



## **Headteacher**

### **St Teath Primary School**

North Cornwall Learning Trust is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment.

We welcome applications from all sections of the community, regardless of gender, race, religion, disability, sexual orientation or age.

April 2019

Dear Applicant,

Thank you for the interest you have shown in this exciting position of Headteacher at St Teath Primary School with wider school improvement duties. We believe this is a stimulating and unique opportunity to work within the school, with colleagues in the North Cornwall Learning Trust and to build upon a strong foundation of teaching and learning excellence.

The Governing Body is seeking to appoint a Headteacher who will be an enthusiastic and passionate leader with vision and energy, able to inspire at every level. S/he will be able to communicate effectively with the wider school community and able to relate to others with sensitivity and a sense of humour. The Headteacher will have a sincere interest in developing the full potential of each pupil and a real belief in collaborative leadership.

In addition, the Trust wishes the Headteacher to be able to work with other Headteachers across Trust primary schools for one day per week in the first instance. This role is primarily to create capacity to promote school improvement activity and provide collegial support – time, ideas, energy.

St Teath Primary School lies at the heart of a very committed local community. The school is a happy and successful place. The new leader will join at a crucial stage in its development; we are looking for a leader to build on the great work that has taken place recently. Performance tables show clearly there is plenty of room for improvement to bring outcomes in some areas up to national standards and keep them there. There is a big job to do; the successful applicant will be able to evidence experience of school improvement.

The Headteacher is also a prominent figure in the local community and so requires considerable ‘public’ skills to engage with parents, individuals and agencies beyond the school. Governors will also be looking for someone with marketing acuity to further build on the school’s excellent reputation.

I enclose information about the school. In writing your letter of application (no more than three sides of A4), please give reasons why you feel you are right for the job. Please also include:

1. A brief statement on your beliefs on the development of the whole child with regard to the curriculum.
2. Your views on what constitutes an effective Headteacher.
3. Your reasons for applying for the leadership of this school.
4. A paragraph on what you see as the challenges facing schools for the foreseeable future.

Your completed application form and accompanying letter should be returned to Judith Knock, Clerk to the Governing Body at [jknock@nclt.academy](mailto:jknock@nclt.academy), on or before Wednesday 26<sup>th</sup> June. Interviews will take place on Monday 8<sup>th</sup> July and Tuesday 9<sup>th</sup> July 2019.

We think our school is very special and I would encourage you to arrange a visit to the school.

The Governing Body is excited about the future. We believe that the new senior leader will lead our great school to excellence.

Kind regards,

Louise Paul  
Chair of Governors





### **Application Closing Date**

**Wednesday 26<sup>th</sup> June 2019**

### **Interviews will be held**

**Monday 8<sup>th</sup> July and Tuesday 9<sup>th</sup> July  
2019**

### **Starting Date**

**September 2019 or as soon as  
possible thereafter**

### **Salary**

**ISR range L10-L14**

**£49,937 to £55,064**



## **How to Apply**

Applications should be returned to [jknock@nclt.academy](mailto:jknock@nclt.academy) by Wednesday 26<sup>th</sup> 2019. The interview dates are Monday 8<sup>th</sup> July and Tuesday 9<sup>th</sup> July.

In the interest of economy, postal applications will not be acknowledged unless a stamped addressed envelope is provided.

### **Important information for candidates**

Candidates should ensure that they state all their activities since leaving school (e.g. if there has been a 'gap year' or career break).

### **References**

References will only be requested for those candidates shortlisted for interview – **could you please warn your referees.**

**Protection of Children:** disclosure to criminal background to those with access to children.

In accordance with Circular LAC(86) 10 and the Rehabilitation of Offenders Act 1974 (Exemptions) (Amendments) Order 1986 all applications for posts where there will be substantial opportunity for access to children will be required to declare any previous or pending convictions, bind over orders or cautions that are 'spent' under the terms of the rehabilitation of Offenders Act 1974. Appointment will be subject to an enhanced Disclosure and Barring Services (DBS) check.

### **Medical/Canvassing**

The successful candidate will need to satisfy the Occupational Health Medical Adviser as to her/his state of health by completing a confidential medical questionnaire prior to appointment.

Canvassing, directly or indirectly will disqualify.

## HEADTEACHER VACANCY INFORMATION

The Governors are seeking to appoint an outstanding Headteacher to lead the school and oversee and manage its future development. Our school serves the picturesque village of St Teath and the wider coastal-rural community. It is just the place for talented, ambitious individuals to further their career and make their mark. If you have a strong record of raising standards and have a commitment to school improvement as well as the passion and determination to make a difference, then we want to hear from you.

St Teath is a vibrant small school that receives fantastic community support and is very much at the heart of the village which lies between Camelford and Wadebridge. The school is close to the North Cornwall coast and has stunning views across Bodmin Moor. Children from St Teath and villages and towns beyond attend this popular school which is oversubscribed in several year groups.

The school consists of four classes (Reception to Year 6 - PAN of 15) with 105 children on roll.

As is often the case in small schools, standards do fluctuate and the current focus, following the last Ofsted visit, is very much on improving standards in writing throughout the school. Forecasts for this year will see the school in line with national expectations at KS2 and above national averages in KS1.

The school has a deserved reputation for being friendly and welcoming, an ethos which encourages the outstanding behaviour of pupils. Alongside an emphasis on participation for all in sport, staff at all levels play a key role in engaging with the community and providing a wide range of clubs, sports and activities beyond the school day.

St Teath Primary School is part of a small, developing, multi-academy trust (MAT). The North Cornwall Learning Trust (NCLT) formed in October 2018 currently has five partner schools; Sir Jim's, the local secondary school, and four primary schools: Camelford, Otterham, St Breward and St Teath. The schools have been working together for several years and decided to formalise that partnership in response to the changing educational landscape.

As Headteacher at St Teath, you will have the freedom to lead the school on a day-to-day basis and work closely with the Trust Lead who heads up the MAT as well as other colleagues to shape the future of our schools. This is also an opportunity to gain wider experience in a rapidly developing organisation.

The MAT has a centralised school funding model; this means DfE funding is paid into one central bank account to engender a culture of all pupils in the MAT being the focus rather than pupils in each individual school. Schools retain responsibility for local budget lines. This gives school leaders the freedom to concentrate on the core business of raising standards and improving teaching and learning. This resourcing model makes all our schools more viable. Across the trust we are working hard to provide an outstanding learning experience for all our pupils against a background of challenge presented by austerity, rising mental health issues and wider societal pressures.

We are proud of our schools and the work that the trust is doing but we recognise that we cannot afford to be complacent, so we are looking for the senior leader at St Teath to build on our many achievements to date.

We can offer you:

- a talented and dedicated hardworking team of staff;
- supportive colleagues;
- enthusiastic, friendly and engaged pupils who are keen to learn;
- an experienced, involved and strongly supportive Governing Board;

- a distinctive and inclusive ethos based on co-operative values;
- a well-cared for school and grounds set in pleasant rural surroundings;
- membership of the MAT schools' leadership team;
- the opportunity to develop further as an effective leader and take on a higher profile role in a developing multi-academy trust;
- an opportunity to lead the school at a crucial time of change and development, to build on its reputation;
- a projected increase in pupil numbers;
- supportive parents/carers and strong community engagement;
- an established school with excellent partnerships working locally and beyond.

You will need to be an experienced senior leader who:

- provides a safe environment for pupils to thrive;
- understands the additional demands placed on schools by our coastal-rural context;
- command the respect of the whole school community, staff, parents/carers, pupils and governors;
- have excellent people management and communication skills, able to build and contribute to strong and effective teams, both within the school and across our developing community;
- has a proven track record of achieving high standards for pupils across all year groups;
- is able to motivate and inspire pupils, staff and parents/carers;
- sets and achieves challenging targets, high standards of behaviour, progress and attainment across and beyond the school;
- commits to working collaboratively with colleagues - in school and across the MAT - pupils and the local community;
- understands the need for schools to have an inclusive broad and balanced curriculum fit for pupils but which also satisfies the demands of DfE performance tables.

Governors and trustees wish to appoint an innovative and highly motivated leader. You will have the drive and personality to build on the considerable progress made by the school and be prepared to meet the challenge of becoming one of a group of outstanding schools. Self-motivated and ambitious, you will secure the vision of the school, embedding a rich and challenging curriculum and develop a culture of high expectations and opportunity both within the school and beyond.

You will bring a strong record of school improvement and will actively embrace working closely and collaboratively with the governors, staff and pupils and the wider community to reinforce the school's place at the heart of the community.

To the right candidate this will be an extremely rewarding experience, an opportunity to really make a difference and lead the school through the next stage in its development.

To find out more about the school please visit the website.

We encourage you to visit us. Visits can be booked during the period 17 – 26 June. Please contact the school office on 01208 850516.

If you would like to have an informal discussion about the role, please contact Judith Knock Clerk to Governors on [JKnock@nclt.academy](mailto:JKnock@nclt.academy) to arrange a chat with Jon Lawrence, Trust Lead/CEO.

*We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. An enhanced DBS check will be undertaken.*







## NORTH CORNWALL LEARNING TRUST

The NCLT came into being on 1<sup>st</sup> October 2018. We are a cross-phase multi-academy trust comprising one secondary school (Sir James Smith's) and four primary schools (Camelford, Otterham St Breward and St Teath). We are small rural schools with a history of working together. Governors were keen that accountability for our schools stayed local and decided that setting up our own MAT was the best way to protect our independence and safeguard our future.

Our staff are determined to improve opportunities and outcomes for all students and believe that by working together we can raise standards. Colleagues in Sir Jim's are keen to learn from their primary colleagues and vice versa. By working together and basing that partnership on co-operative values, more can be achieved for students and their families, than can be achieved by schools working alone.

Staff at our schools have a professional commitment to:

- ensuring an ethos rooted in social justice and strong ethical, moral and spiritual values;
- providing the best possible education for all students and their families;
- taking collegiate responsibility for the education of all students;
- raising aspirations and levels of achievement;
- setting high standards;
- sharing expertise, knowledge, understanding, skills and resources;
- working in partnership for the benefit of all.

There will be opportunities for some staff to work in more than one school. All staff joining after 1<sup>st</sup> October 2018 will be allocated a home school but may be expected to work in a second school or in the case of some support staff, across schools.

We believe it is good professional experience for teachers to be training with colleagues across the MAT and, where the opportunity arises, working cross-phase. To find out more about the NCLT please visit our website.



## About the area

North Cornwall's beaches are famous for their haunting beauty and those in the **Bude** area are no exception. Vast expanses of clean, golden, sandy beaches, often backed by rugged cliffs, have captivated many a visitor's imagination over the centuries.

**Port Gaverne:** Narrow shingle beach at the end of a deep winding valley. Slate from Delabole was once loaded onto sailing ships here. Old pilchard cellars.

**Port Isaac:** Unspoilt fishing village where white slate-hung houses run down to a sheltered harbour. Location for 'Poldark' and 'Doc Martin' TV series and films 'Amy Foster' and 'Saving Grace'. Maze of alleyways, one called Squeeze-ee-belly Alley. Old pilchard cellars, shining beach with working crabbers.

**St Gennys:** Quiet hamlet high on the cliff tops, breathtaking views of the coast up to Hartland Point. Tiny church with its rare altar tabernacle. Fascinating churchyard with graves of shipwrecked mariners. Beaches: nearby Crackington Haven

**Tintagel:** With ruined but spectacular Tintagel Castle, built in the 12 & 13th century by the Earls of Cornwall. Legendary birthplace of King Arthur. Walks to St Nectan's Glen and Rocky Valley. Beaches: nearby Bossiney, Trebarwith Strand.

**Trebarwith Strand:** Small village with famous surfing beach, village inn and spectacular views.

**Wadebridge:** Busy shopping centre. Historic centre for river, road and rail, 17 arch bridge over River Camel, purportedly built on the foundation of wool sacks and known as 'The Bridge of Wool'. Close by the A39, south of the town are the Nine Maidens—a line of tall stones, supposedly petrified maidens guilty of dancing on the Sabbath. Attractions: Camel Trail & bike hire, Sports Centre and pool, Pencarrow House & Gardens.

**Bosccastle:** Renowned and attractive National Trust village with spectacular cliff-hung harbor entrance, small quay and walks through beautiful Valency Valley and St Nectan's Glen. Thomas Hardy met his first wife here and based 'A Pair of Blue Eyes' on his experience in the district.

### Camelford

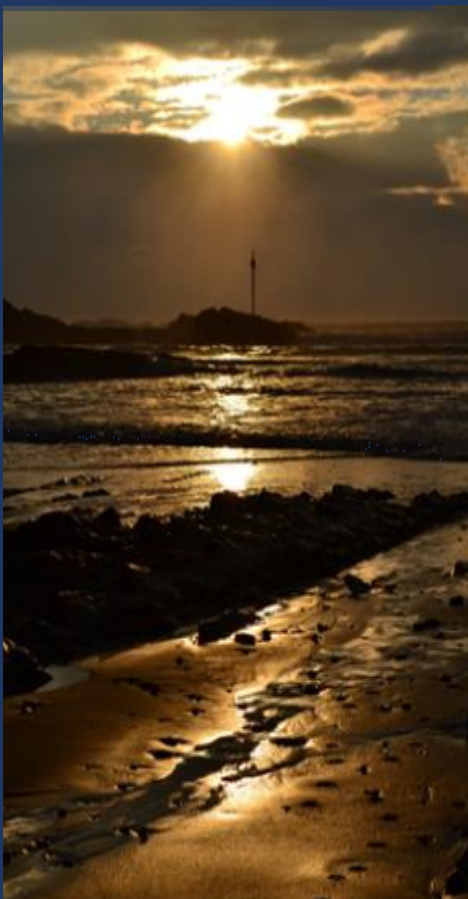
Small, thriving town, old pocket borough. Walks to the summit of Roughtor, on Bodmin Moor. Nearby Slaughterbridge said to be the site of King Arthur's last battle in 539 AD and is possibly the site of 825 AD Celtic defeat. Crowdy Reservoir nearby for picnics and fishing. Arthurian Centre at Slaughterbridge.

### Bossiney

Pretty, sheltered cove and village between Boscastle and Tintagel. Sir Francis Drake was elected MP here. Beaches: Bossiney beach



**Padstow:** One of the most famous Cornish fishing ports. Narrow streets, pastel-washed medieval houses, bustling waterfront and renowned restaurants. The Saints' Way; dramatic Trevose Head and lighthouse. Beaches: nearby Harbour Cove, Trevone Bay, Harlyn Bay and Mother Ivey's Bay. Attractions: Prideaux Place - beautiful Elizabethan House set in 60 acres, Padstow Museum, National Lobster Hatchery, Camel Trail. Events: 'Obby 'Oss Day, Carnival, and Lifeboat Day.



**Bude:** Some of the best surfing breaks in the UK, plenty of expert surfing tuition available locally .

Stunning coastal walks for all abilities, on foot, on horse back or by bike. Family friendly, dog friendly, the locals are friendly too! Diverse cuisine using local produce, you can even catch your own supper. Shopping-local shops for local people and visitors too!

A choice of long sandy beaches, with hidden rock pools and RNLI life guard cover from Easter to September –keeping everyone safe.

18 hole links golf course, with all-weather fairways and green which are rarely unplayable.

Two of the 12 designated areas of Outstanding Natural Beauty (AONB) in Cornwall are within walking distance of Bude and 3 others are less than 35 miles away.

Bude Canal and Marshes has a "Green Flag" award—the canal side walk offers plenty of opportunity for spotting an abundance of wildlife; keep a special look out for otters and kingfishers.

For wild swimmers, Bude Sea Pool is a great place for open air swimming, practice your swimming in sea water then head out onto summerlease beach for some body surfing.





North Cornwall Learning Trust

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