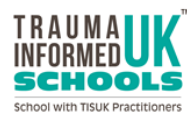




Stoke Prior First School
Headteacher
Recruitment Pack 2026





Thank you for requesting a recruitment pack for the position of Headteacher at Stoke Prior First School.

If you haven't yet, we would love to invite you to visit the school to experience our warm and welcoming environment. Please contact Ali Barr through office@stokeprior.worcs.sch.uk or call 01527 832520 if you wish to arrange a visit. We are a First School in a small village just outside Bromsgrove, Worcestershire. Situated between Birmingham and Worcester, Bromsgrove is a market town with excellent rail and motorway links and is surrounded by beautiful countryside.

In October 2024, Ofsted graded the school as 'Good' in all areas, and we are constantly striving to provide the very best education for our children. Education at its best stems from a partnership between parents, children and staff and we are committed to achieving the highest possible standards and academic outcomes for our children, as well as providing a range of enriching experiences to develop the 'whole child'.

Please read the information contained in this pack. We hope it will help to share our visions and values, as well as supporting you in completing the application form.

Stoke Prior First School is committed to safeguarding children, and all successful applicants are subject to a Disclosure Barring Service and other relevant employment checks.

WELCOME LETTER FROM OUR CHAIR OF GOVERNORS

Thank you for your interest in the position of Headteacher at Stoke Prior First School. On behalf of the Local Academy Governing Board, I am delighted to welcome your interest in leading our unique and much-loved village school.

We are seeking an exceptional leader who shares our strong commitment to our core values of collective responsibility, respect, teamwork and reflection. These values are lived daily by our children, staff and wider community and underpin the nurturing, inclusive culture that defines Stoke Prior.

As Governors, we are immensely proud of our school. We continue to be oversubscribed, our open days are well attended and feedback from families and visitors consistently reflects the warmth, ambition and sense of belonging that is felt as soon as you step through the door. This success is built on the dedication of a talented and well-supported staff team and we firmly believe that when staff are valued and empowered, children thrive.

Looking ahead, we are excited about the future of Stoke Prior First School. We have high aspirations for every child and adult in our community and we are now seeking a Headteacher with the vision, energy and compassion to lead the school through its next chapter. Our Local Academy Governing Board is committed to providing both robust support and constructive challenge, working in close partnership with our Headteacher to secure the very best outcomes for all pupils.

At the heart of everything we do are our children. We believe in educating the whole child-recognising individuality, celebrating differences and ensuring that every child feels happy, safe and confident to succeed. This nurturing culture and inclusive ethos is embodied in everything that goes on in our school on a day-to-day basis and through the relentless drive and strategic vision of our new Headteacher, we are excited to see what the future holds.

If you feel that your skills, experience and personal values align with our school, I would strongly encourage you to visit Stoke Prior First School to see our community in action and meet our wonderful children and dedicated staff.

We are a founding member of Aequalis Education Trust, a trust that believes in equality and inclusivity, putting children at the heart of everything we do. Our Trust family of schools are Alvechurch C of E Middle School, Chadsgrove School & College, Fairfield First School and Meadows First School.

Please note the details below which provide other information that you may find relevant linked to our values, ethos, curriculum and culture. We are offering numerous opportunities to visit our school prior to the close of this application. Please contact Ali Barr through office@stokeprior.worcs.sch.uk or call 01527 832520 if you wish to arrange a visit.

Sophie Basche, Chair of Governors

WELCOME LETTER FROM OUR CHIEF EXECUTIVE OFFICER



Aequalis
Education Trust
ethical • inclusive • ambitious

Dear Prospective Headteacher,

Thank you for your interest in joining Stoke Prior First School. It's a pleasure to introduce you to Aequalis Education Trust and to share the values that shape who we are and how we lead.

Aequalis is built on three core principles: being ethical, inclusive, and ambitious. These values guide every decision we make and every relationship we build. We believe in doing what is right, not what is easy; in creating environments where every child and adult feels they belong; and in setting bold aspirations for our pupils, our staff, and our schools.

Stoke Prior is a school that fully embraces the above with a warm community spirit, a dedicated team, and a deep commitment to nurturing the whole child. As we look to the future, we are seeking a Headteacher who shares our values — someone who leads with integrity, champions inclusion, and brings a forward looking, ambitious vision for what the school can achieve.

Across Aequalis, collaboration is at the heart of our work. Our leaders support one another, share expertise, and celebrate each other's successes. Should you join us, you will be part of a Trust that invests in its people and believes that strong, principled leadership transforms lives.

I hope the recruitment process gives you a clear sense of our culture and our aspirations. If you choose to take this next step with us, you will be joining a Trust that is deeply committed to ethical leadership, inclusive practice, and ambitious outcomes for every child.

Thank you once again for considering Stoke Prior First School and Aequalis Education Trust. I look forward to the possibility of welcoming you into our community.

Kind Regards

Deb Rattley

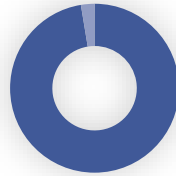
CEO, Aequalis Education Trust

School Details

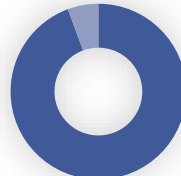
149 Children
on Roll



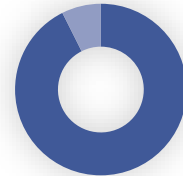
SEN 8%
(ECHP 2%)



Free School
Meals 7%



EAL
2%



Number of Teaching Staff: Full time 3 / Part time 4 + Part Time SENDCO

Number of Teaching Assistants: 9 (varying hour contracts)

Number of Admin staff: 2 (Including 1 part time)

Total Staff = 24, including site, lunch and wrap around teams

The school leadership structure consists of Headteacher, Deputy Headteacher and Behaviour & Inclusion Lead. Individual staff lead on different curriculum areas.

Stoke Prior First School is part of Aequalis Education Trust, with a self-run wraparound provision, and a roll of 150 pupils. It is situated in the rural village of Stoke Prior close to the town of Bromsgrove in Worcestershire (three-tier education system). The school is 1-form entry (Reception to Year 4) and feeds into Aston Fields Middle School and St John's CE Middle School, both located in the south of Bromsgrove.

Stoke Prior First School has a below average proportion of SEN children in attendance, but this fluctuates and we always do all we can to accommodate any needs with our knowledgeable and committed SENDCO, along with our experienced staff. The school is renowned for its positive friendly atmosphere which creates a fantastic learning environment and a family feel. There are lots of opportunities for children to learn in many ways such as our forest school, learning outdoor sessions, experience workshops, arts and science weeks, as well as lots of extracurricular activities at our well attended after school clubs and trips.



Our Vision and Values

Why?

We believe in encouraging our children to become happy, resilient learners, developing their thirst for knowledge and their ambitions whilst enabling them to be compassionate and prepared for the world ahead.

How?

By providing a safe, nurturing environment with an inspiring curriculum that both challenges and provides memorable opportunities to excite, experiment and enquire.

Our vision sets out what we want all of the children to be like when they complete their learning journey through Stoke Prior First School. We have four core school values that underpin everything we do and everyone strives to achieve them every day.

Responsibility – Respect – Teamwork – Reflection

Collective Responsibility

- Pride in the environment
- Policies implemented
- Support everyone willingly
- Step into another role at a moment's notice
- Following the Golden Rules
- Wearing uniform
- High expectations of all we do
- Focus on common goals

Respect

- Listening
- Communicate
- Kindness
- Thoughtful
- Equality
-
- Tolerant
- Honesty
- For everyone

Teamwork



- Reliable
- Shared experiences
- Listening to others
- Compromising
- Laughter
- Sharing achievements
- Support, communication and challenge
- Collective displays
- Openness
- Tenaciousness
- Helping each other to solve problems
- Being kind
- Working together
- Thinking
- Showing honesty

Reflection

- Learning and improving
- Making time to think
- Helping to make better choices
- Seeking improvements
- Celebrating success
- Progress over time

At Stoke Prior First School, we are committed to providing an exceptional education that cultivates a love of learning for all our students.

Our dedicated team of educators is passionate about creating an inspiring curriculum that prepares our students for the challenges and opportunities of the future. We believe in going beyond traditional academics, integrating real-life experiences and a love for learning into every aspect of our teaching and learning practices.

We prioritise the well-being of our students and staff, creating a supportive environment that utilises the outdoors as a tool for growth and development. Our motivated staff members are respected and valued, and we invest in their continuous professional development to ensure they deliver the highest quality education.

Building strong relationships is at the heart of our school community. We believe in working together as a team, with parents, pupils, staff, and governors, to create a sense of collective responsibility. Our wider community extends beyond the school, and we collaborate with external partners to ensure our practices remain relevant and up-to-date.

At Stoke Prior, we understand that each child is unique and has their own journey of learning and growth. We prioritise the holistic development of our students, focusing not only on academic achievement but also on character building. We strive to create a learning environment where every student feels empowered, inspired, and prepared for a successful future.

Curriculum

Our curriculum is underpinned by the Early Years Foundation Stage and the National Curriculum but it has been refined to equip our children to be more effective learners in the 21st century.

Our curriculum is skills based, developing disciplinary knowledge and allows children to gain vital life skills which are needed in an ever-changing world and social climate.

We provide a curriculum that is progressive and carefully sequenced. All the subjects are taught to all children allowing them to link their knowledge across the curriculum where available and appropriate.

At the heart of the curriculum is the importance of teaching children to read and immersing them in deep, broad and rich vocabulary through selected quality texts. In turn they acquire and develop a range of skills in in both reading and writing.

Our curriculum is delivered by teachers and support staff who are caring, experienced, inspirational, and deeply committed to do their very best for all the children in their care.

Our curriculum is enriched by a wide range of additional activities which brings learning to life and makes it memorable.

Our curriculum enables children to be successful, providing every pupil with the chance to reach their full potential in all subjects.

Our pupils leave us as confident, resilient learners, well prepared for the next stage of their education and life.

More information can be found in our Curriculum Policy, along with information on all the subjects taught in school, via our website.



Staff Voice

When asked what the staff wanted in a new head teacher they said:

- Puts the children first and is firm but fair
- Someone who values the team ethos
- Has an open-door policy – approachable and always ready to listen
- Be willing to carry out any task to make the school run smoothly
- Flexible and supportive to staff
- Will continue to embed all the changes we have made recently

Pupil Voice

When children were asked what was important to them in a head teacher they said:

- Knows my name and talks to me
- Is friendly and kind
- Comes to school council meetings
- Makes school a fun place to be – events, being funny etc
- Proud of us when we do well

Parent Voice

Parents listed the below as important qualities for a head teacher:

- Visible and approachable
- Kind and compassionate
- For the whole child not just academic achievement
- Firm but fair
- Knowing all the children, teaching them, knowing all their names



Please also see our detailed website and school brochure to gain further insight into our wonderful little school, with a big heart!



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Education Trust
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