

Headteacher Recruitment Pack

North Worcester Primary Academy



'An extraordinary education for every pupil'





Introduction

Thank you for your interest in the role of headteacher at North Worcester Primary Academy. This is an exciting opportunity to lead a thriving, forward-thinking school that has quickly become a special and valued part of its community.

Since opening in 2019, North Worcester has established itself as a vibrant, ambitious and inclusive school where pupils feel known, supported and inspired to achieve their very best. The school benefits from exceptional, modern facilities, extensive outdoor learning spaces and a rich curriculum designed to spark curiosity, nurture confidence and promote a lifelong love of learning that extends far beyond the classroom. These strengths, combined with the school's strong community partnerships, have created a setting where children feel connected to their school and the wider community.

At The Rivers C. of E, Academy Trust, our mission is clear: we create **extraordinary futures** by empowering **extraordinary people** to provide an **extraordinary education for every pupil**. We are proud to champion high-quality teaching, collaboration and innovation across all our schools. North Worcester reflects this ethos – its dedicated staff, enthusiastic pupils and shared standards of excellence drive continuous improvements and create an environment where everyone can flourish.

We are now seeking a headteacher who will build on North Worcester's strong foundations and lead the school confidently into its next chapter of growth. The successful candidate will be a visible, values-led and resilient leader – someone who brings ambition, strategic insight, compassion and high expectations, and who believes in every child.

This role has immense potential and offers the chance to make a profound and lasting impact. If you share our vision and are ready to lead with passion and integrity, we encourage you to apply and join us as we continue to shape extraordinary futures together.

With best wishes,

Matt Meckin
Chief Executive Officer

Headteacher – North Worcester Primary Academy



North Worcester
Primary Academy

Salary Range: Leadership scale: L16 - L22 (£75,049 - £86,803)
Starting point on scale TBC and dependent upon experience

Contract: Full-time, permanent contract

Start date: September 2026

Do you hold the belief that **every** pupil has the right to an **extraordinary education**?

Are you a courageous, ambitious and values-driven leader ready to shape the next chapter of a thriving and forward-thinking school?

Rooted in strong community partnerships and enriched by a diverse intake from across Worcester, Droitwich and surrounding villages, North Worcester Primary offers pupils a deep sense of belonging and connection. We are proud of the strong foundations, exceptional staff team and the sense of community that exists at the school.

We are seeking a headteacher to guide our school into its next phase of growth and excellence. Since opening in 2019, our school has quickly established itself as a vibrant, inclusive and aspirational community where pupils are inspired to explore, achieve and flourish. As our new headteacher, you will be at the heart of this community - leading the school with ambition, integrity and compassion. You will confidently articulate and champion our shared mission and vision, inspiring others so that our pupils can flourish and grow into **extraordinary people**.

This role offers the successful candidate the opportunity to:

- Join a dynamic, mission-driven trust with a proven record of school improvement and innovation.
- Be part of a supportive, collaborative network where professional growth and shared best practice are celebrated.
- Access structured career development and dedicated professional development time.

We are looking for a leader who will:

- Champion high-quality teaching and learning so every pupil's potential is recognised, nurtured and realised.
- Build a culture of care, ambition and inclusion where pupils and staff feel valued, supported and inspired.
- Strengthen partnerships with families and the wider community, ensuring the school remains at the heart of local life.
- Lead with integrity, courage and resilience – modelling our trust values and embodying our mission to create **extraordinary futures**.

North Worcester Primary Academy offers the chance to lead a flourishing school with exceptional facilities, a dedicated and passionate staff team, and a community that truly values education. If you are energised by the opportunity to make a meaningful difference and to lead a school where every child can thrive, we would be delighted to receive your application.

North Worcester Primary Academy



Our school

North Worcester Primary Academy is a vibrant two-form entry free school that opened in 2019 on the historic site of Worcester's 1940s' airfield. Our modern, purpose-built school is set within extensive grounds and offers exceptional facilities such as an impressive forest school area, an all-weather artificial-grass sports field, a spacious design and technology room and a fully immersive interactive suite – enabling rich and inspiring learning experiences for every pupil.

As part of The Rivers C. of E. Academy Trust, we proudly champion our shared mission to provide 'an **extraordinary education** for every pupil'. We nurture an ambitious, inclusive culture where children feel known, valued and able to flourish in every aspect of school life.

Situated off the Droitwich Road and within walking or cycling distance of Perdiswell, Northwick, Claines and Fernhill Heath, our school is ideally positioned at the heart of the community. With no designated catchment area, we welcome families across Worcester, Droitwich and Warndon Villages, enriching our school with a diverse and vibrant community.

Our central location allows pupils to benefit from meaningful partnerships and experiences – from regular visits to our neighbours at The Belmont Care Home, to sporting opportunities through our links with Neel Park and The Old Elizabethan Cricket Ground. We also work closely with community organisations including the local rotary club, the food bank, Claines Church and Perdiswell Leisure Centre, further strengthening our pupils' sense of connection, responsibility and belonging.

We welcome children from age three into our purpose-built, on-site pre-school and offer comprehensive wrap-around care from 7:30am to 6:00pm, 50 weeks of the year – providing our families with seamless, consistent support care and enrichment.

At North Worcester, educating the *whole child* is central to everything we do. Our curriculum sparks curiosity, builds confidence and empowers pupils to become articulate, compassionate and resilient citizens of tomorrow. Our dedicated staff form strong, trusting relationships that help children feel happy, secure and motivated – encouraging them to recognise their **extraordinary** qualities and become the very best version of themselves.

This year, we are especially proud to celebrate a significant milestone as our founding pupils complete their journey with us and reach their final year as Year 6 pupils – a testament to the strong foundations and thriving community we have built together.

What makes North Worcester Primary Academy special?



At North Worcester, we are proud to offer an exceptional learning environment built to inspire curiosity and ignite a love of learning. Our modern facilities sit within generous grounds and include an impressive forest school area, an all-weather artificial-grass sports field and a large, multi-functional design and technology room. We are also privileged to have a fully immersive interactive suite that transports pupils into **extraordinary** learning experiences - from exploring pre-historic Britain to travelling through the human body or diving into the depths of the ocean. These rich opportunities bring learning to life and help every child broaden their horizons.

What makes North Worcester truly special is the way these facilities support a culture of creativity, ambition and joy in learning. Every space is designed to encourage pupils to think boldly, explore confidently and develop a deep sense of curiosity about the world. Our commitment to offering inspiring, hands-on learning experiences ensures that every child is equipped not only with strong academic foundations, but with the imagination, resilience and enthusiasm to become lifelong learners.

What makes North Worcester Primary Academy unique?

At North Worcester Primary Academy, community isn't something we talk about - it's something we live and breathe every day. Our school sits at the heart of North Worcester, surrounded by meaningful partnerships and organisations that enrich every child's experience. Pupils grow up knowing they belong to something bigger than themselves, developing empathy, confidence, and a deep understanding of what it means to contribute to their community.

One of our celebrated initiatives is the North Worcester Bike Bus - led by our families, powered by teamwork and loved by our pupils. Each week, pupils and parents ride to school together in convoy, promoting safe travel, independence, healthy lifestyles and a strong sense of togetherness. It is more than a journey; it's a joyful, visible symbol of our commitment to sustainability, wellbeing and collective responsibility.

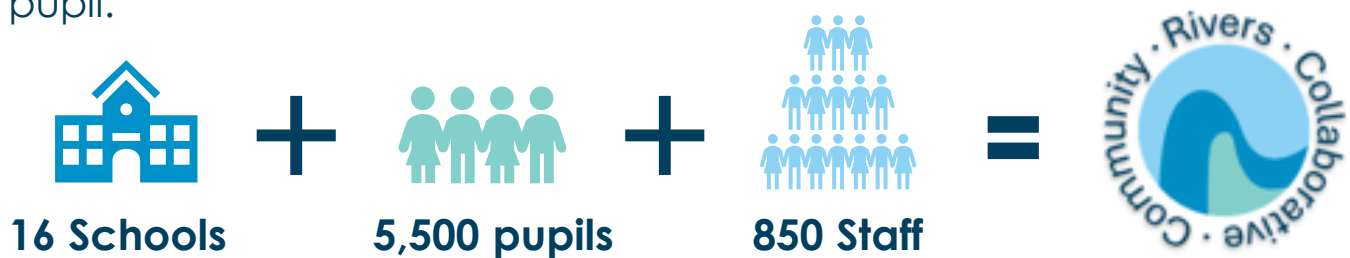
Our dedication to community values has also been proudly recognised through our nomination for the Community Involvement Award in the 2026 Worcestershire Education Awards, celebrating the positive impact our school makes across the local area.

These distinctive qualities reflect who we are as a school: a place where children feel connected, supported, and inspired every day. A place where learning extends far beyond the classroom, and where every family becomes part of our shared story.



Our trust

The Rivers C. of E. Academy Trust, founded in 2014, is a primary-specialist trust with a strong track record of improving schools and a collaborative yet singular purpose of providing an **extraordinary education** for every pupil.



Our community of sixteen schools has over 5,500 pupils and more than 850 staff. We are one of the largest primary multi-academy trusts in the West Midlands with a geographical reach across Worcestershire, Sandwell, and Dudley.

We pride ourselves on being front-line focused and our team of **extraordinary people** work passionately on our shared mission. Our ambition for each school remains a priority, with 100% of our schools rated 'Good' or 'Outstanding' by Ofsted, several of which have improved from weaker predecessor judgements.

Education provision across our family of schools is closely matched to the specific needs of our learners, particularly the most vulnerable and their families. We have high hopes for every child, whatever their background, need or prior attainment, and we empower our pupils to see their limitless potential so they can contribute positively to society and to their **extraordinary futures**.

Mission

Our mission embraces the character, purpose and future direction of our trust. It defines what we do and why we do it:

Extraordinary Education
Extraordinary People
Extraordinary Futures

Vision

Through an **extraordinary** education, we empower pupils to be life-long learners and see their limitless potential. Respectful relationships and an unwavering focus on discovering talents and interests enable pupils to flourish and be **extraordinary** people. Together, we spark aspiration and drive achievement, so that pupils contribute positively to society and to their **extraordinary** futures in an ever-changing world.

Ethos and Values

We are a family of schools with a Christian ethos. We have Church of England and community schools, welcoming families from all faiths and no faith, but together we are guided by our mission, vision and values. Whilst each school's unique character and local community are celebrated, we are united through our shared mission, vision and our **STARS** values. These are the characteristics and behaviours that we ALL share.



The Rivers
C.of E. Academy Trust

'An extraordinary education for every pupil'

2030 Strategy

Whilst acknowledging and celebrating our many successes, we are not complacent and continue to strive for excellence in everything we do. Our 2030 strategy sets out our three key themes, and the three 'anchors' within each theme, which outline our areas of focus as we move into our second decade.

Extraordinary Education

- Excellent teaching and provision
- High-quality support for vulnerable pupils
- Exceptional enrichment

Extraordinary People

- Empowered and valued employees
- Clear professional learning pathways
- High-quality collaboration and networks

Extraordinary Futures

- Purposeful environments
- Digital innovation and efficiency
- Thriving growth and partnerships



Extraordinary People

The Rivers C. of E. Academy Trust is a mission-driven connected learning community committed to transforming lives by providing an **extraordinary education** for every pupil.

We believe that **extraordinary people** create **extraordinary futures**. Together, through shared values and a commitment to excellence, we empower each other to grow, achieve, and make a lasting impact for our pupils.

Our people are the heart of our success. We have built a strong, supportive community of professionals, investing in every team member through collaboration and a broad menu of CPD. Headteachers have access to a range of professional opportunities, including a strong network of like-minded peers.

Staff Benefits: Our Commitment to You



In 2024, to mark our 10th anniversary, we launched Rivers' “**10 for 10**” initiative by introducing 10 brand-new staff benefits to thank our **extraordinary people**.

These benefits have been created to support staff wellbeing, growth, and work-life balance.

Click here to [Find out more about our staff benefits](#)

Job Description

Headteacher – North Worcester Primary Academy



Salary range: Leadership scale: L16 - L22 (£75,049 - £86,803)
(Starting point on scale TBC and dependent upon experience)

Contract: Full time, permanent

Line of responsibility: Responsible to the Director of Education

Start Date: September 2026

The post-holder will shape, lead and quality assure the leadership and management of the school to ensure it operates effectively and in line with school development plan priorities. They will also identify any barriers to school effectiveness and implement strategies that address this and drive success and continuing improvement to ensure an **extraordinary education** for every pupil.

The successful candidate will ensure the school stays at the heart of the local community, encouraging and empowering an excellent team of staff to be the best that they can be for our pupils.

Reporting to the director of education and working closely with executive leaders, other headteachers across the trust, central services team members and other stakeholders, the post-holder will build positive and respectful relationships across the community and create an inclusive learning environment where every pupil is challenged and supported to reach their full potential.

Key purpose:

Extraordinary education:

Ensure the highest standards of education through the promotion of effective teaching and learning.

Deliver a balanced curriculum with a rich extra-curricular programme that identifies and addresses any barriers ensuring all pupils have access to high-quality education and support.

Extraordinary people:

Build a collaborative and supportive environment that fosters a culture of respect, inclusivity, empathy and understanding within the school community.

Encourage, inspire and empower others to achieve excellence, enabling all pupils to flourish and reach their full potential.

Extraordinary futures:

Exercise strategic, curriculum-led financial planning to ensure the equitable deployment of budgets and resources in the best interests of pupils' achievement and the school's sustainability.

Maintain a strong and resolute focus on the frontline to ensure that pupils, families and staff receive the very best expertise and resources to do **extraordinary** things with their futures.

Key accountabilities:

Strategic thinking and outcomes: in line with the trust's mission and vision and 2030 strategy, establish and sustain effective leadership and strategic direction, driving continuous success and ensuring the highest possible standards in all areas of the school and trust-wide community.

Consistency and collaboration: ensure understanding and adherence of Rivers' standardised, aligned and empowered policies and procedures.

Build community cohesion and understanding that we work together as a collaborative community network of schools for the good of all children in the trust and not just the individual school.

Outward facing: work in partnership with other trust leaders, communities, local authorities, external agencies, partners and businesses to forge links and collaborative networks that can provide support for staff, pupils and families.

Coaching and staff development: cultivate staff professionalism by keeping up to date with developments in education, championing best practice and creating opportunities to meet the continuing professional learning needs of all staff members.

Key responsibilities:

Mission, vision and strategic direction

- Embrace the trust's mission and vision, ensuring this is clearly articulated, shared, understood and effectively embedded in everyday work and practice.
- Work with the school community and wider trust to translate the mission and vision into agreed objectives and operational plans which will promote and sustain continual school improvement and a sense of team ownership.
- Promote a culture of respect, empathy and understanding across the trust, fostering positive relationships between pupils, staff and the wider community.
- Motivate and work with others to create a collaborative community with a shared culture and positive climate.
- Ensure creativity, innovation and the use of appropriate new technologies to achieve excellence.
- Ensure that the strategic planning takes account of the diversity, values and experience of the school and wider community.
- Maintaining high morale and setting an example of high-quality performance in standards and leadership.
- Support strategic priorities identified within Rivers' 2030 strategy.
- Work closely with external partners and agencies to build relationships that support the inclusion of vulnerable pupils.
- Advise the director of education of any key strengths and weaknesses ensuring any gaps, risks and reputational threats are recognised.
- Ensure the school is well placed for external scrutiny through robust, accurate and comprehensive systems of self-evaluation consistent with trust policies and procedures.

Leading teaching and learning

- Secure and sustain a consistent and continuous approach to teaching and learning across the school, monitoring, evaluating and setting targets for improvement in the quality of teaching and standards of pupil's achievement.
- Demonstrate and articulate high expectations, setting challenging targets for the whole school community.
- Implement the school's teaching and learning priorities through effective assessment procedures, the development of personalised learning and ensuring curriculum enrichment opportunities are maximised.
- Ensure that learning is at the centre of strategic planning and resource management.
- Implement strategies that secure high standards of behaviour and attendance.
- Embed a culture and ethos of constructive challenge and support, ensuring effective corrective action and follow-up where necessary to ensure all pupils can achieve success and become engaged in their own learning.
- Lead and co-ordinate the construction of the school improvement plan and self-evaluation process.
- Take a strategic role in the development of new and emerging technologies to enhance and extend the learning experience of pupils.
- Provide challenge, monitoring and support to improve practice where weaknesses have been identified.

Developing self and working with others

- Treat people fairly, equitably and with dignity and respect to create and maintain a positive school culture.
- Build a collaborative learning culture within the school and actively engage with other schools within the trust to build effective learning communities.
- Collaborate and work in partnership with executive and other leaders across the trust to ensure Rivers' 2030 strategy is implemented and delivered seamlessly.
- Ensure high quality information regarding the trust, school and local offer is available to all parents and carers.
- Champion best practice and inspire all practitioners by leading with compassion, integrity and always communicating transparently and effectively.
- Develop and maintain effective strategies and procedures for staff matters including induction, continuing professional learning and development review, reporting the impact to the director of education.
- Ensure effective planning, allocation, support and evaluation of work undertaken by all staff, ensuring clear delegation of tasks and responsibilities.
- Develop and maintain a culture of high expectations for self and for others, taking appropriate action when underperformance is identified.
- Regularly review own practice, setting personal targets and work closely with the director of education to ensure all development review objectives and targets are achieved.
- Manage own workload and that of others to ensure an appropriate work/life balance.
- Shine a light on and share brilliant practice that exists in our schools.

Managing the school

- Create an organisational structure that reflects the trust's mission and vision and enables the management systems and processes to work effectively in line with the school's development plan, trust policies and legal requirements.
- Produce and implement clear, evidence-based improvement plans for the development of the school and its facilities.
- Manage the school's financial and human resources effectively and efficiently to achieve the school's educational goals and priorities.
- Recruit, train and deploy staff appropriately and manage their workload to achieve the mission and vision of the school and trust.
- Lead and coordinate the work of the school's senior leadership team.
- Implement successful development review processes with all staff.
- Manage and organise the school environment efficiently and effectively to ensure that it meets the needs of the curriculum and health and safety regulations.
- Ensure that the progress of each pupil is monitored and recorded so that decisions can be made about any next steps required.
- Ensure the assessment requirements of the national curriculum are implemented.
- Ensure that the range, quality and use of all available resources is monitored, evaluated and reviewed to improve the quality of education for all pupils and ensure value for money.
- Be responsible for promoting and safeguarding the welfare of all pupils at the school.



Accountability and governance

- Support the work of the advocates and trustees, providing advice and guidance as necessary to enable them to meet their responsibilities.
- Develop a school culture and ethos that enables everyone to work collaboratively, share knowledge and understanding, celebrate successes, accept constructive feedback and responsibility for outcomes.
- Use a range of evidence, including national data and own school's performance data to support, monitor, evaluate and improve aspects of school life, including challenging underperformance.
- Reflect on personal contribution to the school and trust achievements and take account of feedback from others.
- Develop suitable quality assurance systems and present clear, accurate and coherent reports of the school's performance to a range of audiences including executive leaders, advocates, trustees, parents and Ofsted.
- Ensure individual staff accountabilities are clearly defined, understood and agreed and are subject to robust review and evaluation.
- Ensure the shared development and operation of effective assessment, recording and reporting systems, using the full potential of technology and data systems to set targets, monitor pupils' progress and raise attainment.

Strengthening community partnerships

- Build a school culture and curriculum which reflects the richness and diversity of the school community.
- Create and promote positive strategies for challenging prejudice and dealing with harassment.
- Collaborate with other agencies in protecting children.
- Create a wholly inclusive environment where all pupils' needs can be welcomed and supported appropriately.
- Create and maintain an effective partnership with parents and carers to support and improve pupils' achievement and personal development.
- Ensure parents have access to appropriate and up-to-date information about the school and the progress of their child.
- Seek opportunities to invite parents and carers, community figures, businesses and other organisations into the school to enhance and enrich the school and its value to the wider community.
- Contribute to the development of the school and trust by working in partnership with the trust's other schools to share best practice, promote innovative initiatives and collaborate on specific trust-wide projects.
- Engage fully with the work of the trust by attending leadership meetings and taking shared responsibility for the improvement of all schools in the trust.

Designated or Deputy Safeguarding Lead

- Be responsible for child protection, welfare and safeguarding in school, including any changes to policy in these areas.
- Support staff on child protection and welfare matters. Contribute to the assessment of pupils and support staff in making referrals for the school.
- Take part in strategy discussions and inter-agency meetings.
- Undergo training to provide the skills and knowledge required to carry out the role, including Prevent awareness training.
- Carry out any other responsibilities deemed necessary to fulfil the role.



Additional Responsibilities

- To carry out any such duties as may be reasonably required by the director of education.
- To undertake any further training as required.
- To be aware of and observe all policies, procedures, working practices and regulations. In particular:
 - a. Employees must comply with the provisions of 'The Health and Safety at Work Act 1974' and must take reasonable care for the health and safety of themselves and of other persons who may be affected by their acts of omissions whilst at work. Employees are also required to cooperate with their employer to enable them to perform or comply with any statutory provisions. The trust's efforts to promote a safe and healthy working environment can only succeed with the full co-operation of its employees.
 - b. To understand, comply with and promote the trust's safeguarding policy and procedures. It is the responsibility of all employees to make the working environment safe and secure for all.
 - c. It is the responsibility of all staff to comply with the trust's equal opportunities policy. The key responsibilities for staff under this policy are set out in the trust's code of conduct. The duties described in this job description must be carried out in a manner which promotes equality of opportunity, dignity and due respect for all employees and service users.
 - d. To maintain the confidentiality about pupils, clients, staff and other trust business. The work is of a confidential nature and information gained must not be communicated to other persons except in the recognised course of duty. The post holder must meet the requirements of the Data Protection Act at all times.
 - e. To report to line manager, or other appropriate person, in the event of awareness of bad practice.
 - f. Employees must adhere to the code of conduct and comply with all reasonable management requests. This job description is intended to provide a broad outline of the accountabilities and responsibilities only. The post holder will need to be flexible in developing the role in conjunction with the line manager. The post holder may be asked to carry out any other delegated duty or task that is in line with their post.

The trust reserves the right to alter the content of this job description, after consultation, to reflect changes to the job or services provided, without altering the general character or level of responsibility.

The Rivers C. of E. Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Successful candidates will be subject to an enhanced DBS check, barred list check, online searches and a medical questionnaire.

Person Specification

North Worcester Primary Academy - Headteacher

Education and qualifications



North Worcester
Primary Academy

Essential	Desirable
<ul style="list-style-type: none">• Honours degree• Qualified Teaching Status• Evidence of further professional development and willingness to undertake other training• Up to date knowledge of essential aspects of Headship	<ul style="list-style-type: none">• Postgraduate study• NPQH• Further relevant professional studies

Experience

Essential	Desirable
<ul style="list-style-type: none">• Teaching experience within primary sector• Significant leadership experience and impact• Use of successful measures that promote and ensure the safeguarding of children• Involvement in school improvement planning• Experience of working with parents, carers and outside agencies• Experience of managing staff• Creating and securing commitment to a clear vision• Successful initiation, management of and improvement in pursuit of strategic objectives• Leading change, creativity and innovation• Developments in education at local, national and global levels• Ways of achieving stakeholder and community engagement• Methods to ensure the specified teaching standards are harnessed and maintained by all teaching staff• Principles of quality learning, teaching and assessment including school review and self evaluation• Use of external support and expertise• New technologies to support learning and teaching• Strategies for improving outcomes and achieving excellence for all• Tools for data collection and analysis• Behaviour and attendance management• Special educational needs and pastoral care• Employment market, effective recruitment, development and management of staff• Technology to enhance organisational effectiveness• Strategies to maximise contributions from the workforce• Legal issues relating to leading and managing a school• Delegate, collaborate and distribute leadership• Create an environment which enables people to perform at their best and underpins effective employee relations• Develop and sustain a safe, secure and healthy school environment	<ul style="list-style-type: none">• Experience of more than one school/ academy• Experience of more than one key stage• Experience of managing budgets• Deputy headteacher or head of school experience

Person Specification

North Worcester Primary Academy - Headteacher



North Worcester
Primary Academy

Personal skills, attributes and knowledge

Essential	Desirable
<ul style="list-style-type: none">• Seek expertise and advice from within and outside the school• Significance of interpersonal relationships, including impact on teacher performance and pupil learning• Performance management continuous professional development and sustained school improvement• Building motivation, including the importance of celebrating achievement• Knowledge of models of effective leadership and organisational structures• Own performance, ways of obtaining feedback and how to improve• Support and development systems for individuals and teams• Building and sustaining a learning community within a diverse workforce• Ability to influence, persuade and implement cultural change.• Confidence in dealing with challenging conversations and adhering to policies and procedures.• Ability to maintain strict confidentiality in all matters and command confidence and credibility.• Ability to communicate effectively and build trust and mutual respect between pupils, families and staff.• Attention to detail and accuracy.• ICT literate with a working ability to use key IT software to present work to a high standard.• Highly skilled at evaluating existing practices and using data to inform strategy and whole school/trust improvement.• Develop and actively encourage collaborative working for improvement.• Prioritise workload and use initiative, particularly when under pressure, to meet deadlines.• Effective partnership working skills, able to draw on and build upon strengths of others and work constructively as part of a team, understanding trust, school roles and responsibilities.• Available and approachable to all staff at all levels.• A commitment to our trust's mission and vision.• Personal integrity and probity with a commitment to the seven principles of public life	<ul style="list-style-type: none">• Strategic planning processes, tools and techniques• Promoting a strong culture of pedagogic research approaches and familiarity with major changes within the curriculum• Organisational development, planning and implementing change• Project management techniques• Ways of applying effective practice and research evidence to improve outcomes



How to Apply

Application forms can be accessed via the link below:

Rivers Application Form – Teacher

Your covering letter should demonstrate how your career to date and the impact you have had has prepared you for this post and be no longer than two sides of A4.

Please download a copy and email your completed application form to hr@riverscofe.co.uk by 9am **on Monday 23rd February 2026**.

(applications received after this date/time will not be accepted)

Please do not submit a curriculum vitae as these will not be included in the shortlisting process.

Shortlisted applicants will be contacted by **Friday 27th February** and interviews will be held week commencing **Monday 2nd March 2026**.

To find out more, you can visit our [trust website](#) and [North Worcester's website](#).

Brief tours of North Worcester are being offered by the school's senior leadership team along with the opportunity to have an informal conversation about the role with our Director of Education, Kerry Postans. These are available **by appointment only** during the following dates/times:

- **Thursday 5th February (1pm – 5pm)**
- **Wednesday 11th February 2026 (9am – 1pm)**

If you would like to book and confirm an appointment for a tour, an informal discussion, or both, then please contact Sarah Davies on 01299 851178 or sdavies@riverscofe.co.uk. We ask that you please commit to one of these scheduled visit dates/times wherever possible.

If you are unable to make either of these dates/times and would still like to discuss the role further, please contact Sarah to see if we can find an alternative time for a brief telephone or MS Teams call with the director of education or another member of our executive team.

The Rivers C. of E. Academy Trust is committed to safeguarding and promoting the well-being of children and expects everyone to share this commitment. The successful applicant will undergo a full enhanced DBS check.

The Rivers C. of E. Academy Trust reserves the right to withdraw the vacancy should a suitable candidate be found at any time during the recruitment process.



The Rivers

C.of E. Academy Trust

Thank you for your interest in working with The Rivers C. of E. Academy Trust.

We look forward to receiving your application.

 **The Rivers C of E Academy Trust**
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