know their dreams, their challenges, and their unique potential
- Exceptional Community: Our families, staff, and governors form a close-knit community united by a shared vision for excellence
- Beautiful Location: Nestled in the heart of leafy Harborne, one of Birmingham's most desirable areas



Our Development

An Incredible Moment in Our History

This is the opportunity of a lifetime. You will join us at the most exciting time in our school's history as we prepare to move into our brand new, purpose-built campus at the Harborne Site in September 2026. This isn't just a building – it's the physical embodiment of our educational vision:

- State-of-the-art facilities designed specifically for 21st-century learning
- Cutting-edge technology is integrated seamlessly throughout
- Inspiring creative spaces that spark imagination and innovation
- Outstanding sports and recreational facilities for holistic development
- Sustainable design reflecting our commitment to the future
- Fully accessible, ensuring every child can participate fully

Imagine leading a school where the facilities match your ambition for educational excellence.



About You

Your Leadership Journey

As our new Headteacher, you won't just be managing a school – you'll be crafting the future of education. This role offers:

Strategic Impact: Shape long-term vision and see your ideas come to life

Team Leadership: Work with passionate professionals who share your commitment to excellence

Recognition: Lead a school that's already respected and poised for even greater success

Innovation: The freedom and resources to implement your educational vision

Community Connection: Build relationships with engaged families and supportive governors

Growth Opportunity: Oversee a significant transition that will define your career legacy.

What We're Looking For

We need a leader who can:

Vision & Strategy

- See the bigger picture while managing day-to-day excellence
- Navigate the exciting transition to our new facilities
- Build upon our strong foundations while driving innovation

Leadership Excellence

- Inspire and develop high-performing teams
- Create a culture where everyone thrives
- Demonstrate resilience and adaptability during periods of change

Educational Expertise

- Proven track record in senior school leadership
- Deep understanding of current educational priorities
- Experience with school improvement and Ofsted processes
- Commitment to every child's success

What We Offer You

Competitive Rewards Package

- Excellent salary reflecting the significance of this role
- Professional development opportunities
- Relocation package if needed

Professional Fulfilment

- Lead a school with a distinctive character and proud heritage

- Work with a committed, experienced staff team
- Enjoy the support of engaged governors and families
- Make a genuine difference to children's lives every day

Quality of Life

- Beautiful Harborne location with excellent transport links
- Vibrant local community with outstanding amenities
- Access to Birmingham's cultural and recreational opportunities
- Work-life balance in a supportive environment

Career Development

- Opportunity to lead during a transformational period
- Platform to showcase innovative educational leadership
- Network with other outstanding educational leaders
- Build a legacy that will inspire for generations

Ready to Make Your Mark?

This is more than a career move – it's your chance to lead something truly special and create a lasting legacy in education. You'll join us at a pivotal moment, with the opportunity to shape not just our immediate future, but the educational experiences of countless children for years to come.

Imagine looking back in years to come, knowing you led a school through its most exciting chapter and left it even stronger than you found it.

Don't let this extraordinary opportunity pass you by!

Baskerville School is fully committed to safeguarding and promoting the welfare of children. All appointments are subject to satisfactory pre-employment checks, including enhanced DBS clearance. We celebrate diversity and welcome applications from all qualified candidates who share our passion for exceptional specialist education.

This isn't just a job – it's your opportunity to lead something truly special and shape the future of education.

Job Description

Post Title:	Headteacher
Salary:	L33 to L39 (£109,275.00 - £126,517.00)
Contract:	Permanent, Full-time
Start Date:	September 2025/January 2026
Responsible to:	Governing Body
Line Management:	Senior Leadership Team, All Teaching and Support Staff



School Context

Baskerville School is a thriving secondary school serving approximately 190 pupils aged 11-19 in Birmingham. We are committed to providing an outstanding education that enables every child to achieve their full potential in a supportive, inclusive environment. Our school values of respect, responsibility, and resilience underpin everything we do.

As a specialist provision for students with Autism Spectrum Disorder (ASD), we pride ourselves on creating an environment where neurodivergent learners can flourish. Our tailored approach recognizes that students with ASD have unique strengths, interests, and learning styles that, when properly supported, can lead to exceptional outcomes. We believe in celebrating difference and ensuring every student develops the skills, confidence, and independence they need for a successful future.

The school has a strong reputation in the local community and benefits from dedicated staff, supportive parents, and engaged pupils. We are looking for an inspirational leader to build on our successes and drive us forward to even greater achievements.

Purpose of the Role

The Headteacher will provide strategic leadership and day-to-day management of Baskerville School, ensuring the highest standards of education and care for all pupils with ASD. You will be responsible for creating a shared vision for the school's continued development as a center of excellence for autism education, implementing evidencebased strategies to achieve outstanding outcomes for all learners while supporting their transition to adult life and independence.

Key Responsibilities

Strategic Leadership and Vision

- Develop and communicate a clear, ambitious vision for the school's future
- Lead the creation and implementation of the School Development Plan
- Establish and maintain the school's ethos, values, and culture
- Ensure the school meets all statutory requirements and government initiatives
- Work collaboratively with the Governing Body to set strategic direction

Job Description continued

Teaching, Learning and Assessment

- Ensure the delivery of a broad, balanced, and engaging curriculum adapted for students with ASD
- Monitor and evaluate the quality of specialist teaching and learning approaches across the school
- Implement effective assessment systems that recognize diverse learning profiles and track meaningful progress
- Lead initiatives to develop autism-specific pedagogical practices and interventions
- Promote innovative teaching practices including visual supports, structured teaching, and sensory considerations
- Ensure smooth transition planning for post-16 and adult services

Leading and Managing Staff

- Recruit, develop, and retain high-quality teaching and support staff with autism expertise
- Create a positive working environment that promotes collaboration and specialist knowledge sharing
- Implement effective performance management systems focused on autism education outcomes
- Provide specialised professional development in autism understanding and evidence-based practices
- Build leadership capacity across the school with deep understanding of ASD needs

Pupil Welfare and Inclusion

- Ensure the safeguarding and welfare of all pupils, recognizing vulnerability factors associated with ASD
- Promote practices that support pupils' sensory, communication, and social needs
- Develop effective behaviour support strategies based on understanding of autism
- Foster positive relationships while respecting individual social communication preferences
- Ensure pupils' development of life skills, independence, and preparation for adulthood
- Implement robust anti-bullying policies that protect vulnerable students

Financial and Resource Management

- Manage the school budget effectively and efficiently
- Ensure resources are allocated to support educational priorities
- Oversee premises management and health and safety compliance
- Lead on procurement and value-for-money decisions
- Plan for future resource needs and sustainability

Community Engagement and Partnerships

- Build strong relationships with parents, carers, and families, understanding the unique challenges they face
- Develop partnerships with autism organizations, specialist services, and community groups
- Represent the school at autism education forums and special educational needs networks
- Promote autism awareness and the school's achievements in specialist education
- Engage with external agencies including social services, health professionals, and transition services
- Build links with mainstream schools and colleges to support inclusive opportunities where appropriate

Job Description continued

Governance and Accountability

- Work effectively with the Governing Body as a critical friend
- Prepare reports and presentations for governors and other stakeholders
- Ensure compliance with all statutory requirements and policies
- Lead on school self-evaluation and improvement planning
- Prepare for and manage external inspections

Professional Standards

The Headteacher will be expected to meet the National Standards of Excellence for Headteachers, demonstrating:

- Highly effective leadership and management skills in specialist education settings
- Deep understanding of autism spectrum disorders and evidence-based interventions
- Knowledge of current research in autism education and best practices
- Strong strategic thinking and planning abilities for complex additional needs
- Excellent communication and interpersonal skills, including with vulnerable families
- Commitment to continuous improvement and innovation in autism education
- Understanding of legal frameworks including SEND Code of Practice and Equality Act requirements

Working Conditions

This is a demanding but rewarding role requiring flexibility, resilience, and dedication. The successful candidate will be expected to work beyond normal school hours as required, including attendance at evening events, governing body meetings, and occasional weekend activities.

The Headteacher will have access to:

- Comprehensive induction and mentoring support including autism-specific training
- Ongoing professional development opportunities in specialist education
- Administrative support and a strong senior leadership team with SEND expertise
- Competitive salary and pension scheme
- Access to specialist resources and assessment tools
- Professional networks in autism education and research communities

Safeguarding

Baskerville School is committed to safeguarding and promoting the welfare of children and young people. All staff are expected to share this commitment. The successful candidate will be subject to enhanced DBS clearance and satisfactory employment references.

This job description reflects the current requirements of the post and may be amended in consultation with the post holder as the school's needs evolve.



Person Specification

CRITERIA	ESSENTIAL	DESIRABLE
QUALIFICATIONS & TRAINING		
Qualified Teacher Status	✓	
Degree or equivalent qualification	✓	
Evidence of continuous professional development relevant to headship	✓	
National Professional Qualification for Headship (NPQH) or willingness to undertake	✓	
Additional qualifications in Special Educational Needs, particularly autism		✓
Master's degree or higher in education, leadership, or relevant field		✓
Specialised training in autism intervention approaches		✓
EXPERIENCE		
Substantial senior leadership experience in a large educational setting/school	✓	
Proven track record of successful school leadership	✓	
Experience of managing significant budgets and resources effectively	✓	
Demonstrable experience in staff management, development, and performance monitoring	✓	
Evidence of implementing positive behavior management strategies for pupils with complex needs	✓	
Experience of successful collaborative work with external agencies and stakeholders	✓	
Proven involvement in school improvement planning and implementation	✓	
Previous headship or deputy headship experience in a special school setting		✓
Experience of leading a school through significant change or transition		✓
Experience managing multi-site provision		✓
Involvement in Ofsted preparation and inspection processes		✓
Experience of curriculum development specific to ASD pupils		✓
KNOWLEDGE & UNDERSTANDING		
Comprehensive understanding of the needs of young people with ASD and associated conditions	✓	
In-depth knowledge of current educational legislation, policies, and practices in SEN	✓	

Person Specification continued

CRITERIA	ESSENTIAL	DESIRABLE
KNOWLEDGE & UNDERSTANDING continued		
Understanding of safeguarding requirements and procedures for vulnerable pupils	✓	
Knowledge of effective teaching, learning, and assessment strategies for pupils with ASD	✓	
Understanding of financial management and resource allocation in a school context	✓	
Knowledge of strategies to promote inclusion and independence for pupils with ASD	✓	
Understanding of staff development needs and continuous professional growth	✓	
Knowledge of innovative approaches in ASD education		✓
Understanding of therapeutic approaches relevant to ASD students		✓
Knowledge of transition pathways for ASD students post-16		✓
Understanding of multi-disciplinary approaches to supporting complex needs		✓
SKILLS & ABILITIES		
Outstanding leadership skills with ability to inspire and motivate others	✓	
Excellent communication skills, appropriate for different audiences	✓	
Ability to think strategically and develop a clear vision for the school	✓	
Strong analytical skills and ability to use data to drive improvement	✓	
Ability to make challenging decisions and manage change effectively	✓	
Capacity to build and maintain positive relationships with all stakeholders	✓	
Strong organizational and time management skills	✓	
Ability to prioritize and delegate effectively	✓	
Skill in managing challenging situations with sensitivity and resilience	✓	
Ability to secure additional funding or resources through grants or partnerships		✓
Skills in developing innovative curriculum approaches for ASD pupils		✓
Capacity to represent the school effectively in wider professional forums		✓

Person Specification continued

CRITERIA	ESSENTIAL	DESIRABLE
PERSONAL QUALITIES		
Commitment to inclusive education and improving outcomes for pupils with ASD	✓	
Resilience and determination in facing challenges	✓	
Adaptability and openness to new approaches and ideas	✓	
Empathy and understanding of the challenges faced by pupils with ASD and their families	✓	
Personal integrity and professional conduct at all times	✓	
Energy, enthusiasm, and a positive outlook	✓	
Commitment to collaborative working and shared decision-making	✓	
Reflective practitioner who values continuous improvement	✓	
Creative approach to problem-solving		✓
Capacity for innovation in specialized education approaches		✓
EQUAL OPPORTUNITIES		
Demonstrable commitment to equal opportunities for all members of the school community	✓	
Understanding of diversity and inclusion issues relevant to special education	✓	
Commitment to promoting positive values and challenging discrimination	✓	
SAFEGUARDING		
Understanding of safeguarding requirements for vulnerable pupils	✓	
Commitment to ensuring the safety and wellbeing of all pupils	✓	
Ability to establish and maintain robust safeguarding procedures	✓	

This post requires an Enhanced Disclosure and Barring Service check. The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

All candidates will be required to demonstrate their commitment to promoting and safeguarding the welfare of children and young people in our school.



How to Apply

If you wish to discover more about this exciting opportunity, need any further information or would like to have an informal discussion, please contact Ross Laird at Academicis, our recruitment partner, on **rlaird@academicis.co.uk** or by phone on **07901 585959 / 01223 907979**.

CLOSING DATE:

Monday 22nd September 2025 at 9am

SHORTLISTING:

Tuesday 23rd September 2025

INTERVIEWS:

Monday 29th September 2025



**Baskerville
School**

Fellows Lane,
Harborne,
Birmingham,
B17 9TS