



Heronswood Primary &
Pre-School

Application Pack

Pre-School Playworker

An extraordinary education for every pupil



Welcome

Héronswood Primary School is an exciting and dynamic place to be. We aim to inspire our children with our curriculum which is designed to motivate and engage the children in their learning. Through an extraordinary education, we empower pupils to be life-long learners and see their limitless potential.

At Heronswood we strive to make the time our children spend at school as fun, exciting, engaging and as memorable as possible. We recognise that children learn best when they have an emotional connection to the activities they are participating in. We do this through a stimulating, vibrant curriculum but also by bringing in outside people and by taking the children out on trips and visits.

Overview

School overview template

Héronswood Primary School & Pre-School is a 2-form entry Primary School, with attached Pre-School and Tots Room, located in Spennells, Kidderminster

Currently oversubscribed for September 2025. It has 498 pupils from age 2-11 years on roll and 65 staff.

Established in 1982, Heronswood Primary School was one of the founding members of the Rivers CofE Academy Trust in 2014.

Ethos

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.

Performance

At this school 61% of Year 6 pupils meet expected standard in Reading, Writing and Maths. 81% of pupils meet expected standard in Reading, 65% in Maths and 79% in Writing.

Our latest Ofsted judgment: Outstanding (May 2024)



About Us

The Rivers C of E Academy Trust is a multi-academy school trust, specialists in early years and primary provision, serving over 5250 pupils across three local authorities: Worcestershire, Dudley and Sandwell.

Established in 2014, The Rivers C of E Academy Trust now comprises of a respected teaching alliance, sixteen 'Good' and 'Outstanding' primary, first, and nursery settings and an alternative provision. We are a connected learning community with a shared aim to create **'an extraordinary education for every pupil'**.

We are a community of schools with a 'Christian ethos', welcoming families from all faiths and no faiths, but together we are guided by our shared mission, vision and values.

Our Mission

- Extraordinary Education
- Extraordinary People
- Extraordinary Futures

Our 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.

Our STARS Values



Sharing



Trust



Achievement



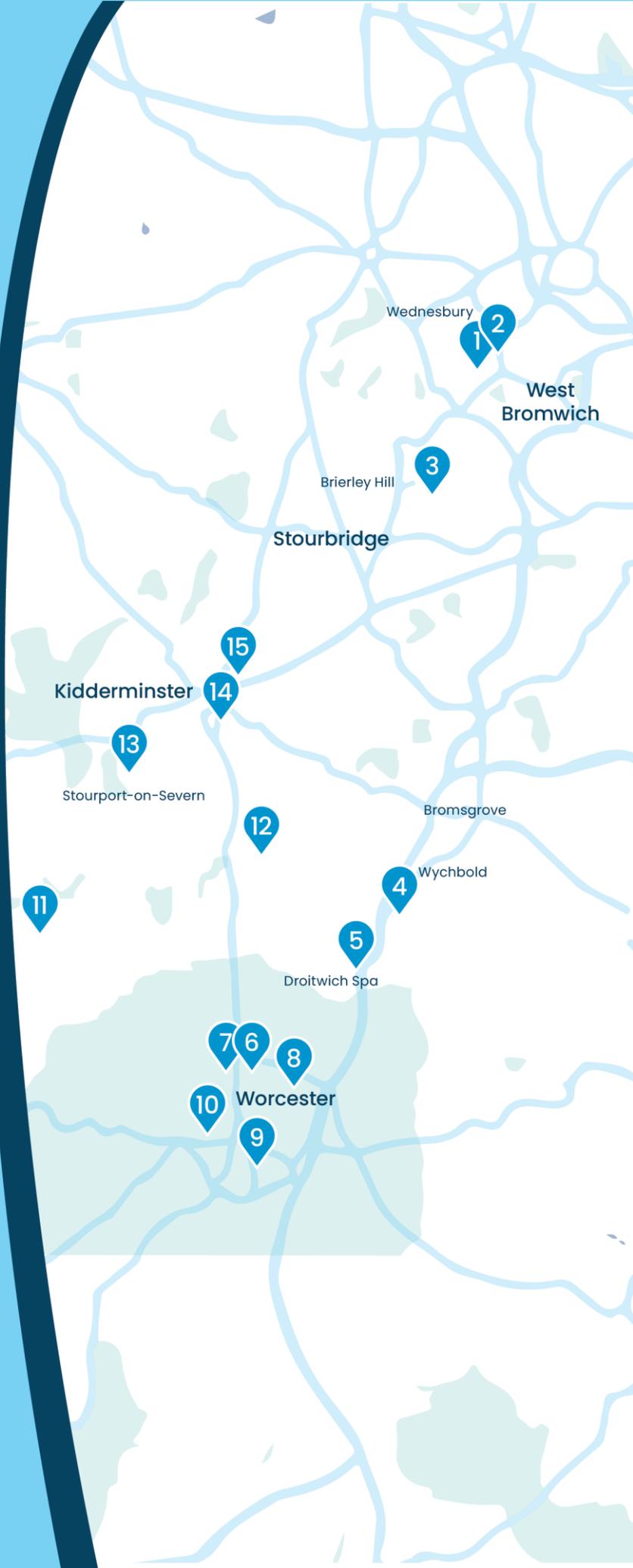
Respect



Safety

Our Schools

- 1 Summerhill Primary Academy Summerhill's Little Treasures
- 2 Jubilee Park Academy
- 3 Dudley Wood Primary School
- 4 Wychbold First and Nursery School
- 5 St Peter's Droitwich CofE Academy
- 6 North Worcester Primary Academy
- 7 Northwick Manor Primary School
- 8 Cranham Primary School
- 9 Cherry Orchard Primary School
- 10 St Clement's CofE Primary School and Pre-School
- 11 Great Witley CE Primary School
- 12 Cutnall Green CofE Primary School
- 13 Burlish Park Primary School
- 14 Heronswood Primary School
- 15 Unity Academy



Staff Benefits

We believe that collaboration and staff wellbeing are at the heart of our success.

Supported by our trust, we offer a range of benefits to enhance our work environment and support the professional and personal growth of our staff, including work-life balance.

Education Mutual

Staff can access a comprehensive range of healthcare services through Education Mutual, including mental health support, 24/7 GP Healthline, physiotherapy, stress management resources, and occupational health services.

Find out more about Healthcare and Wellbeing Services here:

www.educationmutual.co.uk/service/healthcare-and-wellbeing/

Local Government Pension Scheme (LGPS)

The Local Government Pension Scheme (LGPS) is a defined benefit plan, meaning your pension is calculated based on your salary and length of service and adjusted for inflation. This ensures a secure and guaranteed income in retirement, unaffected by investment performance.

Find out more about LGPS here:

www.lgpsmember.org/

Other staff benefits include:

- Competitive salary
- Six INSET days per year
- Protected CPL time
- Continued professional development pathway for every role
- No work communication outside working hours
- Excellent holiday entitlement for support staff: Bank holidays plus 25 days paid holiday (pro rata)
- 5 days extra paid holiday after 5 years' service (pro rata)
- Time for You' day
- Family-friendly policies including flexible working, occupational maternity and paternity pay
- Reasonable release time for significant personal events
- Length of service awards
- Resources for retirement and financial planning
- Cycle-to-work scheme
- Free tea, coffee and milk



About the Role

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|-----------------------|--|
| Job Title: | Pre-School Playworker – 16 hours per week 2 days per week (Thurs/Fri) 8.30am – 5.00pm |
| Salary: | £24,413-£25,185 reduced proportionately to reflect part-time hours (actual salary £9,068.67 – £9,355.45) |
| Contract Type: | Part-time Permanent |
| Reporting To: | Pre-School Manager |
| Start Date: | May 2026 |

We have an exciting opportunity to join our friendly team at Heronswood Primary School.

We are looking for applications from people who share our Trust's values and vision. The successful candidate will have the enthusiasm and ability to inspire children, be highly motivated and organised, has high expectations and the desire to make a difference.

Job Description

Key Purpose:

- Planning and delivering challenging, engaging and enjoyable activities.
- Forming relationships with the children, enabling them to be comfortable in their surroundings and providing an environment where they can play and explore.
- Working as part of a team to deliver a high standard of care and education.
- To ensure that the Pre-School is a safe environment for children, staff and others.
- Good understanding of safeguarding issues.
- Developing partnerships with parents/carers to increase involvement in their child's development.
- To be responsible for any tasks delegated by the school leadership team.

Main Activities:

- To provide a safe, caring and stimulating educational environment, both indoors and outdoors at all times.
- • To deliver an appropriate play based Early Years Foundation Stage (EYFS) curriculum that enables children to make individual progress.
- To work as a key worker for a group of children ensuring their personal needs and learning needs are met, tracked and assessed. You will be supporting Pre-School children during main school time and in our wrap-around provision.
- To work professionally with colleagues within the setting ensuring all children's needs are met
- To lead in an area of the curriculum and to become an 'expert' in that area
- To help ensure our setting meets Ofsted requirements at all times
- To follow the curriculum planning to ensure the children get a broad and balanced curriculum
- To work with other professionals in the local area for the benefit of children and families

Generic Responsibilities

- To ensure confidentiality is maintained at all times.
- To ensure high standards of professionalism at all times.
- Seek ongoing improvement within own area of responsibility and undertake any further training as identified in the trust review procedures.
- Maintain a flexible and team working approach and perform such other duties as may be required.
- To promote the values and vision of the Rivers C of E Academy Trust and value each school for its differences as well as similarities.
- 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. Everyone must adhere to the 5 Rs in relation to possible abuse: Recognition, Response, Reporting, Recording and Referral. The Trust can only ensure its dedication to the protection of vulnerable people with the full cooperation of its employees.

- The Trust has an Equality and Diversity policy and it is the responsibility of all staff to comply with this. Also, the key responsibilities for staff under this policy are set out in the Trust Code of Conduct. The duties described in this job description must be carried out in accordance with those policies, in a manner which promotes equality of opportunity, dignity and due respect for all employees and service users.
- To maintain the confidentiality about 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.
- Be aware of, promote and implement the Trust's Quality and Information Security Management Systems.
- To report to line manager, or other appropriate person, in the event of awareness of bad practice.

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.

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.

Other

- To have professional regard for the ethos, policies and practices of the school in which you teach, and maintain high standards in your own attendance and punctuality
- Perform any reasonable duties as requested by the Headteacher

Conditions of Employment

- The above responsibilities are subject to the general duties and responsibilities contained in the written statement of conditions of employment
- To be subject to all relevant statutory requirements as detailed in the most recent School Teachers' Pay and Conditions
- Attention is also drawn to the requirements for planning, preparation and assessment time under which all teachers at a school with timetables teaching commitments have a contractual entitlement to guaranteed PPA time within the timetabled teaching day
- Any other duties as directed by the Head teacher

The School 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 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 and is consistent with the School's Equal Opportunities Policy and Code of Conduct.

Person Specification

| Criteria | Essential | Desirable |
|-------------------------------|--|--|
| Qualifications and experience | <ul style="list-style-type: none"> Willingness to participate in development and training opportunities Relevant Level 2 qualification as referenced in the Early Years Qualification Checklist | <ul style="list-style-type: none"> Training in the relevant strategies e.g. parenting and/or in particular learning areas, e.g. quality improvement, observation and record keeping, Communication, Language and Literacy, ICT, maths, etc. Full working knowledge of relevant policies/codes of practice and awareness of relevant legislation. Understanding of principles of child development and learning processes and in particular barriers to learning. Health & Safety certificate Paediatric First Aid qualification Safeguarding training |
| Skills and knowledge | <ul style="list-style-type: none"> Ability to plan effective learning and care programmes either under appropriate supervision and guidance or in collaboration Ability to work independently using own initiative and own ideas Ability to self-evaluate learning needs and actively seek learning opportunities Ability to relate well to children and adults including other professionals/carers/parents Ability to demonstrate and promote good practice in line with the ethos of the school both indoors and outdoors Ability to manage multiple tasks, whilst ensuring children, colleagues, parents and carers are respected and listened to Fluent English speaker Effectively communicate with adults and children Good written, verbal and non-verbal communication | <ul style="list-style-type: none"> Proven experience of working with children in an early years learning environment, either on placement or in paid employment Experience of working in Early Years in a school environment Experience of working as part of a team Ability to reflect on learning and care needs and use this knowledge to impact on children's outcomes e.g. in planning, procurement of resources, Individual Education Plans (IEPs), communication with parents Experience of working with other agencies and professionals Knowledge and understanding of the type of external support that is available to support children's development and how to access these services Ability to interact with children and support their involvement in physical activities and outdoor play Consistent approach with children and parents Experience of having kept written records of children's achievements including observations Ability to promote and market the service to the wider community |
| Personal qualities | <ul style="list-style-type: none"> Proactive and positive team player, able to work constructively as part of a team to understand Pre-School roles and responsibilities and own position within these Enthusiasm for learning and working with children Caring, friendly, approachable, open, honest, inclusive, welcoming, and personable Able to maintain confidentiality at all times | <ul style="list-style-type: none"> Reflective approach and commitment to personal development Able to provide consistently high levels of quality care and education opportunities to all children, in pressured and sometimes challenging environments |

How to Apply

Application forms are available to download here: [Vacancies | Heronswood Primary School](#)

Please email completed application forms to hwoffice@riverscofe.co.uk

Closing date 9am on Monday 13th April 2026

Interview on Tuesday 21st May 2026

We are committed to safeguarding and promoting the well-being of children and expect everyone to share this commitment. The successful applicant will undergo a full enhanced DBS check.



The Rivers
C.of E. Academy Trust

Get in Touch

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