

TENBURYHIGH

ORMISTON ACADEMY



A role at Tenbury High Ormiston Academy offers a future working with extraordinary children within an exceptional team.

JOB TITLE: Reading Mentor and Lead Librarian (18 hours per week flexible) plus 5 TEDS

START DATE: September 2026

SALARY: Grade 4 SCP 11-14 -Actual salary £11,776 - £12,361
(FTE £28,142- £29,540)



Tenbury High Ormiston Academy, Oldwood Road, Tenbury Wells, WR15 8EJ

www.tenburyhighormistonacademy.co.uk

T: 01584 810304





Reading Mentor and Lead Librarian

Tenbury High Ormiston Academy is a truly unique, small, rural 11-16 academy in the beautiful setting of North-West Worcestershire. It is part of Ormiston Academies Trust (OAT) which is one of the largest not-for-profit multi-academy trusts in England who educate over 30,000 pupils across six English regions, in 31 secondary schools, seven primary schools and one special school. It is one of the longest established trusts and has been sponsoring academies since 2009. OAT's mission is to become the Trust that makes the biggest difference, both inside and outside the classroom.

Our pupils at Tenbury High are happy, well behaved and proud of their school. The academy has a strong vein of moral purpose where the child is at the heart of all we do. We invest in our pupils and our staff to ensure all are supported to be the best they can be.

We are seeking to appoint an enthusiastic Reading Mentor and Lead Librarian to join our successful and ambitious academy.

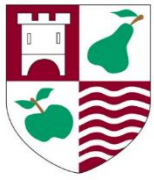
Tenbury High Ormiston Academy has many exceptional features and is a great place to work.

- Our pupils who are happy, well behaved, positive in outlook and genuinely proud of the academy;
- Staff and pupil relationships are excellent;
- We have a stable and very committed, welcoming and hardworking staff
- Our staff teams work collaboratively and supportively to provide the best provision for our pupils;
- We offer an innovative, effective and bespoke CPD model providing regular opportunities for professional development;
- We have a highly supportive and engaged board of governors and an equally supportive local community and multi academy trust;
- We deliver outstanding pupil outcomes and have growing pupil numbers;
- Pupil achievement and attainment is consistent and significantly above national averages

We hope that you will apply if you:

- have a positive, caring and inclusive outlook;
- have excellent subject knowledge
- enjoy a challenge and making a difference to the life chances of all our pupils
- set high standards and inspire pupils to meet them

Please visit the school website tenburyhighormistonacademy.co.uk to find out more about us.



TENBURY HIGH

ORMISTON ACADEMY

Oldwood Road, Tenbury Wells
Worcestershire WR15 8XA
Tel: 01584 810304
Email: admin@tenburyhigh.co.uk

Principal: Mrs V Dean
Vice Principal: Mrs D Wall
Assistant Principal: Mr A Wilks



A Specialist Science and
Mathematics College

April 2026

Dear Applicant

Reading Mentor and Lead Librarian (part-time)

Thank you very much for the interest that you have shown in the above post at Tenbury High Ormiston Academy.

We are a truly unique, small, rural 11-16 academy in the beautiful setting of North-West Worcestershire. Our pupils are happy, well behaved and proud of their school. The academy has a strong vein of moral purpose where the child is at the heart of all we do. We invest in our pupils and our staff to ensure all are supported to be the best they can be.

Supporting pupils with their reading is an important part of school life and this role will involve tutoring identified pupil groups in this specific area of skill development. We use the Lexonik intervention package and will train the successful post holder to deliver reading intervention sessions to pupils in need of additional intervention.

In addition, the Librarian part of the role requires someone with a love of reading and an understanding of how to engage the reading habits of our young people in order to complement our current reading strategy. The academy requires a candidate who sees the best in children, can motivate them as well as build supportive, respectful relationships with young people. We have a well-stocked and well supported library that is established in our school. We have a dedicated team of librarians and several very successful reading projects in place, led by our librarian, including Carnegie shadowing and a peer reading programme. The role is line managed by our head of English but will also work closely with our SENDCO.

We would encourage all prospective candidates to visit the academy to tour and meet with other members of the staff and our pupils, please contact Mrs C Sheppard csheppard@tenburyhigh.co.uk if you wish to arrange a visit. In addition, I encourage you to visit our website; take a look at our Facebook page and email our Head of English (Mrs L Eyre leyre@tenburyhigh.co.uk) if you have any specific questions.

I am grateful for the interest that you have shown and would urge you to apply for the post by completing and returning the application form on mynewterm.

Please note that the closing date is **Wednesday 20th May 2026** and we expect to hold interviews the week commencing **8th June 2026**

I do understand the effort required to submit an application and appreciate the time that you will take to do so.

Yours sincerely

Vicki Dean
Principal

JOB DESCRIPTION AND PERSON SPECIFICATION

As a reading mentor you will typically need to:

- Tutor pupils who have been identified as benefitting from specific tutoring in reading
- Discuss and help decide how identified needs will be addressed
- Implement planned strategies and support pupils in self-esteem and confidence-building activities
- Maintain accurate records, registers and prepare written reports and evaluations
- Manage your own professional development through undertaking relevant training

As a lead librarian you will need to:

- Manage a committed team of pupil librarians
- Alongside leaders, create the library strategy to complement a range of other reading strategies to create a n environment that is purposeful and well used
- Implement the agreed library strategy
- Look for creative opportunities to support reading for pleasure throughout the school

Skills:

- An ability to build relationships and communicate with young people
- excellent communication and listening skills
- the ability to analyse problems and devise solutions
- assertiveness in dealing with pupils and fellow professionals
- determination to see problems and solutions through to the end
- the ability to empathise
- a non-judgemental approach
- organisation and time management skills
- the ability to relate to young people and adults and to build trust so that they can achieve their full potential
- the capacity to motivate and act as a role model
- negotiation skills
- flexibility and adaptability, as well as the ability to work well under pressure
- report writing skills and the ability to maintain accurate records
- a commitment to equality and diversity
- an understanding of confidentiality and the handling of sensitive information
- knowledge of, and a commitment to, safeguarding in schools.

Person Specification

Essential	Desirable
<ul style="list-style-type: none">• GCSE English and Maths – grade C or above – or equivalent.• Can build excellent relationships• Self motivated and self confident• Strong communication skills• Proactive• A flexible working attitude• Team player• Evidence that you have worked as part of a team• Sense of humour• Organisational and planning skills• IT literate• Consistently high expectations of self and other• Creative problem solver• Commitment to the highest standards of child protection• Enjoy working with young people• Demonstrate energy, vigour and perseverance and promote an “I can” philosophy• Love of reading• Understand the importance of reading in a child’s life• Can work under pressure, prioritise time and meet deadlines• A willingness to develop your own professional learning• A positive role model to staff and pupils• A professional work ethic• Full driving licence and own car	<ul style="list-style-type: none">• Experience of working with young people• Willingness to take on delegated responsibility• Ability to manage resources• Ability to anticipate problems and identify opportunities• Experience working in an educational setting