



Morville CofE School

Head of School

Recruitment Pack

 Diocese of
Hereford
Multi-Academy Trust

Contents

Introduction from the Chief Executive Officer	3
Diocese of Hereford Multi-Academy Trust	4
Providing High Quality Education	5
Our Vision and Values	6
About Morville CE Primary School	8
Our new Headteacher	9
What the Trust can offer you	9
Job Description	10
Person Specification	12
How to join us	13



Introduction from the CEO



Thank you for your interest in coming to work for the Diocese of Hereford Multi-Academy Trust. We are a family of schools working collaboratively to achieve things that no single school can manage by itself. We have over 3000 children in twenty academies, in Herefordshire, Shropshire and Worcestershire. By June 2026 we will be joined by our first primary school from Telford & Wrekin, We are seeking skilled and talented people with a vocation to make a positive difference in our schools. Our schools are amazing places to work and provide a daily opportunity to transform the lives of children and young people from Nursery to Year 11.

We have a strong team of very experienced school leaders, teachers and support staff who work closely together, whether they are leading in a small rural primary school or teaching in one of our larger primaries, or supporting learning in one of our two secondary schools. We have eighteen Church of England schools and two community schools. Our schools are in Ludlow and Hereford, Tenbury Wells and Bishop's Castle, Conover and Eastnor (and pretty much everywhere in between).

We are a Church of England Trust, and we are working to achieve the CE vision of education through a culture of grace and service. Family is important everywhere, but especially so in rural areas like ours, so we are a strong family that is strong for families. We work to ensure that every child flourishes and can live a life in all its fullness, through a great education, but we believe that to have flourishing children we need flourishing adults working in our schools. We offer an attractive package of training, support and professional development. Our schools are well-connected, wherever they are located within the

Diocese of Hereford. We work with the Church of England Foundation for Educational Leadership, Teach First, and Worcester University to develop teaching and leadership skills at all levels, from initial teacher training, early career training, to leadership skills, right through to senior and executive leadership qualifications. We believe in the power of up-to-date, research-led practice informing education development and pedagogy.

Every one of our twenty schools has received at least a "Good" leadership and management rating from OfSTED in recent years. We are specialists in Church of England school education, including SIAMs (Statutory Inspection of Anglican and Methodist Schools). We are closely connected with the wider diocesan family of 78 schools. The Church of England has been involved in education in state schools for over 200 years, rooted in the heart of communities. We are proud of that long tradition and benefit from strong governance structures at multiple levels, which enable our schools to stay at the cutting edge, without losing touch with tradition and their local communities.

Our community schools are not expected to become CE schools, and they operate their own vision and values systems which also sit well within our Trust. Although connected and collaborative, each of our schools is a unique learning community and has its own curriculum designed specifically for its own children and young people. Studying Ludlow Castle doesn't make much sense if you live in Eastnor!

Our Trust is a family of school staff and officers, who bring additional expertise, time, and experience to education, finance, safeguarding, estates management, land, buildings and compliance. We also have a quality assured team of school improvement advisors with specialist expertise at all phases, including early years.

I hope this recruitment pack encourages you to submit an application to come and join our team, and we hope to see you at interview.

Canon Andrew Teale
CEO

Diocese of Hereford Multi-Academy Trust

The Trust

We are a medium-sized Multi-Academy Trust, currently consisting of 18 primary schools, two secondary schools, and has the privilege of educating over 3000 children.

Ours is a successful and growing Trust, and we are rapidly becoming the organisation of choice, within our geographical area, for schools wishing to join a multi-academy trust. Our experience in assisting school leaders in improving schools has given us a valuable insight into what makes leaders special people, as well as what we need to do to support them in their quest to become leaders of good and outstanding schools for our children. We are taking the appropriate steps to grow, incrementally, within a programme that still ensures that our schools are supported by the Central

Team in a bespoke and personalised manner.

The Trust is the primary option for any Church school within the Diocese of Hereford, and we are committed to the education of the whole child, in line with our values of *Grace, Service and Family*. Indeed, it is our Family of Schools that promotes an outstanding curriculum and pursuit of excellence.

Each of our schools retains its community-based identity; though there are minimum expectations of all of our professionals, the individual characteristics within settings are valued and encouraged.

The Best Start in Life

There is a “Line of Sight” throughout the Trust, from the Board to classroom and playground, that is laser-focussed upon a

Diocese of Hereford Multi-Academy Trust

A consistently high quality curriculum

Our leaders, teachers and improvement staff know the centrality of a broad and balanced curriculum, that develops progression and expertise at all ages; literacy and numeracy, creativity and technology, sporting and emotional maturity, are key aims of our curricula.

“The Basics”

Breadth of curriculum is vital, encouraging all to identify their primary interest, but we also know the importance of the core skills of reading, writing and mathematics; our staff are developed to ensure that our children can maximise their skills, knowledge and understanding in these areas.

Welcome to Teaching

The Trust has its own ECT lead, who works with the relevant professionals in each school to support, inspire and develop its ECTs, so that we retain and promote outstanding individuals within the family of schools.

Happy, Safe and Secure

Our dedicated Director of Safeguarding, supported by our amazing DSLs within schools, leads a team in ensuring that our children can flourish in a safe environment. Regular meetings, both face-to-face and virtual, facilitate up-to-date knowledge and understanding around safeguarding and inclusion. Staff within the Trust know their roles and responsibilities, and are supported by the appropriate technological systems to

Our Vision & Values

The Church of England has been involved in education in the Diocese of Hereford for hundreds of years. Our schools are not 'faith schools'. They are highly inclusive and aim to provide a vibrant education, not only for Christian families, but for everyone from all faith backgrounds, including those of no faith.

Jesus excluded no-one from his ministry and focused on the most vulnerable in society. Ours is an education for everyone.

'Educating for life in all its fullness'

Educating for life in all its fullness is the goal of the Church of England's 'Deeply Christian, Serving the Common Good' vision for Education and is central to the vision for our diocese and our trust. At the heart of this shared vision is the search for wisdom that rings true both with the Bible and Christian understanding and with experienced educational practice in the twenty-first century.

Support for school leaders is all-too-often lacking in our education system and in our diocese. We work to provide bespoke support and sustenance to our school leaders, especially our Headteachers. We cherish our school leaders because we know that high-performing headteachers and school leaders build and sustain high-performing schools, which in turn enable our children to flourish.

We work in partnership with the Church of England's Foundation for Educational Leadership and together we aim to:

"inspire a set of leadership practices that both exemplify Wisdom, Knowledge & Skills, Hope & Aspiration, Community & Living Well Together, and Dignity & Respect, and that also go to the heart of educational purpose: Called – inspiring the vocation of the education leader; Connected – enabling the flourishing of children, adults, teams and communities; Committed – sustaining long-term engagement in realising this vision for education."

Called Connected Committed CEFEL 2020



Morville CE School

At Morville Primary School (Academy) we work together to ensure a safe, secure and friendly environment where children's academic and social potential can be realised. We pride ourselves on our nurturing ethos.

Children are happy and enjoy their time at our school and this is achieved, in part, by ensuring that educational opportunities are challenging yet achievable, stimulating and fun. We fully believe that happy, secure children make good learners. The education we provide is underpinned by Christian values.

Having had internal redevelopment work in 2019/20, our school building provides an excellent base for learning and is well equipped to facilitate and maximise children's potential. We have great outdoor facilities for Forest School sessions as well as for sporting activities. We take every opportunity to move learning outdoors!

Partnership between the community, church, home and school is greatly valued by staff and we work together to provide the best possible education for each child at Morville Primary School. The strength of this partnership ensures that all children have strong sense of belonging and are proud to be part of the wonderful Morville community.



Our New Head of School

We are looking for a Head of School who is fully aligned with the Trust's vision.

We are looking for someone who is...

- Someone with current senior leadership experience.
- An outstanding teacher with very high expectations of what can be achieved.
- Passionate about children's creativity and their talents.
- Genuinely committed to the success of all children.
- Flexible, with an understanding of each child's bigger picture.
- Hard working, creative, and keen to develop their leadership expertise to make it the best it can be.
- Reflective on their own expertise and open to innovation and developing their skills.
- Committed to a curriculum that is progressive, exciting, and supportive of children's ideas and interests.

What we can offer you...

- A genuine opportunity to make a difference.
- A highly skilled team of friendly staff to work with.
- The opportunity to be part of a larger dynamic leadership team within the Trust.
- Well-resourced classrooms and facilities.
- High quality support and CPD to ensure that you are successful.
- An exciting, well-organised, and vibrant community in which to work.
- A fantastic community of parents and children who deserve the best.

Why consider this role...

- The security of working in partnership with a strong trust. DHMAT is made up of dedicated, hard-working professionals, at all levels.
- Strong global partnerships: our partnership with the Trust opens up new partnerships with a number of global communities which has transformed pupils' understanding of difference, disadvantage, and deprivation leading to them becoming articulate advocates for change.
- Work with, and gain experience from, different SLT members within the Trust.
- Be provided with ongoing support and coaching.
- Be part of the Trusts senior leadership team and work collaboratively with other Heads to develop further the schools within our organisation and be encouraged to extend their influence across all schools within the Trust.

JOB DESCRIPTION

Job Title

Head of School

Status

Permanent

Salary Scale

L2-6

Start date

September 2026

Job Purpose

Working with the CEO and Trust Leadership Team to provide leadership for Morville CofE Primary School and to effectively secure its success and continuous improvement. The successful candidate will ensure high quality education for all pupils, and the highest standards of learning and achievement in the context of the Trust's approach to learning and the curriculum.

Responsible to

The CEO of the Diocese of Hereford Multi Academy Trust

Responsible For

Teaching and supporting staff of the school, its children, and the wider community.

Shaping the Future

Working with the CEO and Leadership Team to:

- Create and communicate a shared vision, ethos, and strategic plan that inspires and motivates all stakeholders and reflects the needs of the school and Trust.
- Translate the vision into clear objectives that promote and sustain school improvement.
- Ensure that the school and Trust moves forward to the benefit of its pupils and their community.
- Motivate and inspire stakeholders to create a strong, shared culture of learning within an inclusive environment.

Leading Learning and Teaching

Working with the CEO and Leadership Team to:

- Set high expectations and challenging targets, monitoring effectiveness and evaluating learning outcomes.
- Ensure a school focuses on pupils' achievement, using data and benchmarks to monitor progress in every child's learning.

- Establish creative, effective approaches to learning and teaching, responsive to the needs of the pupil community.
- Ensure a culture that supports and facilitates pupil engagement in, and ownership of their own learning.
- Monitor, evaluate, and review classroom and assessment practice and promote improvement strategies, challenging underperformance and ensuring corrective action.
- Implement strategies to secure high standards of teaching, learning, achievement, behaviour, and attendance.
- Fostering a culture in which children are proud of the outcomes and can talk about their learning reflectively and with pride.

Developing Self and Others

Working with the CEO and Leadership Team to:

- Build a collaborative learning culture within the schools across the Trust and actively engage with other schools to build effective learning communities and partnerships.
- Ensure effective planning co-ordination, support, and evaluation, ensuring clear delegation of tasks and devolution of responsibilities.
- Develop and maintain effective strategies and procedures for the induction, professional development, and performance review of all staff.
- Set high expectations for all and address underperformance.
- To act as a role model for the highest professional standards.
- Regularly self-evaluate, set personal targets, and take responsibility for own personal professional development.
- Ensure both self and others achieve an appropriate work/life balance.
- Implement performance management systems that ensure high quality education provision.

Job Description Cont.

Managing the Organisation

Working with the Executive Headteacher and Trust Leadership Team to:

- Create an organisational structure that reflects the school and Trust values and enables the management systems, structures, and processes to work effectively in line with legal requirements.
- Ensure that the school and its resources are organized and managed to provide an efficient, effective, and safe learning environment.
- Produce and implement clear, evidence-based improvement plans and policies for the development of the school.
- Ensure that the range, quality, and use of all available resources are monitored, evaluated, and reviewed to improve the quality of education for all pupils and provide value for money.

Securing Accountability

- Support the development of an ethos that enables everyone to work collaboratively, share knowledge and understanding, celebrate success, and accept responsibility for outcomes.
- Assist the CEO to provide information, advice, and support to the Trustees to enable them to meet their responsibilities for securing effective teaching and learning, and high standards of achievement.
- Work effectively with the Local Governing Body to enable them to fulfill their delegated responsibilities.
- To assist the CEO in creating and developing an organisation in which all staff accountabilities are clearly defined, understood, and are subject to rigorous review and evaluation through Performance Management.
- To assist the CEO in ensuring all parents are well informed about:
 - Curriculum attainment, achievement, and progress
 - Realistic and challenging targets for improvement
 - Ways in which they can contribute to help their child achieve
- To assist the CEO in developing and presenting an accurate account of the school performance to a range of audiences including governors, parents and carers, and OFSTED.

Strengthening Community

Working with the Executive Headteacher and Trust's Leadership Team to:

- Co-operate and work with relevant agencies and partners to ensure the wellbeing of children.
- Ensure learning experiences for pupils are linked and integrated with the wider community, locally, nationally, and globally.
- Build a school culture and curriculum that takes account of the richness and diversity of the school's community.
- Create and promote positive strategies for challenging all forms of prejudice and harassment.
- Promote the concept of lifelong learning and family engagement with learning through partnership.
- Manage effective relationships with all stakeholders and partners.
- Continue to work in partnership with the Diocese of Hereford and the local church.

Safeguarding and Promoting the Welfare of Children

Working with the Executive Headteacher and Trust's Leadership Team to:

- Ensure a safe and supportive culture in the school.
- Ensure the welfare of children is safeguarded and promoted in line with current best practice and LA advice.
- Identify key features of staff recruitment that help deter and prevent the appointment of unsuitable people.
- Promote Trust policies and practices that minimize opportunities for abuse or ensure its prompt reporting.

Systems and processes

- Ensure the Trust and school priorities are consistently and effectively implemented, and the impact monitored for pupil outcomes
- Secure robust school self-evaluation and quality assurance procedures
- Work with the finance team, including the School Administrator, to build a sustainable 3-year budget, reflecting the future needs of the school
- Ensure regular monitoring of the budget and effective use of resources
- Work with the Central HR team to recruit and retain staff of the highest quality
- Develop a culture of accountability to recognise excellence, as well as providing appropriate strategies to deal with underperformance in accordance with Trust Appraisal and Capability policies and procedures
- Ensure that all senior and middle leaders, or those with responsibility, within the school have clearly defined responsibilities and accountabilities
- Oversee the implementation of Trust policies and procedures ensuring consistent application and monitoring for impact
- Ensure agreed reporting mechanisms are effectively in place for the Governing Body.

Contribution to Trust Systems, Improvement and Leadership

- Treat everyone fairly and equitably demonstrating the Trust's core values
- Instil an ethos and culture of high expectations in every aspect of school life
- Motivate and enable all staff to carry out their respective roles to the highest standard, through high quality continuing professional development
- Develop leadership capacity at all levels, through coaching, mentoring and other appropriate means
- Seek to establish strong middle leadership roles within a distributed leadership structure
- Maximise the opportunities presented for sharing and developing good practice within the school and the wider Trust
- Develop strong, positive relationships with colleagues across the Trust, and contribute towards collaborative work across schools, supporting other staff to participate in Trust-wide activities
- Participate in Trust-wide activities in order to share best practice, contribute to the development of Trust strategies and policies, and promote the schools and the Trust, in a local and national context
- Promote wellbeing and work life balance for all staff

Person Specification

In your supporting statement and application form, please demonstrate how you have successfully met the criteria in **bold** from this person specification.

Criteria	Qualities
Education and Training	Qualified Teacher Status
	Have achieved or is working towards NPQH.
	Evidence of continuing and relevant professional development.
	National Professional Qualification for Headship (NPQH)/be working towards the NPQH.
Experience	Evidence of substantial, sustained, high quality teaching across the primary school age range (baseline standard of very good with a clear track record of outstanding practice).
	An ability to demonstrate the highest level of skill in classroom organisation and management leading to the promotion of good behaviour and discipline across school.
	An ability to adapt the curriculum leading to high levels of achievement for children who have a diversity of needs and interests (and the ability to support colleagues in developing precision differentiation).
	Considerable experience and expertise in developing practice in Assessment and Record Keeping at whole school level to secure improved levels of pupil achievement and accelerated progress.
	Experience of analysing pupil assessment data and using this to inform classroom practice and the deployment of additional resources.
	A full understanding of the National Curriculum and its implementation.
	An awareness of recent national initiatives aimed at raising achievement and school improvement strategies.
	A firm commitment to Equal Opportunities.
	High level of initiative, self-awareness, and interpersonal leadership skills.
	A strong commitment to community links and the ability to confidentially engage with stakeholders.
	An ability to establish positive working relationships with colleagues and pupils through modelling very high levels of professionalism, commitment, and integrity.
	Willingness to support community initiatives, parent association groups, and working parties.
	Practical evidence of links with other schools, educational establishments, and wider community to support transition and enhance teaching and learning, and personal development across the whole school.
	Effectively promote professional relationships with parents and carers to enhance learning.
Previous experience working with Church of England Schools.	

Person Specification Cont.

In your supporting statement and application form, please demonstrate how you have successfully met the criteria in **bold** from this person specification.

Criteria	Qualities
Leadership Qualities	Ability to manage a variety of people and situations effectively and sensitively,
	Initiate and manage strategic and continued improvement.
	Plan, organise, and evaluate work commitments and prioritise areas for development and improvement.
	Ability to work strategically and collaboratively with the governing body and Trust's leadership team.
	Ability to work collaboratively within the Trust and its leadership team whilst reporting to the Executive Headteacher.
	Confidence and commitment to direct, delegate, develop, and empower.
Self-Management Skills	Proven ability to sustain and develop high quality teaching and learning across the school to improve on outcomes for children.
	Knowledge of statutory requirements and the ability to ensure delivery with a broad, balanced, relevant, and differentiated curriculum to support the whole child.
	Knowledge of effective strategies for teaching pupils with SEN.
	Work under pressure, meet deadlines, prioritise, and manage own time effectively,
	Achieve challenging professional goals, taking responsibility for their own professional development.
	Chair meetings effectively.
	Have excellent communication skills, both verbal and written.
	Demonstrate enjoyment of working with children and adults.
Personal Qualities	Approachable, fair, and consistent.
	Able to identify the need for strategic action and act determinedly when necessary.
	Able to work effectively under pressure.
	Significant experience of leading lesson observations and providing quality feedback to teachers.

Joining Us

For the opportunity to become the next Headteacher of Morville CofE Primary School, please visit [My New Term](#).

When completing your application, please refer to the job description and person specification, as well as information about our school and Trust.

For any specific information related to the role itself, that is not covered by this recruitment pack, please email admin@dhmat.org.uk.

For further information about the Trust, please visit www.dhmat.org.uk

Key Dates

Visits to the school

Tuesday 14th April 2026

Closing Date for applications

Friday 17th April 2026

Date of Interview

Monday 27th April 2026

To arrange a visit to the school, please email hr@dhmat.org.uk.



"Since joining the Trust in January 2022, I have been overwhelmed by the support and training I have received. As a Leader, you are valued and trusted to make strategic decisions to improve outcomes for our children in Herefordshire and Shropshire. School Leaders across the Trust are encouraged to combine their knowledge to work on challenges and solutions together. The Trust has a vision that states 'We are a family of schools working together to learn and succeed'. It has been a pleasure being part of that family."

Mish Lewis

Executive Headteacher

Burley Gate & St Michael's CE Primary Schools



"I feel very fortunate to have my first Headship as part of the Trust, having previously been an Acting Head as part of the Local Authority.

The Trust has provided endless mentoring throughout my first few years. The Trust is a family of schools and there is always a professional at the end of a phone to ask a question or talk through a situation whether it be another Head or Trust officer. Conversations are always within a trusted environment, and developmental to improve the outcomes of all pupils."

Rebecca Manning

Executive Headteacher

St. George's CE & Bishops Castle Primary Schools