

# Job Application Pack

**Pre-School Practitioner. Fixed-Term Contract**  
**Cherry Orchard Primary School**

An extraordinary education for every pupil



**The Rivers**  
C.of E. Academy Trust

# Welcome

Our school is committed to serving the needs of our families and the community. We have a friendly and dedicated staff team who strive to ensure the best possible outcomes for all our learners. We are very proud of the talented and hard-working staff who are committed to achieving high standards; whilst providing a caring and nurturing environment.

We strive to encourage initiative within a happy, healthy and safe environment where all achievement is valued and celebrated. We deliver a broad, balanced, and enriching curriculum that promotes challenge and creativity, enabling all pupils to make a positive contribution towards their own and others' learning experience.

## Overview

### School overview

Cherry Orchard is a large primary school and dedicated pre-school, located in the heart of Worcester City. It has almost 600 pupils, aged between 3 and 11 years, and 88 members of staff.

Established on this site in 1985 (from its original 1883 site just down the road), the school joined The Rivers CofE Academy Trust in 2021.

### Ethos

At Cherry Orchard, we believe that every child is capable, and every child should be included. We pride ourselves that our strong, varied curriculum combined with a carefully planned range of experiences delivers an extraordinary education for every child, preparing them for the next phase and their extraordinary futures in our ever-changing world.

### Performance

After our latest Ofsted in February 2024, the school was judged as Good with Outstanding Behaviours and Attitudes.

### Review score

96% of parents would recommend our school to another parent.

100% of staff would recommend our school to other adults.

'We are amazed at what she has learnt in one half term alone and couldn't be happier with the start of her schooling. Teachers are approachable, friendly and extremely kind and caring.'

'Every interaction with support staff and teachers has been really positive. You have all created a kind, supportive and safe environment for the children to learn.'

'All the teachers are very friendly and polite, making us feel very welcome.'

# 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**

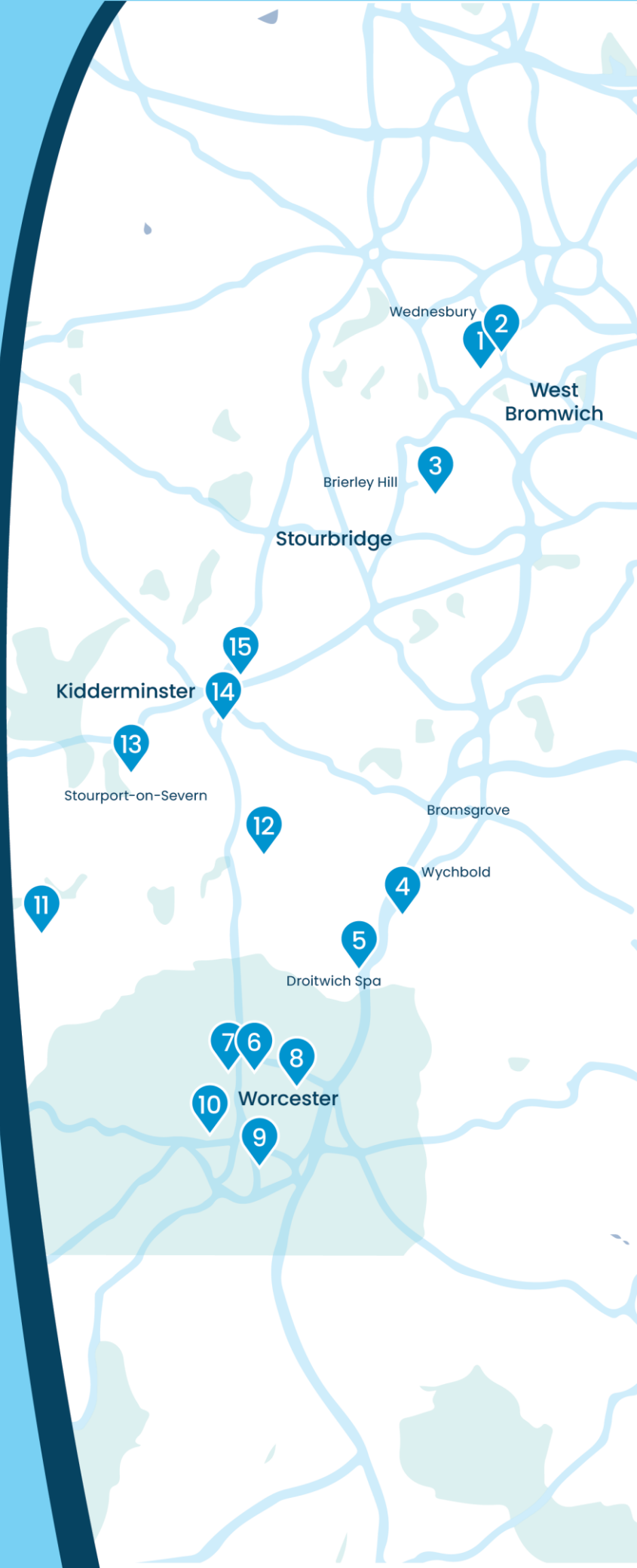


**Safety**



# 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/](http://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/](http://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

<b>Job Title:</b>	Pre-School Practitioner
<b>Salary:</b>	<p>Subject to relevant experience and qualifications, this role may be offered at TA1 range (SCP 2-4) or TA2 range (SCP 5-6)</p> <p>FTE salary range for TA1 £24,413-25,185 reduced proportionately for part-time hours. Hourly rate £12.65 – 13.05.</p> <p>FTE salary range for TA2 £25,583 – £25,989 reduced proportionately for part-time hours. Hourly rate £13.26 – £13.47</p>
<b>Contract Type:</b>	Fixed-Term from February 2026 until 17 <sup>th</sup> July 2026. Variable contract with guaranteed minimum hours of 24 from February, potentially increasing to 30 during the summer term
<b>Reporting To:</b>	Pre-School Manager and the Senior Leadership Team
<b>Location:</b>	Little Cherries Pre-School, part of Cherry Orchard Primary School
<b>About:</b>	Working days will initially be Monday, Tuesday, Thursday and Friday 8.45am-3.15pm, with the possibility of working on Wednesdays during the summer term.

# Job Description

## Key Purpose:

- Regularly work 1:1 with a named child to enable inclusive access to the Early Years curriculum.
- 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, 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 help ensure our setting meets Ofsted requirements at all times.
- To undertake designated officer roles as directed.
- To work with other professionals in the local area for the benefit of children and families.

# Person Specifications

## Qualifications and Experience:

Essential	Desirable
<ul style="list-style-type: none"><li>• Willingness to participate in development and training opportunities</li></ul>	<ul style="list-style-type: none"><li>• Relevant Level 2 qualification e.g. Level 2 Certificate for the Children &amp; Young People's Workforce, NVQ Level 2 in Children's Care, Learning and Development (CCLD) or equivalent qualifications</li><li>• 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.</li><li>• Full working knowledge of relevant policies/codes of practice and awareness of relevant legislation</li><li>• Understanding of principles of child development and learning processes and in particular barriers to learning</li><li>• Health &amp; Safety certificate</li><li>• Paediatric First Aid qualification</li></ul>

## Skills and Knowledge:

Essential	Desirable
<ul style="list-style-type: none"><li>• Ability to plan effective learning and care programmes either under appropriate supervision and guidance or in collaboration</li><li>• Ability to work independently using own initiative.</li><li>• Ability to self-evaluate learning needs and actively seek learning opportunities</li><li>• Ability to relate well to children and adults including other professionals/carers/parents</li></ul>	<ul style="list-style-type: none"><li>• Proven experience of working with children in an early learning environment, either on placement or in paid employment , including on a 1:1 basis.</li><li>• Experience of working in Early Years in a school environment</li><li>• Experience of working as part of a team</li><li>• 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</li></ul>



Skills and Knowledge, continued:

Essential	Desirable
<ul style="list-style-type: none"><li>• Ability to demonstrate and promote good practice in line with the ethos of the school both indoors and outdoors.</li><li>• Ability to manage multiple tasks, whilst ensuring children, colleagues, parents and carers are respected and listened to</li><li>• Fluent English speaker</li><li>• Effectively communicate with adults and children</li><li>• Good written, verbal and non-verbal communication</li></ul>	<ul style="list-style-type: none"><li>• Experience of working with other agencies and professionals</li><li>• Knowledge and understanding of the type of external support that is available to support children’s development and how to access these services</li><li>• Ability to interact with children and support their involvement in physical activities and outdoor play</li></ul>

Personal Qualities:

Essential	Desirable
<ul style="list-style-type: none"><li>• 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</li><li>• Enthusiasm for learning and working with children</li><li>• Caring, friendly, approachable, open, inclusive, welcoming, and personable</li><li>• Able to maintain confidentiality at all times</li></ul>	<ul style="list-style-type: none"><li>• Reflective approach and commitment to personal development</li><li>• Able to provide consistently high levels of quality care and education opportunities to all children, in pressured and sometimes challenging environments</li></ul>

# How to Apply

Application forms are available to download here: [Cherry Orchard Primary School – Current Vacancies](#)

Please email completed application forms to [office-co@riverscofe.co.uk](mailto:office-co@riverscofe.co.uk) by 9.00am on Friday 30<sup>th</sup> January, shortlisted applicants will be notified on this day. Interviews will take place w/c 2<sup>nd</sup> February.

Preferred start date: Monday 23<sup>rd</sup> February 2026.

We are committed to safeguarding and promoting the well-being of children and young people and expect all staff and volunteers to share this commitment. Shortlisted applicants will be required to give consent for online checks prior to interview. The successful applicant will be required to undertake an enhanced DBS check, Disqualification by Association check and provide two references.

# Get in Touch

## **Cherry Orchard Primary School**

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## **The Rivers C of E Academy Trust**

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