



UNIVERSITY *of*  
WORCESTER



Appointment of

**Head of Institute of Education**

# Contents

|    |                                 |
|----|---------------------------------|
| 3  | Executive Summary               |
| 4  | The Institute of Education      |
| 5  | Job Description and Main Duties |
| 7  | Person Specification            |
| 8  | The University of Worcester     |
| 11 | Outstanding Ofsted              |
| 12 | Facts About the University      |
| 14 | How to Apply                    |



## Executive Summary

**The University of Worcester is committed to providing excellent education. High standards, inspirational teaching and extensive opportunities for student participation combine to enable individual students to flourish.**

The employment prospects for University of Worcester graduates are excellent - 96% of Worcester graduates are in work or further study 15 months after graduating (Graduate Outcomes Survey 2025). The combination of teaching methods and opportunities for skills development help to develop the qualities that today's graduate employers seek.

The University has eight academic Schools / Institutes overseen by the Deputy Vice Chancellor Academic.

The Institute of Education lies at the heart of the University of Worcester. It embraces Primary, Secondary and Post-Compulsory Teacher Training as well as Education and Inclusion and Children and Families.

We are seeking to appoint an authentic leader who will create and grow opportunities for students and staff and work imaginatively across all aspects of the Institute.

With a demonstrable passion for widening participation and inclusion, they will lead the development of the educational portfolio of the Institute and provide strategic leadership to the Institute's Heads of Department. They will drive continued excellence in student outcomes and maintain and expand external partnerships.



# The Institute of Education

**We are one of the UK's major providers of education, training and research for the children's workforce. The University has its roots embedded in teaching. The Institution was founded in 1946 as a Teacher Training College and we have now been training inspirational teachers for over 70 years. The Institute of Education has built on this legacy to develop a reputation for the highest quality provision. In 2023 the University of Worcester's Primary and Secondary Teacher Training provision was rated Outstanding by Ofsted, who stated that our students benefit from an "exceptional" learning experience.**

We place a great value on the individual and creating a friendly and supportive environment in which to work and learn. This approach has allowed us to develop a programme of high-quality courses, school support services and research.

The Institute has a strong track record of partnership working through building teaching placements, employability opportunities, continuing professional development and research opportunities. We engage with a diverse range of organisations motivated by a commitment to meeting the needs of local areas and regions. We currently work with 121 multi-academy trusts, 261 primary schools, 88 secondary schools and a wide range of higher and further education settings, nurseries, children's services, government organisations, local authorities, charitable trusts, and national committees. Our partnerships are underpinned by strong relationships which uphold a shared mission, value the contributions of each partner, and support each other's aspirations, strengths and needs.

The Institute also houses several research groups and strives to create an inclusive research community that embraces diverse approaches to research and practice. Our goal is to improve educational outcomes through research which has a real impact on society and is aligned to national, regional and local education priorities.

# Job Description and Main Duties

## Job Description

Head of School of Institute of Education

Senior Pay Scale: £78,209-£93,386

Reporting directly to: Deputy Vice Chancellor Academic

## Main Duties

Reporting to the Deputy Vice Chancellor Academic, the Head of the Institute of Education will provide effective academic and strategic leadership as well as financial management of the Institute. They will contribute to the strategic direction and leadership of the University as a member of the University Leadership Group.

The Head of Institute's duties shall include, without limitation, the following:



## Leadership and management

- Provide strong, creative and effective academic and professional leadership and management for the Institute and its staff, ensuring excellence in learning and teaching, research and scholarship, partnership working and innovation.
- Ensure that the Institute and its staff work collaboratively and constructively across the whole University, encouraging and supporting interdisciplinary and cross departmental working.
- Manage Institute human and financial resources effectively with imagination and emotional intelligence.
- Ensure that the Institute is well prepared for Ofsted and all other statutory and professional inspections and assessment, and that the highest possible standards and results are achieved.
- Work with research and scholarly leaders in the Institute and wider University to strengthen the culture of research and scholarship within the Institute, and to ensure that the Institute's performance in producing scholarly and research work develops successfully, including in winning research grants, supervising PhD students and preparing for future assessments of research quality and impact.

## Vision, strategy and business planning

- Ensure that the Institute of Education has the strong partnerships required within the region to provide high quality initial and continuing professional education for teachers, early years professionals, higher level teaching assistants, tutors and all other professionals and associated professionals for whom the Institute provides courses and develops provision.
- Work closely with the Deputy Vice Chancellor Academic, Heads of Institutes/Schools, and other senior leaders within the University.
- Contribute to the implementation of the University's strategic plan, ensuring that the Institute meets its strategic objectives in order to realise the University's aspirations.
- Increase the number of high calibre students studying successfully at the University in the Institute of Education by developing attractive academic courses at undergraduate and postgraduate levels, high quality student placements, and continuing professional development, working closely with Multi-Academy Trusts, educational employers and organisations and relevant external bodies.
- Provide a high-quality learning environment and experience for students as measured through high levels of student engagement and student satisfaction indicators, progression, retention and achievement outcomes.

## Other duties

- Maintain personal and professional development to meet the changing demands of the job; participate in appropriate training activities and encourage and support staff in their development and training.
- Take steps to ensure and enhance personal health, safety, and well-being and that of other staff and students.

Carry out these duties in a manner that promotes equality of opportunity and supports diversity and inclusion, that supports the University's duty to secure and promote freedom of speech within the law, and takes into account the University's commitment to environmentally sustainable ways of working.

\* The above does not represent an exhaustive list of duties associated with this role.





# Person Specification

## Essential

- Educated to Postgraduate level, to at least Masters level or professional equivalent.
- Successful track record of leadership and management within higher education or an equivalent education setting, with the ability to develop and articulate a clear strategic vision and lead the development of learning and teaching, research and student experience, with specific reference to students studying to become professional educators.
- Strong understanding of the education sector and the professional development of teachers and educators, with the credibility to engage effectively with schools, Multi-Academy Trusts and other education partners.
- An excellent high level understanding of the Ofsted inspection framework, and the ability and knowledge to lead the Institute to achieve excellent results at inspections.
- Excellent track record in creating new partnerships and working productively with existing partners to progress shared projects and goals.
- Excellent ability to positively influence key performance metrics regarding the student experience including retention, progression, achievement, employability and student satisfaction.
- High level understanding of learning and teaching and creativity in developing and delivering the curriculum.
- Clear ability to lead the continuous review of the academic portfolio to ensure that provision is market-led and attractive to students.
- A proven track record in building strong teams and achieving targets.
- A proven track record in the management of quality and standards within an educational setting.
- A proven track record in effective change management.
- Ability to develop and manage budgets and monitor performance against these.
- Ability to analyse complex data/information, think strategically and identify business opportunities relating to the work of the Institute or University more widely.
- Strong interpersonal and oral communication skills with an ability to inspire trust and confidence in colleagues at all levels.

## Desirable

- Previous experience of teaching to an outstanding standard in an early years, primary, secondary or further education setting.
- Experience of delivering excellent leadership in teacher education, initial teacher education and/or continuing professional development for educators.



# The University of Worcester

Originally founded as a symbol of hope in the aftermath of the Second World War, the University of Worcester was established with a clear vision and noble aim: to help win the peace through education.

The founding principles of 1946 continue to shape much of our work today, harnessing the power of education to enrich lives and make a positive contribution to society.

We are now a community of 10,000 students and 1,000 staff members, drawn from over 60 countries and a wide variety of disciplines, including nursing and health, teacher training and education, biological science, business, arts, humanities, psychology, law, sports science, management and more. We welcomed our first cohort of Medical students into the Three Counties Medical School in 2023.

We strive to be an outstanding University at which to be both a student and a member of staff. We concentrate on working together as a whole University, to create an environment in which people thrive, placing great importance on combining enduring human values with professionalism.

We have a national reputation as a very friendly and purposeful community, where both staff and students feel genuinely valued and empowered to make a meaningful contribution.



The University is ranked number one in the UK for sustained employment and/or further study five years after graduation according to the Government's official Longitudinal Education Outcomes 2024 (excluding specialist institutions).

The University is currently ranked first in the UK for Quality Education in the Times Higher Education's University Impact Rankings, which assess how universities globally are meeting the UN's Sustainable Development Goals. The University has been in the top 5 every year since the rankings' inception in 2019. The University has also been ranked in the top 5 universities in the UK for Gender Equality in all years of the rankings.

In September 2023 the official 'Silver' Teaching Excellence Framework report on the University described Worcester as: "An engine of opportunity – supporting its students to benefit from an educational experience that is personally transformative and allows them to succeed in their chosen career."

Worcester has been shortlisted four times as the Times Higher Education's University of the Year – in 2016, 2019, 2020 and 2025 - and three times for University of the Year in the UK Social Mobility Awards – in 2019, 2020 and 2024. In 2019 it was named Sustainability Institution of the Year in the Green Gown Awards. Representing Britain and Ireland the University was then highly commended globally for sustainability at the United Nations in June 2020.

In May 2023 Ofsted rated our Primary and Secondary teacher training Outstanding, stating that: "Trainees benefit from an exceptional learning experience at the University of Worcester."

Our annual revenues have risen more than fourfold since 2004 and are now approaching £100m, with the University's activities generating well over a quarter of a billion pounds annually for the regional economy, which generates more than 8,000 jobs in the area.

A highly imaginative capital development programme has seen sustained investment in inclusive, innovative, award-winning facilities, including The University of Worcester Arena, the UK's first indoor sports arena purpose-designed to include the wheelchair athlete, and The Hive, Europe's first University and Public Library. Significant development of the University's Severn campus has taken place for Health and Wellbeing provision, including the opening of the Elizabeth Garrett Anderson Building and The Duke's Building.

One of the distinctive features of the University is that we strive to work in purposeful partnerships with many businesses, our Local Authorities, Health Trusts, Schools, Further Education and 6th Form Colleges, Housing Associations and other natural partners for the University locally, nationally and internationally. We have recently been appointed to lead on plans to build a brand new multi-million pound 'university centre' in Dudley as part of the Council's Towns Fund plan.

Working in partnerships on a principled, sustained basis enables us to achieve much more together.

## The Hive

By opening our facilities in imaginative ways for the public benefit, we encourage cohesion and contribute to our community becoming even safer, stronger and more engaged. The opportunity to study at The Hive, Europe's first integrated University and public library, is a day-to-day encouragement to active citizenship and learning.





# Outstanding Ofsted

**The University of Worcester was praised as “exceptional” and its training of Primary and Secondary teachers rated Outstanding by Ofsted in May 2023 with a report saying that the University creates “a learning community that places children at the heart of everyone’s endeavours”.**

The official report opened: “Trainees benefit from an exceptional learning experience at Worcester University. This experience instils in them a deep-rooted commitment to making a difference to the lives of the children in the communities they serve.”

The Inspectors repeatedly praise the University’s staff, school mentors and leaders for their work on vital aspects of teacher training including, trainees learning how to teach children to read; managing behaviour; maintaining good mental health; safeguarding; catering for children with special educational needs and every other essential aspect of becoming a teacher, including managing workload.

The Inspectors conclude: “By the end of their experience at Worcester University, trainees are exceptionally well prepared to enter the teaching profession.”

This work by local schools and the University benefits everyone involved and has a truly beneficial impact at scale. The Inspectors commented: “The ITE (Initial

Teacher Education) primary partnership is a learning community that places children at the heart of everyone’s endeavours.”

Trainees spend half their studies teaching classes in nearly 500 placement schools stretching from Somerset to the Black Country and Birmingham.

Commenting on the University’s Primary provision, the Inspectors said: “The University is an exciting and inspiring place for trainee primary teachers to study.”

And on its Secondary provision, they wrote: “Leaders across the secondary phase have established a truly high-quality provision. From subject tutors to subject mentors, everyone has an unequivocal understanding of their role in helping to develop trainees.”

The Inspectors also praised the way the University teaches trainees to manage classrooms, commenting: “All trainees are well prepared to manage pupils’ behaviour. In the primary and secondary phases, this aspect of the course is exceptional.”

Across all the phases of education inspected, the Inspectors found that at the University of Worcester “Leaders pay serious attention to transforming trainees into passionate teachers determined to raise the aspirations of the pupils, students and learners they teach.”

# Facts About the University

## Top for Quality Education

The University of Worcester is currently ranked 1st in the UK for Quality Education in the Times Higher Education's University Impact Rankings 2024 and has been in the top 5 every year since its inception in 2019. The University has also been ranked in the top 10 in the UK for Gender Equality in all years of the rankings.

## Top for Jobs

Worcester is 1st in the UK for sustained employment and/or further study 5 years after graduation (excluding specialist institutions) in the 2024 Government-published Longitudinal Educational Outcomes survey.

## Sustainability Awards

Worcester has been awarded First Class Honours in the People and Planet Green League each and every year since 2009. The University was named Sustainability Institution of the Year in the Green Gown Awards 2019.

## Ofsted Outstanding

In May 2023, the University received arguably the best Ofsted report of any teacher training provider in the 21st Century. The report opens: "Trainees benefit from an exceptional learning experience at the University of Worcester. This experience instils in them a deep-rooted commitment to making a difference to the lives of the children in the communities they serve."

## A Host of Top 10s

In the Complete University Guide 2025, a number of Worcester's courses were given Top 10 rankings for Student Satisfaction, including Sociology (2nd), Forensic Science (4th), Health Studies (7th) and Accounting and Finance (8th). Other courses were ranked in the Top 10 for Graduate Prospects, including Marketing (1st), Social Work (1st), Health Studies (7th), and Childhood and Youth Studies (8th).

## Shortlisted for University of the Year

Worcester has been shortlisted four times as the Times Higher Education's University of the Year – in 2016, 2019, 2020 and 2025 - and three times for University of the Year in the UK Social Mobility Awards – in 2019, 2020 and 2024.

## High-Quality Postgraduate Study

In the AdvanceHE Postgraduate Taught Experience Survey (PTES) 2023, Worcester is ranked 16th for overall satisfaction, while Worcester is also ranked 7th out of 94 in the AdvanceHE Postgraduate Research Experience Survey (PRES) 2021.

## Top 10 at Best Reflecting Society

A report from the Higher Education Policy Institute (HEPI) in early 2018 placed the University of Worcester in the top 10 of universities which best reflect society.



## Find out more about Worcester

[Visit our website](#)

[Take a virtual tour](#)

[Explore our news archive](#)

[Follow us on social media](#)

[Watch our inspirational  
'Worcester Stories' films](#)

[Our Students' Union](#)

# How to Apply

The University of Worcester has appointed Veredus, an executive search agency, to assist with this appointment ([veredus.co.uk](https://veredus.co.uk)).

Applications should be sent via Veredus website:  
[veredus.co.uk/opportunities](https://veredus.co.uk/opportunities)  
Quoting reference number 1279.

For a confidential discussion about the role, please contact  
Reece D'Alanno on [reece.dalanno@veredus.co.uk](mailto:reece.dalanno@veredus.co.uk).

The deadline for receipt of applications is **9am on Monday, 14 September 2026**.

Final interviews will be held on **Friday, 9 October 2026**.

## General Data Protection Regulation (GDPR)

At Veredus, we take care to protect your privacy. For our privacy notice, please visit: [Veredus Privacy Policy](#)



VEREDUS