



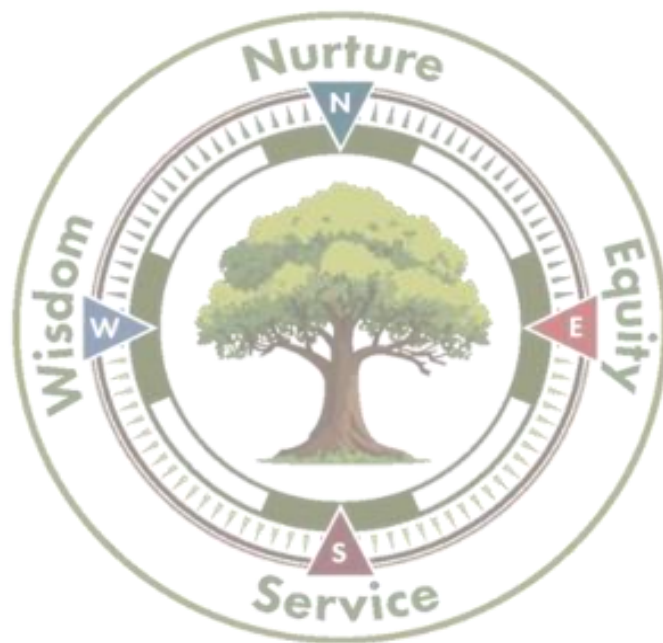
Information for candidates





CONTENTS

1. Welcome to Shires Multi Academy Trust	3
2. Our family of schools	4
3. Trust Vision & Goals	5
4. Career Testimonials	6
5. Working for the MAT	7
6. Welcome from Chair of Governors	8
7. Job Description	9
8. Person Specification	11



Welcome to Shires Multi Academy Trust



The Shires Multi Academy Trust is a family of academies working together to offer our communities excellent educational experiences, so that everyone in the Trust can flourish. We believe that developing an inclusive, proactive and dynamic culture, supports our staff and pupils in achieving what they are capable of.

There are currently 11 schools in the Trust: Webheath Academy Primary School, Feckenham Primary School, Ridgeway Secondary School, Studley High School, Astwood Bank Primary School and North Bromsgrove High School, Studley High School, Beoley First School and new to the trust in January 2026 St Lukes CE First School, Crabbs Cross Academy, St Georges CE First School and Nursery and The Vaynor First School all within a twenty minute drive of one other.

Shires MAT employs a collaborative approach where schools retain significant autonomy, enabling school leaders to focus on making a real difference for their pupils, staff and the wider community. This autonomy is framed by core systems and processes common to all schools which support safeguarding, finance, IT, HR, Health & Safety, SEND, Improvement planning and Quality Assurance.

Our Trust workforce benefits from positive and progressive policies aimed at supporting and developing people in their roles. We are continually looking at ways to improve our provision for both pupils and staff and will always try to provide the best possible environments in which to learn and work.

This is an exciting time to join the Trust, as expansion brings further opportunity for new roles, system development, and the potential to impact positively across the MAT.

SHIRES MAT HAS DEVELOPED A CORE SET OF VALUES.



NURTURE

Feeling valued by others for who you are so you can build up personal confidences and step into challenges.



EQUITY

Understanding that no-one is born successful, but we are all capable of flourishing as individuals at any age, given the right opportunities, support and challenge, within an inclusive environment.



SERVICE

Helping others and being a positive member of society and your community bringing its own innate rewards.



WISDOM

Acquiring knowledge and skills to thrive academically and personally, leading to fulfilment.

OUR FAMILY OF SCHOOLS

Secondary



NORTH BROMSGROVE
HIGH SCHOOL & SIXTH FORM



RIDGEWAY
SECONDARY SCHOOL



STUDLEY
HIGH SCHOOL

Primary



Shires
Multi Academy Trust



Feckenham
CE Primary



Trust Vision and Goals

**GROWING TOGETHER,
GUIDED THROUGH NURTURE,
EQUITY, SERVICE & WISDOM**



COMMUNITY
SUPPORTING CHILDREN THROUGH
COLLABORATION & OPPORTUNITY

EDUCATION
SUPPORTING CHILDREN
THROUGH LEARNING

SUSTAINABILITY
SUPPORTING CHILDREN THROUGH
IMPROVING OUR ENVIRONMENT

Career Testimonials

I joined Shires Multi-Academy Trust in April 2025 because the Trust's values genuinely resonated with me. I was looking for an organisation where teaching and learning were clearly prioritised, and where I could focus my energy on making a real difference for pupils. From the very start, Shires MAT felt like a place where those values were not just stated but lived.

One of the most positive aspects of working within the Trust has been the strong culture of collaboration. The opportunities to work closely with other school leaders have been invaluable — sharing ideas, learning from one another, and working together with a shared sense of purpose. This supportive network has made me feel both challenged and encouraged and has had a real impact on my professional growth.

Since joining the Trust, I have also had opportunities to make a wider contribution beyond my own school, including being part of the DfE RISE project, supporting another school on its improvement journey. These experiences have been incredibly rewarding and have allowed me to develop my leadership skills while helping to make a positive difference elsewhere.

What stands out most to me about Shires MAT is how seriously my career development is taken. Opportunities for growth are meaningful, thoughtfully planned, and genuinely exciting. I feel supported to develop my skills and knowledge, and I am inspired by the Trust's ambition and sense of direction. As Shires MAT continues to grow, I am really looking forward to developing alongside it and contributing to its ongoing success.

During my two years at Shires MAT, I have been fortunate to undertake a variety of roles across the trust. I initially joined as a Senior Administrator, providing administrative support to the CEO and the central team.

After six months, I transitioned into supporting the business function of one of the primary schools. This role then expanded to include supporting an additional primary school, before progressing into my current position as Primary Schools Relationships Manager. In this role, I now support four primary schools following the centralisation of the primary business function across the Trust.

I am extremely proud to work for Shires MAT. The Trust's ethos, the strong relationships between colleagues, and the wide range of CPD opportunities available have been exceptional. I thrive on the continuous development of my skills and the knowledge I have gained within the education sector. Every day truly is a learning day, and I feel fully supported by my line manager, the Chief Operations Officer and the rest of the Trust Executive Leadership Team.

I can confidently say that it is a pleasure to come to work each day, and it is especially rewarding to know that my role contributes to a wider purpose— supporting our schools in making a meaningful and lasting difference for the children and the communities they serve. I am excited about the opportunities ahead and what the future holds for me in Shires MAT.

I joined Shires Multi Academy Trust at an exciting point in its development, attracted by its strong values, ambition for improvement, and commitment to developing people at every stage of their career. Since entering the Trust, I have been consistently supported and challenged to grow as a leader, while being given meaningful opportunities to make a tangible impact across schools.

I began my journey at Ridgeway as a middle leader and classroom practitioner, where I was encouraged to take on wider responsibility early in my career. Upon becoming part of the trust, I was quickly supported by high-quality professional development, mentoring from senior leaders, and the Trust's open and collaborative culture, because of this, I was able to broaden my leadership experience and contribute beyond my immediate role. This support enabled me to feel fully supported in my early stages of senior leadership, and I am now proud to serve as Deputy Headteacher at Ridgeway Secondary School and Trust Lead (Safeguarding and Attendance) for Shires.

What stands out most about Shires MAT is its culture. It is a supportive, open, and collaborative Trust where leaders are trusted, developed, and encouraged to innovate. There is a genuine sense that people want each other to succeed, and professional dialogue is always rooted in respect and shared purpose. Challenge is balanced with care, and there is a strong emphasis on reflective practice and continuous improvement. The Trust has played a significant role in my career development, providing clear pathways for progression and opportunities to lead, influence, and learn.

Rebecca Gordon
Headteacher
Webheath Primary School



Susanna Cookes
Primary Schools
Relationship Manager



Jack Worton
Deputy Headteacher
Ridgeway and Trust Lead
Safeguarding & Attendance



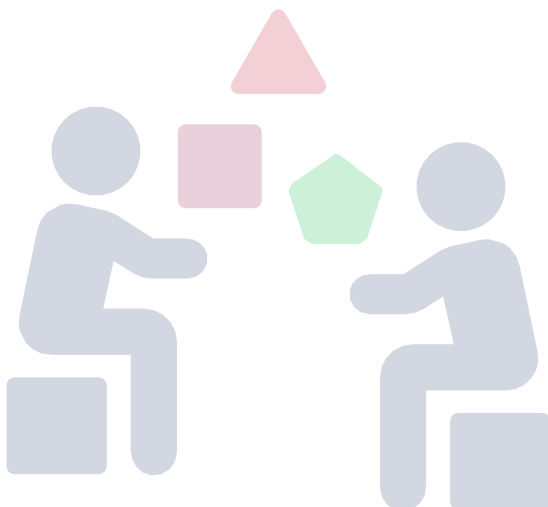
Working for the MAT

Shires MAT is a medium-sized MAT with great ambition to grow and develop as a regional organisation where excellent practice and motivated staff support a caring and high performing environment for all.

Our schools are performing well overall but there is more to be done to meet our ambitious 2030 goals linked to outcomes, finances, reputation and sustainability. Opportunity is very important to the Shires MAT, not only does the MAT promote and encourage cross school interactions and opportunities for pupils but each school also has a diverse and impactful array of experiences available for all pupils. Each school within Shires is working towards ever closer relationships and interactions within the communities they serve, developing as 'anchor' institutions.

If you are someone who values community and understands the benefit of opportunity for all, regardless of background or starting points, and you have a passion for ensuring every pupil and every member of staff should be supported to learn and grow and develop as individuals, then Shires MAT is a place where you could thrive.

This versatility and understanding are important to us and we recognise that to employ and retain high calibre people who will support our Trust vision, always promote high quality provision and have the diligence to always develop and improve both self and others, we need to offer a fantastic place to work with the right culture and additional benefits.



We provide high quality CPD (through online platforms or separate courses and bespoke events) to enable staff to develop their practice, skills and expertise in their role.

Since forming in 2020 with three schools the central team has grown to incorporate a chief finance officer, a finance team, a chief operations officer and chief executive officer. Each executive leads a team who work closely with staff in each school to help deliver great experiences and opportunities for both staff and pupils. As we continue to expand our offer, we need to recruit dynamic, progressive people with the skill set, values and ability to add value to our successful organisation.

All staff are enrolled into the generous LGPS or TPS schemes with employer contribution rates in excess of 20%. There really are excellent pension options within the Trust.

All staff benefit from in addition to the generous pension plan:

- **High quality CPD for staff at all levels**
- **Extensive career development plans**
- **Support offers for staff at all levels**
- **Employee assistance program**
- **Access To occupational health**
- **Access To Metal Health First Aiders**
- **Flexible working opportunities**
- **Wider development programs and CPD opportunities**
- **Salary sacrifice schemes on electric vehicles (some restrictions on use)**

We have an excellent track record of developing staff to take on greater responsibility and build their career. In the past three years, ten new roles exist within the Trust, that are helping us shape our current offer and plan for what our future self looks like. As we grow there will be more need for greater responsibilities and also new roles within all sectors of the Trust.

WELCOME

Thank you for your interest in the role of Headteacher at Webheath Academy Primary School.

Webheath Primary School is part of the Shires MAT, a trust of eight primary/first schools and three secondary schools. We are looking for someone who has the energy, enthusiasm, integrity and ability to think strategically and take our school forward for the benefit of all our students, teaching and pastoral team, and our parents and local community

It is essential we employ a leader who shares our Trust and schools vision and values and demonstrates behaviours consistent with our values.

Webheath Academy Primary Schools has a clearly articulated vision which is “**Learning, Creating and Growing Together**”. This vision is supported by the five values of, **Kindness, Zest, Respect, Nurture and Integrity**. These values are built into all aspects of the schools life, through the experienced teaching and pastoral team, through the pupils leaning and development and through the support of the parents and local governing committee.

To get the right Headteacher for Webheath Academy Primary School and Shires MAT we are looking for:

- An experienced leader with the skills and aptitude to recognise and support the important and flourishing parts of the school and balance this with development work required to improve the school further.
- A leader who can work collaboratively within the Trust and throughout the school, to ensure clarity of focus on key priorities, whilst managing change effectively.
- A collaborative leader who can recognise their own strengths and areas for development, shaping a complementary leadership team to deliver excellence at Webheath Academy Primary School.
- A leader with the ability to know when to coach and delegate to ensure distributed leadership and shared aims across the school.
- A transparent, open and honest leader who can develop a constructive and valuable relationship with governors, trustees and colleagues.

The school sits in the heart of the Webheath community and provides an anchor for the learning and development of young pupils in this community. You will be supported by a caring and conscientious governing committee and trustees from within Shires MAT, as well as a well- established central team, including school improvement partners and the CEO. The relationship between Headteacher and the Chair of Governors is also key and I look forward to working constructively and supportively with the successful candidate. We sit within an outward facing Trust with high autonomy for school leaders but significant support for business, finance and operations across each school.

Our new head teacher will be looking to develop an already good school into an outstanding school. Guiding the support and development of the senior leadership team and the teaching and pastoral team to deliver a leaning, creating and growing together environment for every pupil.

In addition to the application form please use a letter of application (no more than 750 words) to outline why you are the right person for this role, using the person specification to guide your response.

I look forward to receiving your application.



David Sullivan

Chair of Governors - Webheath Academy Primary School



Job Description

Job details- Headteacher

Salary: L18-L24

Contract Type: Full Time Permanent

Reporting to: Board of Governors, Primary Director & CEO

Responsible for: Leadership of Webheath Acadamey Primary School, within the Shires MAT

Main purpose

The headteacher will:

- Ensure a culture of effective safeguarding within the school, providing a safe, secure environment where all pupils can thrive.
- Establish and sustain the school's ethos and strategic direction together with the governing board and through consultation with the school community, supported by the CEO.
- Establish and oversee systems, processes and policies so the school can operate effectively.
- Identify problems and barriers to school effectiveness and develop strategies for school improvement that are realistic, timely and suited to the school's context.
- Make sure these school improvement strategies are implemented effectively.
- Monitor progress towards achieving the school's aims and objectives.
- Allocate financial resources appropriately, efficiently and effectively working within a dedicated school budget, supported by a dedicated finance manager and central Team.
- Ensure effective, collaborative relationships contribute to rapid progress within the school.
- Contribute as required, to wider Trust priorities in collaboration with other Trust senior leaders.

Qualities

The headteacher will:

- Uphold public trust in school leadership and maintain high standards of ethics, behaviour and professional conduct.
- Uphold and demonstrate the Seven principles of Public Life.
- Build positive and respectful relationships across the school community.
- Serve in the best interests of the school's pupils and promote wellbeing across the workforce.
- Engage in positive and proactive relationships to ensure the success of the Shires MAT.

School Improvement

The headteacher will:

- Make use of effective and proportional processes of evaluation to identify and analyse complex or persistent problems and barriers that limit school effectiveness and identify priority areas for improvement.
- Develop appropriate evidence-informed strategies for improvement as part of well-targeted plans that are realistic, timely, appropriately sequenced and suited to the school's context.
- Ensure careful and effective implementation of improvement strategies, which lead to sustained school improvement over time.
- Work effectively within the Trust school improvement team to ensure an evidence based, triangulated approach to school needs and strengths.

Teaching, curriculum and assessment

The headteacher will:

- Establish and sustain high-quality teaching across all subjects and phases, using evidence-based research and practice.
- Ensure teaching is underpinned by subject expertise.
- Effectively use formative assessment to inform strategy and decisions.
- Ensure the teaching of a broad, structured and coherent curriculum that is well sequenced and clearly communicated to all stakeholders.
- Establish curriculum leadership, including phase and subject leaders with relevant expertise and access to professional networks and communities, providing them with challenge and opportunities for professional development and growth.
- Use valid, reliable and proportionate approaches to assessing pupils' knowledge and understanding of the curriculum.
- Ensure the use of evidence-informed approaches to reading so that all pupils can develop their reading (Including phonics).
- Ensure pupils experience a wide range of opportunities within and beyond the school curriculum to develop and promote ambition, confidence, cultural capital and belonging.
- Support alignment of provision within the MAT where pupil experiences and progress will be enhanced.

Additional and special educational needs (SEN) and disabilities

The headteacher will:

- Promote a culture and practices that enables all pupils to access the curriculum and learn effectively.
- Have ambitious expectations for all pupils with SEN and disabilities.
- Make sure the school works effectively with parents, carers, professionals and Trust leads to identify additional needs and provide support and adaptation where appropriate.
- Make sure the school fulfils statutory duties regarding the SEND Code of Practice.

Managing the school

The headteacher will:

- Ensure staff and pupil safety and welfare through effective approaches to safeguarding, as part of duty of care.
- Manage staff well, with due attention to wellbeing and workload.
- Ensure rigorous approaches to identifying, managing and mitigating risk using Trust mechanisms to support compliance and the safety of all
- Work closely with the Primary Director, CEO, CFO and wider MAT team to ensure effective systems linked to site, catering, finance, risk management and contracts.

Professional development

The headteacher will:

- Ensure staff have access to appropriate, high standard professional development opportunities linked to whole school, MAT, and individual priorities.
- Keep up to date with developments in education and model continual development to staff.
- Seek training and continuing professional development to meet needs and support further leadership development.
- Ensure that professional development opportunities draw on expert provision from beyond the school, as well as within it, including nationally recognised career and professional frameworks and programmes to build capacity and support succession planning.

Governance, accountability and working in partnership

The headteacher will:

- Understand and welcome the role of effective governance, including accepting responsibility and working as part of a governance structure including Local Governing Committees and the wider Trust Board.
- Ensure that staff understand their professional responsibilities and are held to account.
- Ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties.
- Work successfully with other schools and organisations.
- Maintain working relationships with fellow professionals and colleagues to improve educational outcomes for all pupils.
- Promote collaborations within the Trust.
- Establish and maintain working relationships with fellow professionals and colleagues across other public services to improve educational outcomes for all pupils.

Other areas of responsibility

- Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the headteacher will carry out. The post holder may be required to do other duties appropriate to the level of the role.
- Headteachers are a fundamental part of the Shires MAT leadership structure and are expected to support and contribute to MAT developments and priorities as part of that team.

Person specification

Shires MAT is a values driven organisation where Nurture, Equity, Service and Wisdom guide our provision as a Trust. Whilst these values act as an overarching guide across our organisation, each school remains unique, and each context has its own set of school values to support pupils in their learning and development. All staff within the MAT follow an appraisal and development approach linked to NESW and as such it is essential headteachers understand and enable the values to permeate through their approaches to staff, pupils and the wider community.



Criteria - These will be assessed through application, interview, references, activities, and presentations

Qualifications:

- Qualified Teacher Status
- NPQH or a commitment to undertake the qualification within 6 months of being appointed is desirable
- Evidence of commitment to continuous professional development

Leadership Skills:

The ability to lead and manage staff and pupils to work towards common goals. We are looking for evidence that candidates can:

- Create and secure commitment to a compelling vision and culture for the school
- Hold and articulate clear values and moral purpose, focused on providing an excellent education for pupils
- Create a secure supportive and nurturing environment where pupils and staff can thrive and succeed.

- Demonstrate optimistic personal behaviour, positive relationships and attributes towards pupils, staff, parents, governors, Trust colleagues and members of the local community
- Lead by example – with integrity, creativity, resilience and clarity – drawing on own scholarship, expertise and skills, and that of those around them
- Build upon our current levels of performance to secure rapid progress, by supporting and developing team-working across the whole school community and the MAT as appropriate
- Initiate and manage change and improvement in pursuit of higher standards and strategic objectives
- Prioritise, plan and organise their own work and direct and co-ordinate and provide professional direction to the work of others, demonstrating behaviours exemplifying equity and respect.
- Devolve responsibilities, delegate tasks and monitor performance to ensure high standards and the development of professional practice among staff, with evidence of objective assessment of the work of staff
- Create a structured environment where pupils and staff can thrive, setting standards and providing a role model for pupils and staff
- Manage and motivate staff to achieve the highest standards, within the necessarily constrained resources of the school
- Communicate effectively with all stakeholders to ensure clarity of vision and performance and to support trusting relationships

Competence and Expertise:

Candidates should have the professional competence and expertise to:

- Command credibility and respect through expertise, experience and commitment to professional development
- Clear understanding of effective safeguarding policy and practice linked to statutory provision and working with external agencies.
- Lead the safeguarding of pupils under the school's care and assure that we prioritise their welfare
- Make informed use of inspection, benchmarking and research findings, applying good practice from other organisations and sectors
- Contribute meaningfully to a 'greater good' through service to the profession and community served.

Communication and Problem-Solving Skills:

The ability to investigate problems, find and evaluate solutions, make decisions and communicate effectively. We will be looking for evidence that candidates can:

- Think creatively and imaginatively to anticipate and solve problems, and identify opportunities for the school

- Demonstrate wisdom in their choices, use of knowledge and approaches to problems and challenges.
- Interrogate numerical and financial data with confidence and use it to make decisions based upon analysis and interpretation
- Seek advice and support where necessary
- Demonstrate reasoned judgement in difficult circumstances
- Deal sensitively with people of very different and demanding expectations, demonstrating an ability to avert and resolve conflict
- Communicate and influence effectively with, and secure the co-operation of, a wide range of people
- Create a culture of effective communication across the whole school community, and implement appropriate systems to support this
- Chair meetings effectively
- Develop, maintain and use an effective network of working contacts across all agencies and communities the school interacts with

Personal Effectiveness:

The ability to plan and use time effectively and to manage emotional and physical responses to events. Self-motivation and a strong positive impact on people. We will be looking for evidence that candidates can:

- Work under pressure and to deadlines
- Demonstrate resilience but also seek advice and support to work collaboratively and with humility, even in the toughest of circumstances
- Achieve challenging professional goals
- Take responsibility for their own professional development
- Create a strong, positive, personal impact, conveying authority, confidence and warmth
- Demonstrate adaptability to changing circumstances and new ideas
- Demonstrate an understanding and commitment to equal opportunities and in dealing with any issues of perceived discrimination
- Demonstrate courage, vigour, pragmatism and perseverance
- Demonstrate enthusiasm for and commitment to the role, along with reliability and absolute integrity
- Seek and embrace feedback to grow and improve as a leader



Shires Multi Academy Trust
1366 Evesham Road,
Astwood Bank,
Redditch,
B96 6BD

Tel: 01527 959097

Email: hr@shiresmat.org.uk

Follow us on social media @shires_mat

shiresmat.org.uk