



HHGS Headteacher Applicant Pack

Closing date for applications: Monday 8th June 2026 at 12 noon.

Interviews: Thursday 18th June 2026 and Friday 19th June 2026



About the Role

Headteacher – Hodge Hill Girls’ School

Location: Birmingham

Salary Range: L29 – L35*

£103,029 - £118,168

Start Date: September 2026 / January 2027

Contract: Full-time, permanent

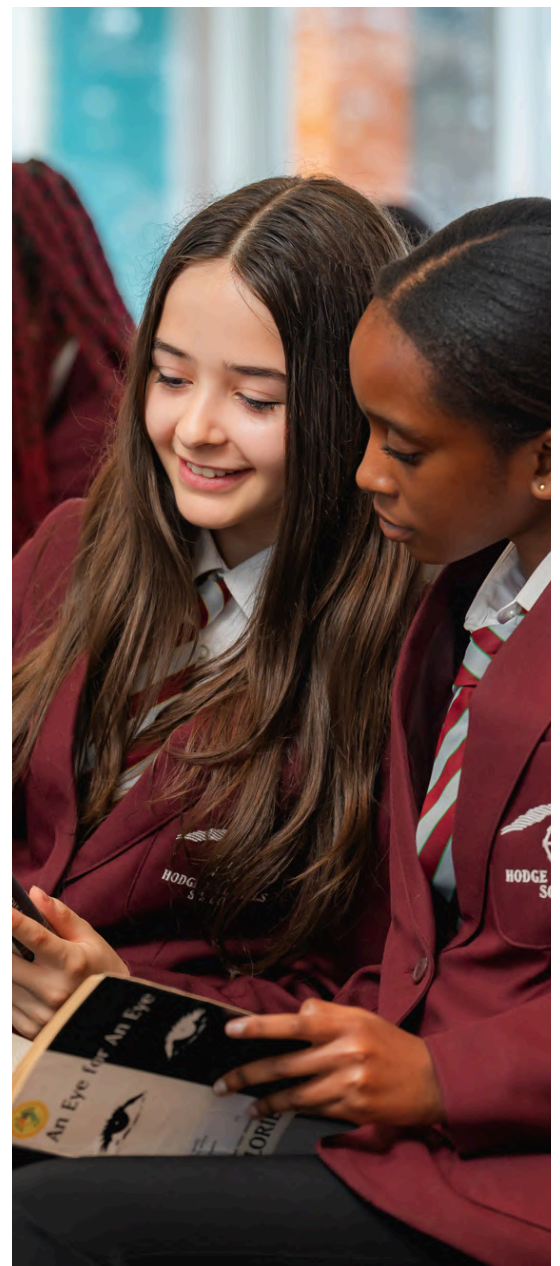
An Exceptional Opportunity for an Inspirational Leader

The Governing Body is seeking to appoint an outstanding and passionate Headteacher to lead and build upon the strong foundations of our inclusive, ambitious and caring school community. This is an exciting opportunity for an inspirational and strategic leader to shape the next chapter of a school that is deeply rooted in its community and committed to “Educating Tomorrow’s Women Today.”

We are seeking a highly effective leader who can inspire, innovate and drive continued improvement whilst maintaining the nurturing ethos and high expectations that define Hodge Hill Girls’ School. The successful candidate will display exceptional integrity and a wide-ranging skill set, including a deep understanding of the educational landscape, and expertise in financial and governance frameworks. They will share our unwavering belief that every pupil deserves the very best opportunities to succeed academically, socially and personally, regardless of background or circumstance.

Hodge Hill Girls’ School is a close-knit community of 750 pupils in Years 7-11 and prides itself on being a vibrant, inclusive and ambitious school, with a talented and committed staff who know and care for each pupil as an individual. Our PRIDE values - Partnership, Respect, Inspiration, Determination and Excellence - underpin every aspect of school life and feed a culture where pupils feel safe, valued and empowered to achieve their full potential.

This is an opportunity for an exceptional candidate to lead a school with a strong sense of identity and purpose, continuing to foster a culture of high expectations, inclusion, excellent teaching and personal development. We are looking for a Headteacher who will champion girls’ education, strengthen local partnerships and ensure that every pupil is equipped with the confidence, resilience and skills needed for success in modern Britain.



About the Role



We can offer the successful candidate:

- A welcoming, diverse and supportive school community with committed staff, governors and families
- Happy, respectful and motivated pupils who value their education and aspire to succeed
- A strong culture of inclusion, pastoral care and high expectations
- An ambitious curriculum alongside a wide range of enrichment and leadership opportunities
- A committed Governing Body dedicated to supporting school improvement and strategic development
- A strong commitment to staff wellbeing, professional development and leadership growth

We are looking for a candidate who:

- Can cultivate a welcoming, motivating and inclusive workplace culture
- Is a visionary leader who can inspire staff, pupils and the wider community with a clear and ambitious direction
- Has a proven track record of successful school leadership and driving excellent outcomes for students
- Is passionate about teaching and learning, with deep expertise in curriculum, assessment and strategies to raise achievement
- Is an exceptional communicator who builds strong positive relationships with staff, pupils, parents and governors
- Works strategically, making evidence-based decisions to drive improvement and innovation

Safeguarding Statement

Hodge Hill Girls' School is committed to safeguarding and promoting the welfare of children and young people. We expect all staff and volunteers to share this commitment. The successful candidate will be required to undergo an enhanced DBS check, along with other relevant pre-employment checks. We encourage all applicants to review our Safeguarding and Child Protection Policy, which outlines our commitment to the safety and wellbeing of students.

Rehabilitation of Offenders

This post is exempt from the Rehabilitation of Offenders Act 1974 and therefore applicants are required to declare any cautions and convictions that are not protected under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended).

About the Role



Next Steps

Potential candidates are strongly encouraged to visit the school. To schedule a visit, please email Mrs B Harper, PA to the Headteacher, at b.harper@hodgehgs.bham.sch.uk

All applications must use the attached LA application form. Section 11 of the form invites you to submit a supporting statement highlighting your suitability for the role. This should comprise a maximum of 3 sides of A4 (font Arial pt 11).

Applications should be submitted to Mr D Grady, Strategic Business Manager, at d.grady@hodgehgs.bham.sch.uk

Key dates

School Visits: Thursday 4th June (PM) & Friday 5th June (PM)

Closing date for applications: Monday 8th June at 12 noon.

Shortlisting: Thursday 11th June

Day 1 (Assessment stage): Thursday 18th June
(progression to Day 2 will be confirmed after Day 1)

Day 2 (Interview stage): Friday 19th June

Location: Hodge Hill Girls' School, Bromford Road, Birmingham, B36 8EY

Letter from Chair of Governors

Dear Applicant

Post of Headteacher

Thank you for your interest in the Headteacher position at Hodge Hill Girls' School. This is a significant and exciting opportunity for an inspirational, compassionate and ambitious leader to build upon the strong foundations of a proud and inclusive school community committed to “Educating Tomorrow’s Women Today.”

Located in the heart of the Hodge Hill community, Hodge Hill Girls’ School is a successful and caring 11–16 comprehensive school where every pupil is known, valued and supported to achieve her full potential. Our school serves a rich, diverse community, and we are immensely proud of the respectful, nurturing and aspirational culture that exists throughout the school. The relationships between pupils, staff, governors and families are central to our success and reflect our deeply held PRIDE values: Partnership, Respect, Inspiration, Determination and Excellence.

At Hodge Hill Girls’ School, we believe passionately in providing an education that empowers young women academically, socially and personally. We strive to ensure that all pupils leave us as confident, resilient and ambitious individuals who are fully prepared for the opportunities and challenges of modern life. Our ethos is built upon high expectations, inclusion and genuine care for every member of our community.

Our most recent Ofsted inspection recognised the strength of our provision, noting that pupils “value the education they receive” and that staff promote pupils’ personal development exceptionally well. Inspectors also highlighted the school’s culture of high aspirations and the many opportunities available for pupils to develop their knowledge, understanding and character. These qualities remain central to our vision for the future.

We are proud of the broad opportunities available to our pupils both within and beyond the classroom. From leadership programmes and enrichment activities to careers education and pastoral support, we are committed to developing well-rounded young women who contribute positively to society. Our strong commitment to safeguarding, inclusion and equality underpins all aspects of school life.

The Governing Body is seeking a Headteacher who will:

- Provide inspirational and strategic leadership with integrity and moral purpose
- Champion the school’s inclusive ethos and PRIDE values
- Continue to raise aspirations and outcomes for all pupils
- Foster a culture of high expectations, kindness and professional excellence
- Build strong relationships with pupils, staff, parents, governors and the wider community
- Lead with visibility, compassion and determination to secure the very best opportunities for every child

This role presents an exceptional opportunity for a leader who is passionate about girls' education and committed to ensuring that every pupil can thrive, regardless of background or circumstance.

As Governors, we are proud of our school, our staff and our pupils, and we are ambitious for the future of Hodge Hill Girls' School. We are looking for a Headteacher who shares our belief in the transformative power of education and who will lead our school community with vision, courage and warmth.

We warmly welcome visits from prospective applicants and would be delighted to speak with you informally about the role and the opportunities ahead.

Thank you once again for your interest in joining our school community. We look forward to receiving your application.

Yours faithfully



Susan Dancer
Chair of Governors



About Hodge Hill Girls' School

Hodge Hill Girls' School is an inclusive 11–16 comprehensive secondary school located in the heart of the Hodge Hill community in Birmingham. The school has a strong reputation for providing a caring, supportive and ambitious environment where every pupil is encouraged to succeed and develop into a confident young woman prepared for life beyond school.

As a smaller school community, Hodge Hill Girls' School prides itself on knowing and caring for every pupil as an individual. Positive relationships between pupils, staff, families and governors are central to the school's success and create a welcoming environment where pupils feel safe, respected and motivated to achieve.

The school is committed to delivering high-quality education alongside exceptional pastoral care, ensuring that pupils are supported both academically and personally. Pupils benefit from a broad curriculum, a strong careers programme and a wide range of enrichment and leadership opportunities designed to develop character, confidence and aspiration.

Our most recent Ofsted inspection recognised that pupils value the education they receive and highlighted the school's strong commitment to pupils' personal development, high aspirations and preparation for life in modern Britain.



Ethos and Culture

Hodge Hill Girls' School is known for its caring, inclusive and respectful environment where positive relationships underpin all aspects of school life. We pride ourselves on being a school where pupils feel safe, supported and encouraged to succeed.

Our ethos is centred on:

- High expectations alongside strong pastoral care
- A culture of inclusion, equality and mutual respect
- Celebrating diversity and individuality within the school community
- Supporting pupils' emotional wellbeing and personal development
- Developing confidence, resilience and aspiration in every pupil
- Ensuring every pupil is known, valued and supported

The school's commitment to "Educating Tomorrow's Women Today" is reflected in the opportunities provided for pupils to develop academically, socially and personally, preparing them to become confident and successful young women.



Curriculum

The curriculum at Hodge Hill Girls' School is broad, ambitious and inclusive, designed to provide pupils with the knowledge, skills and confidence needed for future success. We are committed to ensuring that all pupils, regardless of starting point, are challenged and supported to achieve their full potential.

Pupils benefit from:

- Strong foundations across all core subjects
- A broad and balanced curriculum at Key Stages 3 and 4
- High-quality teaching delivered by committed and specialist staff
- A focus on developing resilient, independent and aspirational learners
- A well-structured careers education programme recognised through the Careers Mark Standard
- Opportunities for enrichment, leadership and personal development beyond the classroom

The school's curriculum is complemented by a strong pastoral framework that supports pupils' personal growth, wellbeing and preparation for life in modern Britain.



Pupil Leadership

At Hodge Hill Girls' School, pupils are encouraged to take an active role in school life through a wide range of leadership opportunities that help develop confidence, responsibility and character. As a close-knit school community, we believe strongly in ensuring that every pupil feels a sense of belonging and has opportunities to contribute positively to the life of the school.

Pupils can participate in a variety of leadership roles including:

- School Council Representatives
- House Leaders/House Captains
- Well-being Ambassadors
- Event Leaders
- Sports Leaders

These opportunities allow pupils to develop communication, teamwork and leadership skills whilst making meaningful contributions to the wider school community.

Pupil leadership plays an important role in supporting the school's ethos and values, ensuring that pupil voice is heard and that pupils are actively involved in shaping their school experience. Through leadership, enrichment and charitable activities, pupils are encouraged to become compassionate, resilient and socially responsible young people.



Our PRIDE Values



Partnerships

We value each member of our school community, and work in partnership to achieve the best outcomes.

Respect

We demonstrate respect for ourselves and others through our words and actions, we extend this respect to our environment.

Inspiration

We are inspired to make positive contributions to both ourselves and the wider community in our daily lives. Additionally, we actively seek to challenge ourselves and achieve our highest potential.

Determination

We display determination and resilience, persisting even in challenging circumstances. We embrace risks and rise to challenges with resolve.

Excellence

We pursue excellence by upholding high standards in all aspects of what we do. Our actions, words, attire, and outcomes reflect our professional approach.

Job Description

Headteacher – Hodge Hill Girls’ School

Location: Birmingham

Salary Range: L29 – L35* (£103,029 - £118,168)

Start Date: September 2026 / January 2027

Contract: Full-time, permanent

Core Purpose of the Role

To be responsible for the internal organisation, management and control of the school.

To provide professional leadership that promotes a secure foundation from which to achieve high standards in all areas of the school’s work.

To sustain and further enhance the school's strong position within the local community.

The headteacher will:

- Provide vision, leadership and direction
- Be outward facing
- Effectively manage teaching and learning
- Promote excellence, equality and high expectations & outcomes for all pupils
- Deploy resources effectively to achieve the school’s aims
- Evaluate school performance and identify priorities for continuous improvement
- Provide effective strategic and operational leadership of the school
- Secure the commitment of the wider community
- Preserve and nurture the distinctive character of the school whilst respecting and celebrating diversity
- Ensure safeguarding and pupil welfare remain central to all aspects of school life and decision-making

Key priorities

- Promote positive attitudes to learning and raise aspirations across the school community.
- Embed quality first teaching to ensure all pupils make good progress
- Raise attainment across the school to impact on progress
- Continue to improve attendance and behaviour
- Reduce attendance and attainment gaps and improve outcomes for disadvantaged and vulnerable pupils
- Ensure the continuing stability of pupil intake numbers
- Respond proactively to national policy developments, inspection frameworks and curriculum reforms
- Use strong, distributive leadership and excellent levels of communication to build and maintain cohesive teams
- Engage with parents/carers and external stakeholders to enrich the educational experience of pupils and strengthen the school’s position within the wider community

Job Description

Key Responsibilities:

General

- To carry out their professional duties in accordance with the National Conditions of Employment for Headteachers in the School Teacher' Pay and Conditions Document
- To act in accordance with all education, employment, health and safety and other relevant legislation affecting the conduct of the school
- To ensure the school is fully prepared for inspection by outside agencies
- Be accountable for the effective deployment of resources in accordance with external regulations and school policies

Qualities and knowledge

- Hold and articulate clear values and moral purpose, focused on providing a first-class education for all pupils
- Demonstrate optimistic personal behaviour, positive relationships and attitudes towards their pupils and staff, and towards parents, governors and members of the local community
- Lead by example - with integrity, creativity, resilience, and clarity - drawing on their own scholarship, expertise and skills, and that of those around them
- Sustain wide, current knowledge and understanding of education and school systems locally, nationally and globally, and pursue continuous professional development
- Work with political and financial awareness, within a clear set of principles centered on the school's vision, effectively translating local and national policy into the school's context
- Communicate the school's vision and drive strategic leadership, empowering both pupils and staff to excel

Pupils and staff

- Demand ambitious standards for all pupils, overcoming disadvantages and advancing equality, instilling a strong sense of accountability in staff for the impact of their work on pupils' outcomes
- Maintain a curriculum that is relevant, challenging and stimulating for all pupils, taking account of their needs, aptitudes and career aspirations, to effectively prepare them for adult life
- Promote and maintain a culture that supports staff wellbeing and professional development
- Secure excellent teaching through a deep understanding of how pupils learn and of the core features of successful classroom practice and curriculum design, leading to rich curriculum opportunities and positive impact on pupil wellbeing
- Empower and inspire staff so that they feel valued, achieve their personal goals, understand their responsibilities and are held accountable in a fair, supportive and consistent manner
- Promote a culture of collaboration, professional learning and the sharing of best practice across the school
- Create an ethos within which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other
- Identify emerging talents, coaching current and aspiring leaders in a climate where excellence is the standard, leading to clear succession planning

Job Description

Systems and Process

- Ensure that the school's systems, organisation and processes are well considered, efficient and fit for purposes, upholding the principles of transparency, integrity and probity
- Utilise innovation and appropriate new technologies to create an exciting and vibrant learning environment
- Establish rigorous, fair and transparent systems for managing the performance of all staff, addressing any under-performance, supporting staff to improve and valuing excellent practice
- Continue a rigorous programme of self-evaluation to inform the school development plan
- Welcome strong governance and actively support the governing body to deliver its strategic functions effectively
- Exercise strategic, curriculum-led financial planning to ensure the effective deployment of budgets and resources, in the best interests of pupils' achievements and the school's sustainability

Partnerships and School Improvement

- Create an outward-facing school that works with other schools and organisations - in a climate of mutual challenge - to champion best practice and secure excellent achievement for all pupils
- Develop effective partnerships with schools, external agencies and other services to improve outcomes for pupils
- Promote a culture of continuous improvement informed by research, evidence and best practice
- Shape the current and future quality of teaching through high quality training and sustained professional development for all staff
- Inspire and influence others - within and beyond school - to believe in the fundamental importance of education in young people's lives and to promote the value of education

Line Management

- Responsible for the supervision of all staff employed by the school

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

Review and Amendment

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 Headteacher but only after full consultation between them. It will be signed if agreement is reached.

Complaints

If, following review and amendment, agreement is not reached, the appropriate procedures should be used for the settling of any disputes.

Person Specification

CATEGORY	CRITERIA	ESSENTIAL/ DESIRABLE	METHOD OF ASSESS MENT
EDUCATION/ QUALIFICATI ONS	Qualified Teacher status	E	AF
	First degree or Certificate of Education	E	AF
	Recent and relevant CPD	E	AF
	Completion of, or working towards, NPQH	D	AF
	Further relevant study	D	AF
EXPERIENCE	Substantial and successful experience of senior leadership and management in an educational setting	E	AF, I
	Experience of strategic financial and resource management	E	AF, I
	Successful experience of improving outcomes for disadvantaged and vulnerable pupils	E	AF, I
	Experience of working effectively with governing bodies and key stakeholders	E	AF, I
	Record of teaching in ethnically and culturally diverse communities	D	AF
	Successful track record of leading and delivering whole-school improvement initiatives with measurable impact	E	AF, I
	Experience of performance management and staff & leadership development	E	AF, I
	Experience of promoting inclusive practice and supporting diverse pupil needs	E	AF, I
	Successful track record of building effective partnerships with parents, carers, external agencies and the wider community	E	AF, I

Person Specification

SKILLS AND ABILITIES	Leadership & Strategic Direction:		
	Ability to develop, communicate and deliver the school's vision and values	E	AF, I
	Ability to lead strategically within a high-accountability environment	E	I
	Ability to lead, monitor and evaluate school improvement and staff development	E	AF, I
	Ability to lead and manage change effectively and sensitively	E	AF, I
	Ability to establish effective systems, delegate appropriately and ensure accountability across the school	E	AF, I
	Ability to interpret complex data and use evidence to inform effective decision-making	E	
	Ability to maintain a strategic overview of financial and resource management	E	I
	Leading People:	E	AF, I
	Ability to inspire, motivate, challenge and develop staff to achieve high standards and outcomes for students	E	AF, I
	Demonstrates the ability to lead, support and manage individuals and teams effectively	E	
	Ability to address underperformance and resolve professional issues effectively in line with relevant policies and procedures	E	AF, I, R
	Inclusion & Culture:	E	AF, I, R
	Demonstrates commitment to equality, inclusion and valuing the contribution of every individual within the school community	E	
	Professional Qualities:	E	AF, I, R
	Demonstrates professionalism, integrity and ethical leadership	E	
Knowledge and understanding of local and national educational systems and priorities	E		
Demonstrates excellent communication and interpersonal skills, including effective use of technology	E	AF, I	
Demonstrates creativity, innovation and a willingness to embrace new approaches where appropriate	E	I, R	
	E	I	

Person Specification

OTHER	A passion for teaching & learning and working with young people	E	I
	Demonstrates high levels of emotional intelligence in building effective relationships with pupils and staff	E	I, R
	Demonstrates a strong understanding of the local community and the diverse needs of the school population	E	AF, I
	Ability to lead and embed an effective culture of safeguarding and risk management	E	AF, I
	Evidence of engaging staff, parents, governors and the wider community to support school improvement	E	AF, I
	Demonstrates the ability to lead a positive culture of behaviour and effective problem-solving	E	AF, I
	Demonstrates strong commitment to equality, inclusion and the wellbeing of the school community	E	AF, I
	Demonstrates effective staff leadership and sound understanding of employment practices and legislation		
	Demonstrates strategic awareness of developments and emerging priorities in education	D	AF, I
		E	I

Contact Us



www.hodgehgs.bham.sch.uk



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