



Information for candidates





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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



RIDGEWAY
SECONDARY SCHOOL



STUDLEY
HIGH SCHOOL

Primary

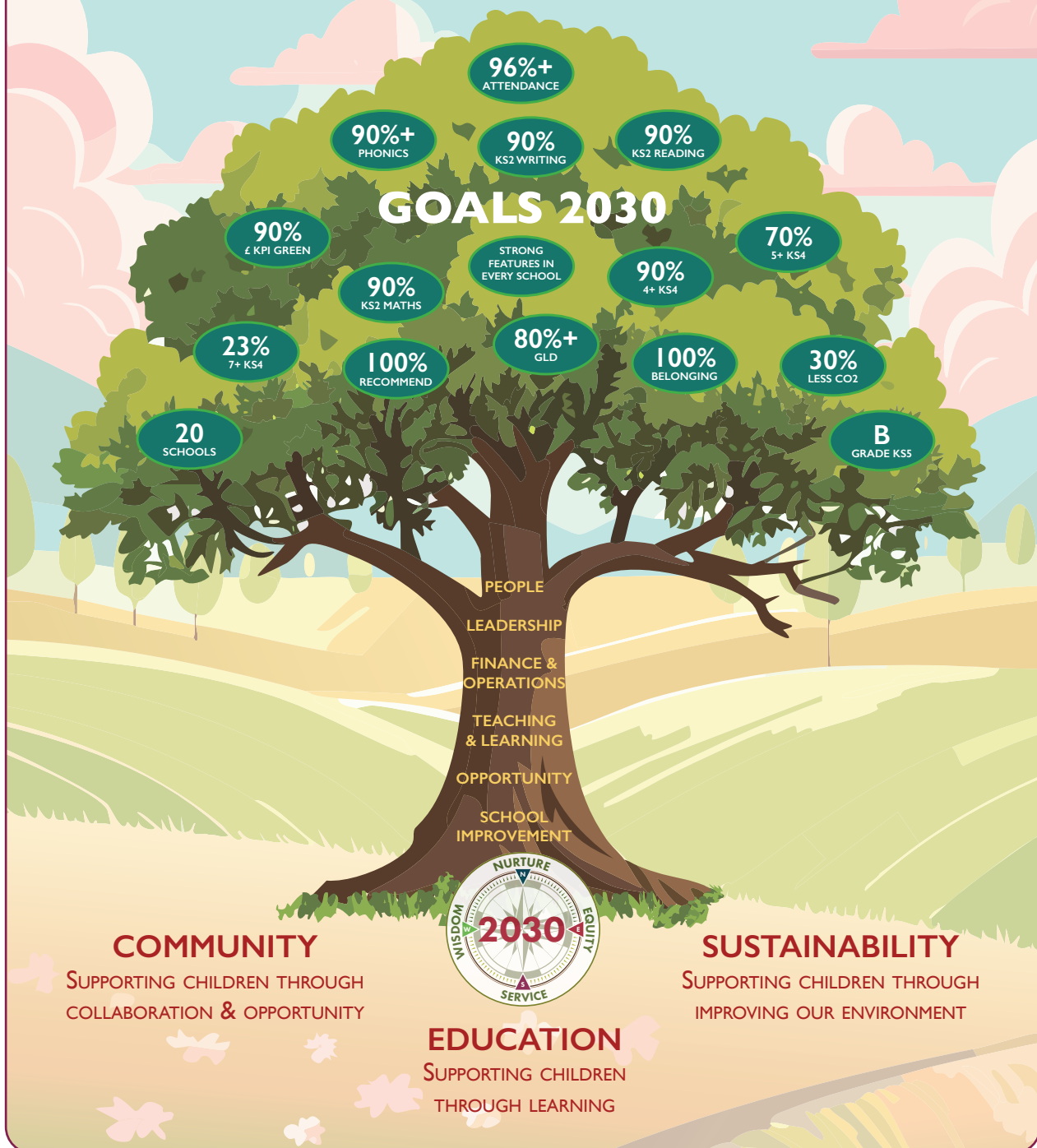


Feckenham
CE Primary



Trust Vision and Goals

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



SCHOOLS

**1 High School
2 Secondary
3 Primary
5 First Schools**

STAFF

580

LEARNERS

4200

INCOME

**£33
MILLION**

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



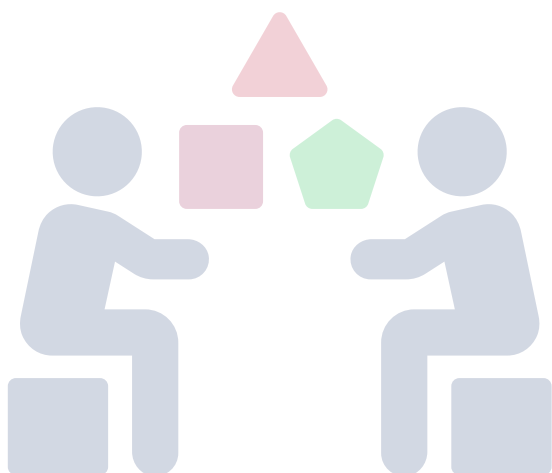
Working for the MAT

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 programme**
- **Access to occupational health**
- **Access to mental health first aiders**
- **Flexible working opportunities**
- **Wider development programmes and CPD opportunities**
- **Salary sacrifice schemes 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.



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