



Mercian Educational Trust

Headteacher

Great Malvern Primary School



**Start Date: 01/09/2026 or
sooner**

Closing Date: 04/02/2026

Email: office@metacademies.org.uk

CEO Mercian Educational Trust: Mr Dafydd Lawday



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Welcome from CEO

Thank you for your interest in joining Mercian Educational Trust (MET) as Headteacher at Great Malvern Primary School.

As a collaborative Trust, we aim to support schools in Worcestershire and Herefordshire to be safe, high-performing, and community-focused. We balance individual school identity with Trust-wide collaboration for the benefit of all.

We are looking for a leader with courage, credibility, and heart—someone who sets high expectations, works collaboratively, inspires others, and brings a positive, innovative approach.

Guided by our values of prepare, empower, and thrive, we act with integrity, compassion, inclusivity, respect, and wisdom. These values shape how we raise achievement, promote inclusion, and develop leadership. As Headteacher, you will play a key role in bringing them to life.

This is a role with real impact, shaping the experience of hundreds of young people. If you have the vision, expertise, and heart to lead with purpose, we look forward to hearing from you.

Dafydd Lawday, CEO



About Mercian Educational Trust (MET)

As a dynamic and ambitious cross-provision Trust, we bring together the strengths of SEND and mainstream education to create learning environments where every pupil can thrive. Our seven schools across Malvern, Worcester and Hereford each serve a distinct community, and we proudly celebrate this individuality while uniting around a shared mission: to deliver exceptional education that transforms futures.

Our family includes mainstream primaries, a Church of England primary and specialist provision for both primary and secondary pupils—giving us a rich blend of expertise that strengthens teaching, enhances curriculum design and broadens opportunities for all learners.

We believe deeply that **together we are stronger**. By working as one Trust, we empower our schools with high-quality professional development, access to specialist knowledge, and shared leadership that supports consistent excellence in the classroom. Our culture of collaboration allows great practice to flourish and ensures pupils benefit from a wide network of expertise, enrichment and support that extends far beyond their home school.

We are a community where staff feel inspired, pupils feel valued and every learner is given the opportunity to achieve their very best.



Why Join the Mercian Educational Trust?

At MET, you'll be part of a **forward-thinking, ambitious and deeply collaborative Trust** where everyone works together to support, challenge and uplift one another. We invest in our people because we know that when staff thrive, pupils thrive. Here's what you can look forward to:

Salary Sacrifice Schemes

- Cycle to Work
- Electric Vehicle Leasing
- Tech Benefits

Exceptional Wellbeing Support

24/7 Employee Assistance Programme and App

Free Health Essentials

- Annual flu jab
- Regular eye tests

Real Career Progression

We're a Trust that **actively grows talent**

- Move across schools or central teams as new roles arise.
- Access rich CPD, coaching and collaborative learning.

Top-Tier Pension Schemes

- Teachers' Pension Scheme for teaching staff.
- Local Government Pension Scheme for support staff—

A Culture Built on Collaboration

You'll join a community where:

- Staff regularly work across schools to strengthen practice.
- Leaders share expertise to raise standards Trust-wide.

Practical, Everyday Benefits

- Free parking on or near every site.
- 50% discount on wraparound care across all MET schools (*Nursery provision excluded*).



Vision and Values

Empowering our community to develop a range of diverse skills to thrive in an evolving world through our family of distinctive schools



We are prepared; our strong, resilient pupils and staff are equipped for a successful future.

- We foster collaboration and provide ongoing professional development.
- Wellbeing is a priority for all pupils and staff.



We are empowered; we work together to encourage each other's unique strengths and ambitions.

- The central team supports staff to perform their core roles.
- SEND, Attendance, and Family Support expertise is shared and enhanced.



We thrive which encourages our pupils love of learning.

- We provide educational support and guidance for teachers and staff.
- Our schools are at the heart of their communities, ensuring everyone thrives.
- We collaborate, sharing ideas and resources.

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Our Goals



We offer high quality equitable education to all



We make a positive impact on the lives of all engaged with Mercian Educational Trust



We work together and collaborate for success wherever possible



We meet needs and challenges to ensure inclusivity and equality for both individuals and communities



We make a positive impact on society and our communities.



About MET

Trust Information	
Provision	Primary – Mainstream Primary – Specialist Secondary – Specialist
Age Range	4-16
Number of staff	366
Number of children on roll	1677
Attendance	94.2%
% of children with SEN	30.3%
% of children on FSM	34.3%
% of pupils in receipt of Pupil Premium	36.9%



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About Great Malvern Primary School

Great Malvern is a growing primary school that has a nurturing and forward-thinking philosophy. We are proud of our inclusive ethos and value all members of our school community. We aim to give all children an excellent start in life by ensuring they receive an outstanding education and have the opportunity to undertake a wide range of experiences.

As an early academy convertor, we are one of the founding schools in Mercian Education Trust, a small Trust comprising of five Worcestershire schools, over 6 sites and one Herefordshire school.

Our local community is mostly settled, and there are strong family connections with the school. It is not unusual for parents, grand-parents, and even great grandparents of pupils to have attended Great Malvern. A large majority of staff employed in school have either attended Great Malvern, had their own children in school, or live close by.

We are proud of the way our learners are prepared for the next phase of their education and beyond, promoting our inclusive curriculum model which encourages and supports our pupils to be Curious, Determined and Ambitious in their learning and approach to life.

We have a strong commitment to developing our children's social and emotional capacity through offering opportunities to play as part of the Opal programme and for all year groups to have access to forest school

Contact Details

Email: gmpsoffice@metacademies.org.uk

Phone: 01684 574219

Address: Lydes Road, Malvern, Worcestershire, WR14 2BY



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About Great Malvern Primary School

Key School Information	
Type of School	Primary
Age Range	2 years 9 months- 11 years
Location	Lydes Road, Great Malvern
Number of staff	64
Number of children on roll	327
Average class size	15
Attendance	93.5%
% of children with SEN	28.1%
% of children on FSM	54.7%
% of children with EHCP	6.7%
% of pupils in receipt of Pupil Premium	56%
Latest Ofsted Report	https://files.ofsted.gov.uk/v1/file/50091134





Join a Trust That Empowers You to Lead

At Mercian Educational Trust, our Headteachers don't just lead—they inspire. We are looking for ambitious, driven leaders who can balance being a hands-on classroom presence with guiding their teams to deliver school-wide improvements. You'll be someone who thrives on challenge, motivates others, and brings out the very best in everyone around you.

As a MET Headteacher, you'll lead from the front. Your energy, visibility, and passion will shape a school culture where high standards and positive behaviour flourish, and where staff and children alike are inspired to achieve their potential. You'll know that your actions and attitude set the tone, and that together with your team, anything is possible.

You won't do it alone. At MET, you'll have the full support of a dedicated Trust team, providing guidance, expertise, and practical help so you can focus on what you do best—leading your school to thrive. Whether your school has a diverse student population or unique challenges, you'll have the skills, autonomy, and support to make a real difference every day.

At Mercian Educational Trust, we don't just recruit Headteachers—we empower leaders to achieve exceptional outcomes for every child.

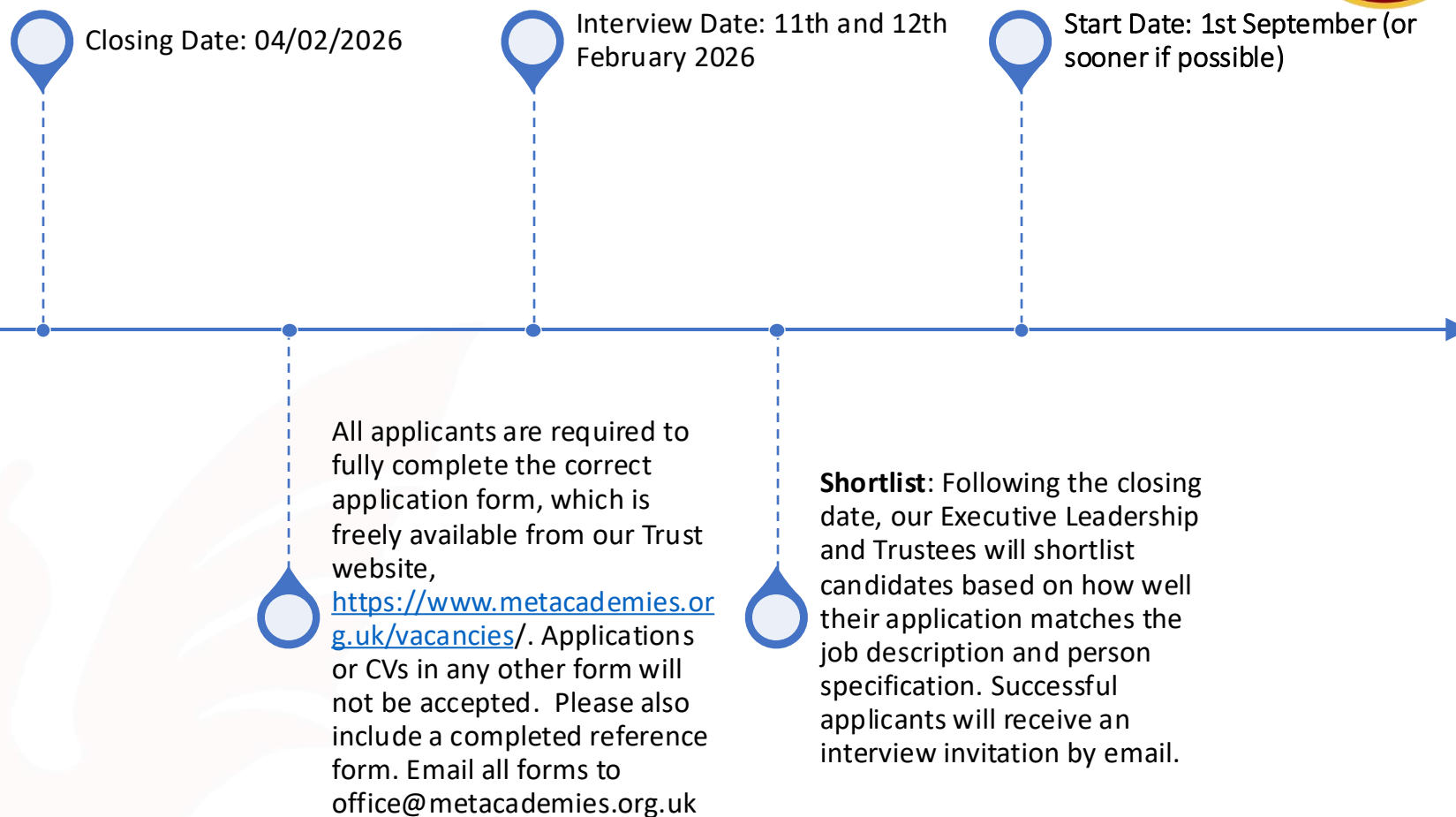
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The Recruitment Process



Job Overview



Job Title: Headteacher

Salary Scale Point: L15-L22

Hours Per Week: 32.5

Contract Type: Full time, permanent, All Year Round

Job Purpose

The Headteacher creates a positive and appropriate learning environment through the Leadership and Management of a school. Their duties include helping deliver the highest standard of education to the students, supporting Teachers and staff and ensuring an overall safe and successful school environment.

Mercian Educational Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

All positions are subject to child protection screening appropriate to the post, which will include an Enhanced Disclosure and Barring Service (DBS) check for the children's workforce and a Children's Barred List check

**This post requires the ability to perform a role that involves frequent contact with children
This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020**

Key Responsibilities

The Headteacher is responsible for:

- Developing a school culture and ethos aligned with the overarching Mercian Educational Trusts mission and vision.
- Providing inspirational, creative, and professional leadership and management for the school.

The Headteacher will establish and sustain:

- A culture that promotes excellence, equality, and high expectations of all children.
- Genuine partnerships to support the work of the school and Trust.

The Headteacher will ensure that:

- There is an ethos of safeguarding and that all safeguarding and child protection policies are adhered to by a staff team that is confident to keep children safe
- The children are at the heart of every decision and action within the school.
- The school provides a safe and happy environment that promotes the welfare of children.
- High quality, effective systems in all areas of the school's work.
- High quality education and outcomes through effective leadership of teaching and learning.
- Strategic planning is informed by rigorous self-evaluation and that it continuously improves learning and pastoral outcomes.



Supervisory Information

Supervisory Responsibility: Line Management

This position has:

- ☐ Direct line management responsibility to Senior Leaders within the school.
- ☐ Indirect line management responsibility for all employees within the school

The postholder will advise, support, and liaise with School Leaders and Trust Executive.

Supervision Received

The postholder is directly responsible to the Chief Financial Officer.

Support and challenge will be provided by:

- Local Governing Board
- Members of the Trust Executive including:
 - ☐ CFO
 - ☐ Director of Learning

Principle Contacts

Chief Executive Officer
Chair of Governors
Chief Financial Officer
Director of Learning
All teaching and support staff
Parents and Carers
Other third-party organisations as required



Person Specification

Key Criteria in addition to the statements in the advert. Assessment, shortlisting & final selection will be assessed initially through candidates' application forms and information. Shortlisted candidates will be further assessed through references and interview activities

Experience	Essential	Desirable
Successful experience of primary phase headship		MET
Successful and sustained (min 2 years) primary phase skills and experience within Senior Leadership (i.e. Deputy Head / Head of School or equivalent)	MET	
Substantial experience with a record of excellent teaching	MET	
Experience of successfully leading change and inspiring others. Track record of working in collaboration with other academies to realise improvement and raise standards	MET	
Experience of developing and maintaining effective relationships with the local and the wider community, including parents to enhance learning and educational achievements	MET	
Proven track record of raising educational standards		MET
Leadership experience at more than one school	MET	
Evidence of setting ambitious goals and targets; using data and benchmarks to monitor and judge progress	MET	
Successful experience of positive behaviour management and development of a child focused inclusive and effective learning environment		MET



Person Specification

Skills and Attributes	Essential	Desirable
Ability to formulate a clear strategic vision for school improvement and translate this into strategic objectives, longer term plans and specific outcomes	MET	
Sound knowledge and understanding of wider educational agenda including national policies and educational issues as well as statutory and the legal framework governing the operation of a school	MET	
Able to monitor performance to ensure high standards and the development of professional practice among school staff	MET	
Knowledge of current legal requirements, including health and safety, national policies and guidance on the safeguarding and promotion of the wellbeing of children	MET	
Understand the role of the school in the community and actively seek to develop a greater collaboration with members of the community	MET	
Knowledge of systems for academies self-evaluation, effective monitoring, and inspection	MET	
Demonstrates an understanding of the statutory, financial, and budgetary processes required in the management of a school, including Best Value measures	MET	
Promotes a strong culture of collaborative working where every member of staff is valued as an essential member of the team and can fulfil their potential	MET	
Knowledge of statutory requirements for Special Education Needs & Disabilities (SEND)	MET	
Effectively communicate both written and orally to a range of audiences including parents, governors, and outside agencies	MET	



Person Specification

Personal Qualities	Essential	Desirable
Approachable, enthusiastic, and creative	MET	
Lead by example, demonstrating integrity, resilience, and clarity	MET	
Passionate about education	MET	
Ability to work under pressure, think creatively and to anticipate and solve problems	MET	
Commitment to the encouragement, empowerment, and training of all staff	MET	
Deal sensitively with people and resolve conflicts	MET	
Demonstrate flexibility and an ability to adapt to changing circumstances and new ideas	MET	
Education & Qualifications		
Degree Level Qualification	MET	
Qualified Teacher Status	MET	
Has undertaken recent and relevant further professional development	MET	
Higher qualification in education and/or National Professional Qualification in Headship (NPQH)		MET
Additional Requirements		
May be required to travel to other Trust locations or third-party services as part of the role	MET	
Hold a driving licence and have access to own vehicle.	MET	



Job Description

Strategic Direction and Development of the School

- Provide inspiring, creative, and purposeful leadership for the staff and children.
- To work in partnership with the Trust, governance, staff, and parents, generating the ethos and values which will underpin the school.
- To co-create and implement School Improvement Plan which will secure continuous improvement and support the principles of Mercian Educational Trust.
- To keep up to date with current research into education, particularly teaching and learning and to contribute to the school improvement planning.
- To monitor and evaluate the performance of the school and respond and report to the governing body and the Trust as required.
- To ensure that management, finances, resources, and administration of the school supports its vision and aims and maximises value for all children.
- To ensure that policies and practices take account of national, local, and school requirements and apply sound educational practice through evidence-based pedagogy.
- To regularly monitor, evaluate and review the impact of policies, priorities and targets and take rapid action to improve if necessary.
- To inspire all those involved in the school to commit to its aims, to stay motivated to achieve them and to be involved in meeting long, medium, and short-term objectives to secure the educational success of the school.
- Develop an outward facing school to collaborate with other academies in the Trust, parents, the wider community, and partners to champion best practice and enhance the education and safeguarding of children.
- Attendance at meetings outside of school hours.

Job Description

Teaching and Learning

- Continue to maintain an environment that promotes and secures outstanding teaching, effective learning and high standards of achievement, behaviour, and attendance.
- Determine, organise, implement, and monitor the curriculum and its assessment and ensure that statutory requirements are met.
- Ensure that children develop study skills to learn more effectively and with increasing independence.
- Determine, organise, and implement a policy for the personal, social, and moral development of children.
- Monitor and evaluate the quality of teaching and learning and achievement of all children through appropriate methods.
- Determine and implement policies which ensure inclusion, diversity, and equality of access for all children. Leading and Managing Staff.
- Plan, allocate, support, and evaluate work undertaken by groups, teams, and individuals, ensuring clear delegation of tasks and devolution of responsibilities.
- Implement and sustain effective systems for the management of staff performance, incorporating performance management and target setting in line with the school's improvement plan.
- Promote and monitor the continuing professional development of all staff to support career progression and the academies succession planning.
- Hold staff to account for their professional conduct and practice, both contractually and where relevant as specified in the Terms and Conditions of Service of Teachers.
- Ensure that a Deputy Headteacher or suitable person, assumes responsibility for the discharge of the Headteacher's function at any time when absent.
- Teaching in exceptional circumstances.



Job Description

Efficient and Effective Deployment of Staff and Resources

- Work with governors and senior colleagues to recruit, retain, deploy, and develop staff of the highest quality.
- Make arrangements for the security and effective supervision of the school buildings, their contents, and the grounds.
- Set appropriate priorities for expenditure, allocation of funds and effective administration and control in line with the Trust's agreed financial arrangements.
- Manage and organise the accommodation efficiently and effectively to ensure it meets the needs of the curriculum, health and safety regulations and community use.
- Manage, monitor and review the range, quality, and use of all available resources in order to improve the quality of education, improve children's achievements, ensure efficiency, and secure value for money.
- Promote harmonious working relationships among the staff team.
- Lead and manage the staff with a proper regard for their well-being and legitimate expectations, including the expectation of a healthy balance between work and other commitments.



Job Description

Accountability

- Continue to develop a school in which all the staff recognise that they are accountable for the success of the school. Ensuring the celebration of success as well as addressing areas of weakness.
- Present a coherent and accurate account of school performance in a form appropriate to an audience, including governors, the Trust, parents, OFSTED, and others to enable them to play their part effectively.
- Ensure that parents/carers and children are well informed about the curriculum, attainment, and progress and about the contribution they can make in supporting their child's learning.
- Provide information, objective advice, and support to the Governing Body to enable it to meet its responsibilities for securing effective teaching and learning and improved standards of achievement, and together with efficiency and value for money

Next Steps

If you would like to apply for the role of Headteacher

Please complete the application form below before (the closing date):

Email the application form to office@metacademies.org.uk

We look forward to receiving your application.

