



TWO RIVERS HIGH SCHOOL
TORC CAMPUS, SILVERLINK ROAD, GLASCOTE HEATH
TAMWORTH, STAFFORDSHIRE, B77 2HJ
01827 426124



Endeavour
Multi-Academy Trust
Stronger Together • Excellence • Inclusion • Equity

Welcome from Endeavour Multi Academy Trust

Thank you for your interest in the post of Headteacher at Two Rivers High School, Tamworth, Staffordshire, part of Endeavour Multi Academy Trust.

Two Rivers High School is an exceptional special school, recognised for its unwavering commitment to improving outcomes for pupils with complex and diverse needs. Our highly skilled and dedicated staff work collaboratively and relentlessly to raise standards, ensuring that every pupil is supported to achieve their full potential. The school also plays a vital role within the local educational community, providing specialist outreach and guidance to mainstream primary and secondary schools across Tamworth through established local hubs.

At Two Rivers High School, there is a strong belief that every child is unique. Provision is underpinned by a pathways model, enabling the school to meet a wide range of cognitive, communication and social, emotional and mental health needs presented by its pupils. This approach ensures that learning is personalised, meaningful and ambitious, with pathways carefully designed to support pupils' progress, wellbeing and preparation for adulthood.

Strong emphasis is placed on pupils' personal development, including emotional regulation, independence, and social communication. Where appropriate, pupils are supported to achieve accredited outcomes, alongside the development of independence and life skills. All of this takes place within a positive, safe and nurturing environment in which pupils and staff are equally valued.

The role of Headteacher at Two Rivers is both demanding and deeply rewarding. It is a strategic post, with responsibility for sustaining and further developing the quality of education, safeguarding, behaviour and pupil wellbeing. The successful candidate will lead with clarity, integrity and compassion, demonstrating a strong understanding of high-quality teaching and learning, curriculum design and assessment, and using this expertise to secure sustained improvement in pupil outcomes across all pathways.

Two Rivers High School is part of an outward-looking, ambitious and growing Multi Academy Trust. Endeavour Multi Academy Trust places a strong emphasis on collaboration, co-production and shared expertise, while valuing the unique identity of each of its schools. Headteachers within the Trust are well supported and appropriately challenged by a skilled and experienced central team, enabling them to focus sharply on school improvement and pupil outcomes.

The Headteacher will report directly to the Chief Executive Officer and work closely with the Director of Education, Trustees and Governors. We are seeking an inspirational and resilient leader with a proven track record of impact with strong leadership and management skills. The Headteacher will lead robust self-evaluation and school improvement planning, ensuring statutory responsibilities are met and that improvement work is sharply focused on pupil progress, attendance, behaviour and wellbeing.

The Headteacher will be responsible for shaping and sustaining a strong, inclusive school culture underpinned by high expectations, mutual respect and a shared commitment to excellence for every pupil. Experience of special educational needs is highly desirable, and the successful candidate will demonstrate the flexibility, care and ambition required to lead an outstanding special school.

Two Rivers High School is proud of its achievements, and we are looking for a Headteacher who will not only maintain excellence but will continue to innovate and lead the school with purpose and confidence. If you recognise the transformative impact that high-quality leadership, teamwork and inclusive provision can have on the lives of young people, we warmly encourage you to apply.

If you would like to find out more about the role or arrange an informal discussion or visit to the school, please contact Holly Rigby at Endeavour Multi Academy Trust info@endeavourmat.co.uk. Meetings can be arranged with the CEO or Director of Education to discuss the role, the school and the Trust in more detail.

Gail Brindley
CEO

BACKGROUND INFORMATION

Two Rivers High School was formed in September 2005, when the two special schools in Tamworth federated to create two age-phased generic schools. The Federation was split on two sites, one for primary aged pupils and the other for secondary aged pupils. Since September 2019 the school has been a part of Endeavour Multi Academy Trust.

Two Rivers High School has received the Quality Inclusion Mark, Gold Arts Mark, Dyslexia Friendly Status, Bronze award for Restorative and Relational practice, CPD Mark, LoTC, and PE Active Mark. These are tremendous awards that reflect the excellent quality of education that we strive to offer pupils.

The school is an integral part of the local community in Tamworth and the wider area; pupils take part in a wide variety of projects including supporting Residential Homes, Tamworth Community Garden and the local allotments. Links with Staffordshire Partnership and local businesses offer opportunities for work related learning. The sixth form benefits from many vocational subjects such as Catering Hair and Beauty and Retail.

HIGH SCHOOL SITE

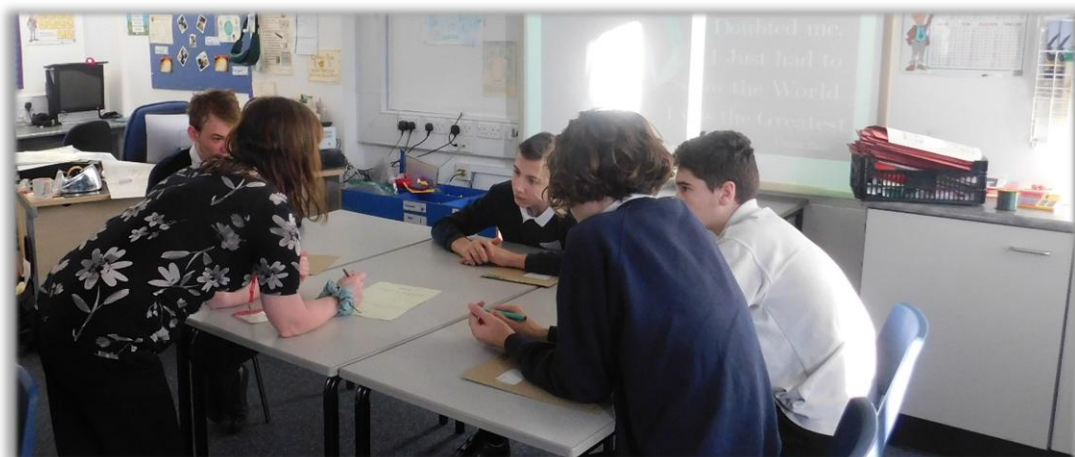
The High School is on a campus shared with South Staffordshire College, Torc Campus, Tamworth and Two Rivers Primary School's Nursery.

The facilities equal any High School including a Sports Hall, ICT Suite, Music Room, Performing Arts Room plus a Theatre, Science Lab, Therapy Rooms etc. Indoor courtyards provide a relaxing ambiance to the school.

Outside the school there are football pitches, grassed area, horticulture area and a forest school area as well as seated areas. The playing fields lead to Tamworth Athletics Stadium.

TEACHING AND LEARNING

The High School is a large provision with 286+ pupils on roll. It provides an enhanced staff pupil ratio with pupils with the most complex needs being taught in smaller class groups. All classrooms have computers, iPads and interactive white boards to enhance pupils learning. There is sensory provision for those pupils not able to access the National Curriculum.



The High School delivers the curriculum through a secondary model. Much of what is delivered beyond the core subjects resembles the best practice found in alternative provision utilising a range of accredited courses.

Over the years the school has been involved in local and national competitions and has regularly outperformed mainstream schools.

At Key Stage 4 & 5 pupils are entered for a wide range of external accreditation. This includes Unit Awards; Entry Level Certificates; Functional Level 1 and 2 awards; GCSE; Duke of Edinburgh Award and Vocational Awards.

Pupils can transfer at YR11/12/13 or 14 to a college or wider community environment and are supported in that transition.

SAFEGUARDING

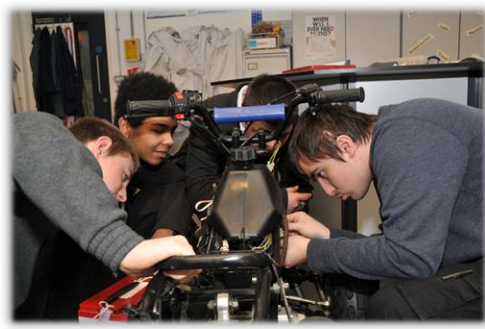
The health and welfare of all pupils is paramount and taken very seriously. The school has rigorous safeguarding procedures, and a nurse is based on the site part-time. A range of alternative therapies and counselling are also available to support pupils' emotional needs.

SCHOOL AIMS

The school strives relentlessly to raise aspirations and attainment by providing high quality teaching and learning in a safe and secure environment in which the pupils' welfare is paramount and where everyone is valued equally. The school promotes, encourages, supports and celebrates learning by ensuring:



- **Excellent** relationships between pupils, staff, parents and carers.
- **High** expectations for learners.
- **Challenging**, creative and age-appropriate curriculum, relevant to the needs of the pupils.
- **Positive**, happy and motivating learning environment and culture.
- **Holistic** approach to the pupils learning, health and welfare is achieved.
- **Strong** links with the community.
- **Confidence** and self-esteem of all pupils is nurtured and combined with respect for others and understanding of responsibilities, self-discipline and high standards of behaviour.



At Two Rivers High School, there are four important values that guide everything they do: build relationships, nurture and care, grow together, enjoy and achieve. They believe in creating a warm and welcoming environment where everyone feels valued and respected. Building positive relationships with peers and teachers is key to success. The school community understands the importance of nurturing and caring for each other, supporting one another through difficulties and celebrating achievements. Together, they grow and learn, embracing challenges and working as a team. They believe that by enjoying our learning journey, they can achieve great things and reach our full potential.



OFSTED

Two Rivers High School was inspected by Ofsted in March 2024 and was confirmed again as being an outstanding provider. Inspectors recognised the school’s strong culture, effective leadership and continued commitment to meeting pupils’ complex needs. The report highlights that ***“Two Rivers High School is more than a special school; it is an inspirational community where pupils are happy and thrive.”***



Key findings from the inspection included:

- *“Understanding and patience are the keys to this very special community.”*
- *“When pupils need help, staff act quickly, with kindness and care, to respond to what is needed.”*
- *“Skilful teachers translate these expectations into exciting lessons that are adapted to the varying needs of the pupils.”*
- *“Pupils experience a range of exciting opportunities to prepare them for the world around them.”*
- *“The school’s work on early reading is particularly strong.”*
- *“Understanding and patience are the keys to this very special community.”*
- *“This means that pupils feel valued and eager to please and work hard.”*

The full inspection report is available via the Ofsted website and school website.

LOCATION

Two Rivers High School is located in Tamworth, in South Staffordshire, at the heart of the West Midlands. It is a large and well-connected market town situated approximately 14 miles north-east of Birmingham and close to the Warwickshire border, offering a wide choice of housing and leisure opportunities for those considering relocation.

With a population of just over 76,000, Tamworth is one of the largest towns in Staffordshire. Steeped in history and once the capital of the ancient Kingdom of Mercia, the town is home to the historic Tamworth Castle, a key landmark and visitor attraction.

Tamworth benefits from excellent transport links, including the A5 and M42, as well as a direct rail connection, making it an accessible workplace for those commuting from across Staffordshire, Birmingham, Warwick and Stratford-upon-Avon.



The town offers a strong blend of heritage and modern amenities. Attractions such as Tamworth Castle, the Assembly Rooms, the National Memorial Arboretum, Drayton Manor Theme Park, Twycross Zoo and the SnowDome are all within easy reach, alongside a good range of shopping, dining and leisure facilities.

Tamworth has over 20 distinct suburbs and continues to offer good value housing compared with regional and national averages. The average house price in Tamworth was approximately £235,000 in January 2026, with detached houses averaging around £380,000 and semi-detached properties approximately £240,000. (Rightmove). This shows a stable housing market while remaining more affordable than nearby cities.

HEADTEACHER

SALARY: L30-34

FULL TIME PERMANENT POSITION

Two Rivers High School is outstanding in every aspect of school life, and we expect the same commitment to excellence from our leadership team. We are an academy special school offering a challenging, ambitious and creative curriculum for pupils with diverse and complex needs, and we are highly regarded by parents, carers and the wider community.

We are seeking a Headteacher with the vision, resilience and expertise to sustain and further develop our outstanding provision, securing the very best outcomes for pupils.

You will bring:

- Proven senior leadership experience, with the ability to provide clear strategic direction and lead an outstanding school effectively
- A strong understanding of special educational needs, including severe learning difficulties and autism, and a commitment to inclusive practice
- A clear vision for high-quality teaching, curriculum design and assessment, ensuring ambitious outcomes for all pupils
- The ability to lead, develop and hold staff to account through effective people management, performance management and professional development
- Experience of leading whole-school improvement, self-evaluation and change with measurable impact
- Strong partnership-working skills, including engagement with parents, governors, the Trust and external agencies
- The confidence to represent the school positively within the community and strengthen established outreach, community and business links
- A commitment to safeguarding, pupil wellbeing and creating a calm, safe and nurturing school culture

Two Rivers High School can offer you:

- The opportunity to lead an outstanding special school within a supportive and ambitious Multi Academy Trust
- Exceptionally committed staff and pupils who enjoy learning and thrive within a relational, inclusive culture
- Strong and effective governance, with Trustees and Governors who challenge and support school leaders appropriately
- A high-quality site and facilities that enhance learning and support a broad and ambitious curriculum
- Professional support and collaboration through Endeavour Multi Academy Trust, including opportunities to contribute to wider system leadership

We are committed to the safeguarding and welfare of all children and young people. This post is subject to an **Enhanced Disclosure and Barring Service (DBS) check**.

We are committed to equality, diversity and inclusion and welcome applications from all backgrounds. We value the unique contributions that a diverse workforce brings and are dedicated to creating an inclusive environment where everyone feels respected and able to thrive.

APPLICATION PROCESS

Safeguarding Statement:

In line with Keeping Children Safe in Education 2025, as a part of our recruitment process, we will carry out an online search on shortlisted candidates to identify any comment, image or other content that could cause reputational damage to the school and/or give rise to a safeguarding concern. If we discover anything during our searches, this will be passed on to the Chair of the panel and discussed during interview.

We are deeply committed to safeguarding and promoting the welfare of children and expect all staff, trustees, governors and volunteers to share this commitment. All necessary safeguarding checks will be undertaken which must have satisfactory outcomes, otherwise the conditional job offer may be withdrawn. Details of the checks that will be undertaken can be found within the Keeping Children Safe in Education, 2025 document.

This role has been assessed as working in regulated activity and is subject to an Enhanced DBS plus Children's Barred List Check.

It is an offence to apply for this role if you are barred from engaging in regulated activity relevant to children. All shortlisted candidates will be sent a self-disclosure form to complete prior to interview.

As a Multi Academy Trust, we are committed to ensuring that throughout our recruitment and selection process, no applicant will be disadvantaged or discriminated against because of the protected characteristics under the Equality Act 2010.

KEY DATES:

Closing date: 15th May 2026 (9am)

Shortlisting date: 15th May 2026

Interviews: 22nd May 2026

Start date: 1st September 2026 or 1st January 2027 for the right candidate

The school website will provide prospective candidates with further information about our school.

We do hope that you apply and if you do, you need to submit a fully completed application form by the closing date as above. Please note that we do not accept CVs and no applications will be accepted after the closing date.

Shortlisting will be based on the information contained within your application form only.

If you wish to send an accompanying letter with your application, it should be no longer than two sides of A4 paper.

Please email your application for the attention of Mrs Holly Rigby, Assistant to the Executive Board to: info@endeavourmat.co.uk

For further enquiries, please contact the Trust on 01902 761889.

We look forward to receiving your application.

HEADTEACHER

Job Description

Job details

Salary: L30 – L34

Hours: Full-time

Contract type: Permanent

Reporting to: Chief Executive Officer, Endeavour Multi Academy Trust

Responsible for: Deputy Headteacher, Assistant Headteachers, Senior and Middle Leaders, all school staff

Two Rivers High School

(Part of Endeavour Multi Academy Trust)

Main purpose

The Headteacher will:

- Establish and sustain the school's ethos, vision and strategic direction in partnership with the Trust, Governors and wider school community
- Provide professional and strategic leadership that secures high-quality education, safeguarding and wellbeing for all pupils
- Establish, oversee and evaluate systems, processes and policies so the school operates effectively and efficiently
- Identify barriers to school effectiveness and lead realistic, evidence-informed strategies for sustained school improvement
- Ensure school improvement priorities are implemented successfully and evaluated rigorously
- Monitor progress towards achieving the school's aims, objectives and outcomes for pupils

- Allocate financial, human and physical resources appropriately, efficiently and in line with Trust expectations
- Contribute to Trust-wide collaboration and system leadership, including outreach and partnership working

Qualities

The Headteacher will:

- Uphold public trust in school leadership and maintain the highest standards of ethics, conduct and professionalism
- Lead with integrity, clarity, resilience and compassion
- Build positive, respectful and purposeful relationships across the school and Trust community
- Act at all times in the best interests of pupils and staff
- Model inclusive values, ambition and high expectations

Duties and responsibilities

School culture and behaviour

The Headteacher will:

- Create and sustain a culture where pupils experience a positive, safe and enriching school life
- Uphold ambitious educational and personal development expectations for all pupils
- Promote a calm, well-ordered and nurturing environment that supports readiness to learn
- Ensure a strong culture of staff professionalism, accountability and wellbeing
- Embed consistent, fair and trauma-informed approaches to behaviour management, aligned to school policy

Teaching, curriculum and assessment

The Headteacher will:

- Establish and sustain high-quality teaching across the school, informed by evidence and best practice
- Lead the development and implementation of a curriculum delivered through a **pathways model**, meeting a wide range of complex SEN needs
- Ensure curriculum intent, implementation and impact are clearly defined and evaluated
- Secure robust assessment systems that are valid, proportionate and meaningful for pupils working below national curriculum benchmarks
- Promote accredited outcomes, independence, personal development and preparation for adulthood
- Ensure curriculum leadership is effective, well-supported and externally informed

Special educational needs and disabilities

The Headteacher will:

- Promote a culture and practice that enables all pupils to access an appropriately ambitious curriculum
- Maintain high expectations for pupils with SEND across all pathways
- Ensure the school meets its statutory responsibilities under the SEND Code of Practice
- Work effectively with parents, carers, local authorities and multi-agency professionals to identify needs and provide timely support
- Ensure provision reflects pupils' cognitive, communication, sensory and social/emotional needs

Managing the school

The Headteacher will:

- Ensure the safety, welfare and safeguarding of pupils and staff at all times
- Maintain a strong culture of safeguarding, vigilance and statutory compliance

- Manage staff effectively, with due regard to workload, wellbeing and professional development
- Ensure robust risk management, health and safety, and business continuity arrangements
- Ensure the school operates within Trust, legal and financial frameworks

Professional development

The Headteacher will:

- Promote a strong professional learning culture for all staff
- Ensure high-quality CPD is planned, delivered and evaluated for impact
- Draw on expertise within the school, Trust and wider professional networks
- Keep up to date with developments in education, SEND and leadership
- Actively engage in their own professional development

Governance, accountability and partnership working

The Headteacher will:

- Work transparently and effectively with Trustees, Governors, the CEO and Director of Education
- Welcome scrutiny and accountability and ensure accurate reporting on school performance
- Ensure staff understand their professional responsibilities and are held to account
- Ensure compliance with statutory duties, Trust policies and regulatory frameworks
- Strengthen partnerships with other schools, agencies and the wider community
- Lead the school's established **outreach role**, supporting mainstream schools locally

Other responsibilities

- Undertake any other duties appropriate to the level of the role as determined by the Trust

This job description reflects the general scope and responsibility of the role and may be amended in consultation with the postholder.

PERSON SPECIFICATION- HEADTEACHER – TWO RIVERS HIGH SCHOOL

	ESSENTIAL	DESIRABLE	EVIDENCE
Qualifications and professional development	<ul style="list-style-type: none"> • Qualified Teacher Status (QTS) • Degree or equivalent professional qualification • Appropriate senior leadership training or qualification (e.g. NPQH or equivalent) • Safeguarding training appropriate for senior leadership (level 2) 	<ul style="list-style-type: none"> • Post Graduate qualification in SEND or related field. • Evidence of sustained professional development, action research or significant contributions to curriculum or school improvement. 	AF
Leadership experience and expertise	<ul style="list-style-type: none"> • Successful senior leadership experience in a school • Successful teaching experience in a Secondary and/or Special School (minimum 6 years) • Strong knowledge and experience of meeting the needs of pupils with complex SEN, including ASD, SLD and SEMH • Clear understanding of national education policy SEND statutory guidance and accountability frameworks • Proven experience of leading, managing and developing staff through effective line management, appraisal and professional development. 	<ul style="list-style-type: none"> • Experience of leading within a special school or SEND context • Experience of inspection processes and external accountability • Experience of partnership, outreach work or multi-agency working • Experience of organisational and financial management, including budget responsibility 	AF I R

	<ul style="list-style-type: none"> • Proven experience of leading and managing change, translating strategic priorities into clear, monitored action plans • Secure understanding of safeguarding legislation and statutory responsibilities • Experience of working effectively with governing bodies or boards, including presenting to support challenge and accountability 		
Knowledge, skills and professional practice	<ul style="list-style-type: none"> • Strong understanding of high-quality teaching, curriculum design and assessment including for pupils working below national curriculum benchmarks • Ability to use assessment data and evidence to evaluate impact, track progress and inform improvement. • Knowledge of current SEND legislation and statutory responsibilities. • Strong understanding of safeguarding, child protection and inclusive practice • Sound understanding of school finance and resource deployment and operational effectiveness • Excellent communication and interpersonal skills with an ability to engage confidently with a range of audiences • Confident use of digital technologies to support leadership, learning and school improvement 	<p>Experience of coaching and mentoring leaders or colleagues to drive continuous improvement</p>	<p>AF I R</p>

<p>Personal qualities and leadership values</p>	<ul style="list-style-type: none"> • Demonstrate a strong moral purpose and commitment to inclusion, equality and pupil wellbeing • Resilience, reflective and able to remain effective under pressure • Leads with integrity, honesty, professionalism, and accountability, modelling the highest standards of conduct • Approachable and credible, able to build trust and positive relationships quickly • Skilled at handling sensitive and complex issues constructively, promoting inclusion and resolving conflict effectively • Self-reflective and committed to continuous professional learning for self and others • Committed to collaborative, open leadership that welcomes challenge and encourages engagement • Be an innovative, creative thinker who can anticipate and solve problems and inspire others to do the same 	<ul style="list-style-type: none"> • Be an innovative, creative thinker who can anticipate and solve problems and inspire others to do the same 	<p>I</p>
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Ethical Leadership

All leaders within Endeavour Multi Academy Trust are expected to uphold the **Nolan Principles of Public Life:**

Selflessness, Integrity, Objectivity, Accountability, Openness, Honesty and Leadership, acting at all times in the best interests of children and young people.