

Dear Applicant,

Thank you for your interest in the role of Headteacher at Blackmarston Primary Special School. On behalf of the Trustees of Accordia Academies Trust, I am delighted to provide you with this application pack, which outlines an exciting opportunity to lead a truly unique and inspiring special school dedicated to the education, care, and well-being of our pupils.

Blackmarston School is a well-established and much-loved school in Hereford, serving children aged 2 to 11 with a range of complex learning needs, including profound and multiple learning difficulties (PMLD), severe learning difficulties (SLD), and autism. Our school is built on a foundation of strong relationships, inclusive practice, and a commitment to helping every child thrive.

In March 2025, Blackmarston School became part of Accordia Academies Trust, joining a family of schools committed to transforming lives through inclusive and high-quality education. This partnership has brought renewed energy, support, and strategic direction to the school.

Following an Ofsted inspection in June 2023, the school was judged to have serious weaknesses, prompting a period of reflection and renewal. Since then, significant progress has been made. The Ofsted Monitoring Visit in January 2025 recognised the positive changes underway, including strengthened leadership, improved curriculum planning, and a renewed sense of purpose and optimism among staff. Inspectors noted that “staff shared a common consensus that there ‘has been a breath of life put into the school’ and for that they are proud.”

As Headteacher, you will have the opportunity to build on this momentum and lead Blackmarston School into its next chapter. This is a pivotal leadership role, requiring a compassionate, visionary, and highly skilled individual who can inspire and guide both staff and pupils, while working collaboratively with the CEO, Trustees, families, and the wider community. We are seeking a leader with a proven track record in educational leadership, a deep understanding of SEND, and the ability to foster a culture of excellence, inclusion, and joy in learning.

Accordia Academies Trust is committed to supporting its leaders through professional development, shared resources, and collaborative opportunities. As Headteacher of Blackmarston, you will be a key member of the Trust’s leadership team, contributing to our wider mission of transforming lives through education.

We warmly invite you to visit Blackmarston School to experience its welcoming and vibrant community first-hand.

We look forward to receiving your application and learning more about how your skills and experiences align with our aspirations for Blackmarston. This is a rare and exciting opportunity to make a lasting impact on the lives of our pupils, their families, and the wider community.

Thank you once again for your interest, and we wish you the very best in your application.

Yours sincerely,

*Trevor Gregory*

Chair of Trustees, Accordia Academies Trust