



Recruitment Pack

Headteacher

Exwick Heights Primary School, Exeter

Closing Date: 9am on 15th May 2023

Ted
Wragg TRUST

Ted Wragg Trust



An ambitious and inclusive Trust of schools strengthening our communities through excellent education.



**Welcome from the Ted Wragg Trust
CEO, Moira Marder**



On behalf of the Ted Wragg Trust, I would like to thank you for your interest in working with us. The Ted Wragg Trust (TWT) is an **ambitious** and **inclusive** Trust of schools **strengthening our communities** through **excellent education**. Our values driven, rapidly growing 2-18 Trust has the highest expectations for every child, every day, with social justice at our core.

This is a hugely exciting time for us as a growing Trust who work closely with other local schools and Trusts across Devon.

Our Values



Selflessness

- put **children** at the heart of all we do
- prioritise others and build **healthy teams**
- **be brave**

Ambition

- **work hard**
- **strive** to be even better
- be the **best** we can

Collaboration

- build **trust**
- build strong **relationships**
- be **stronger together**

How will we succeed?



Key Details

Job Title: Headteacher

Location: Exeter, Devon

Salary: **L18 (£67,351) - L24 (£78,010)**

Closing Date: 9am on 15th May 2023

Interviews: 18th May 2023

Required From: September 2023

If you share our mission to transform lives and strengthen communities to make the world a better place, and live by the values of being ambitious, selfless and collaborative, we would love to hear from you.

How to apply

Please use the application form available on the Trust website and email it to: hr@tedwraggtrust.co.uk

To arrange an informal conversation about the role, please contact darcie.harper@tedwraggtrust.co.uk



Exwick Heights Primary School

We are extremely proud of our school and the achievements of our pupils. Exwick Heights has a deservedly high reputation for academic, artistic and sporting achievement. We are a committed learning community dedicated to providing the best opportunities for our children.

Pupils, staff and the wider community benefit from a fantastic, purpose-built school with extensive outdoor learning environments. Our school is fully resourced and boasts a full array of modern technology to further enhance the high quality learning experiences we offer our pupils.

We have a high regard for the development of children's social, moral and spiritual education. This is visible through the caring ethos which the school displays. The school has further developed its outstanding innovative curriculum, incorporating and embedding recent research to further enhance the curriculum that we offer. This has been a key factor in driving up standards.



[Click here to visit Exwick Heights' webiste](#)

Growing great people



Our aim is to be the greatest place to work in the South West. We know that to succeed in our mission we must invest in and grow great people. Our comprehensive suite of development opportunities are available for all our staff whether they are just starting their career or, like you, are an experienced leader.

Tim Rutherford - Deputy CEO

We know to be the greatest place to work we must welcome great people, retain great people and develop great people.

Click on the areas below to find out about our comprehensive benefits and development opportunities.



In our Trust, we are committed to nurturing a workplace where our employees feel that they belong. We believe that the culture of our trust thrives when individual differences are embraced so that everyone feels comfortable and confident in being who they are.

This is supported through ensuring inclusivity in culture and equity in opportunities. We are committed to high quality and reflective employment practice so that we attract, retain and grow employees from diverse backgrounds and communities.



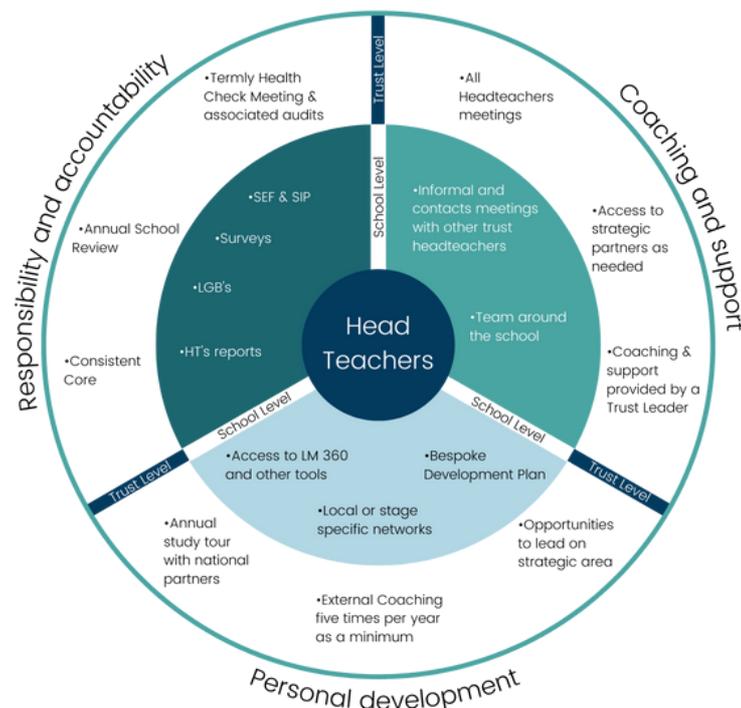
Job Description

Job Title: Headteacher
Location: Exeter, Devon

The Role of a Headteacher in our Trust

Our Headteachers are pivotal in achieving our **collective mission** by providing **excellent leadership** in their **unique school community**. Our Headteachers promote a culture which represents the **heart and soul** of their community.

The primary role of our Headteachers is to provide leadership which **enables high standards** and a **warm, happy and successful school community**. As a Headteacher you will set out a vision that is consistently communicated and well understood, enabling the Trust values and mission to flourish. Headteachers are appointed by, and accountable, to the CEO and Trustees and are supported by a passionate Local Governing Board.



Growing Great Headteachers

We proactively develop our Headteachers leadership capability with a **range of personal development activities**.

This includes leadership development training, study tours, regular 'All Heads' meeting and a **personal development plan** based on the Trust core values to ensure personalised and continued professional development.



Our Headteachers provide leadership that:

- is **emotionally intelligent**, self aware and radiates warmth
- helps all those in the school community to feel **safe, happy and able to personally grow**
- consistently demands **high standards** that are effectively delivered
- promotes relentlessly **positive collaboration**
- effectively **grows future leaders** for the Trust

Our Headteachers have impact by:

- having a clearly communicated **vision**, which is evident and understood by all members of the community
- ensuring **attendance of staff and students** is at least in line with the national averages and promoted by well-managed strong systems
- ensuring all aspects of **safeguarding** are secure and best practice adopted at every opportunity
- having student, staff and parent surveys that evidence **positive community** views.
- having classrooms that are **highly purposeful**
- Ensuring **behaviour is excellent**, suspensions and exclusions are well managed, and there is a priority focus on vulnerable groups
- ensuring **excellent outcomes** for students which are at least in line with national averages
- ensuring **sufficient school progress** is evidenced at the termly Health Check meetings
- meeting all aspects of the Ted Wragg **consistent core**
- **collaboratively working** across the Trust and positively engaging with key partners to promote the Trust mission and values. In church schools this will include the Diocese
- having a well considered and effective **staff development plan**
- ensuring **leadership and management is at least good**, and improving
- having a **succession plan** that supports effective development of school staff
- ensuring staff are engaging in the **Trust development offer**



Person Specification

The Ted Wragg Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. All offers of employment are subject to an Enhanced DBS check, and where applicable, a prohibition from teaching check will be completed for all applicants.

Job requirements	Essential/ Desirable
Education and qualifications <ul style="list-style-type: none"> • Good honours degree, PGCE and QTS • Evidence of further professional study, e.g. MA or NPQH • Level 3 Safeguarding Training 	<p style="text-align: center;">E D D</p>
Relevant Experience <ul style="list-style-type: none"> • At least 2 years' experience at senior leadership level including in a good or rapidly improving school • An understanding of key educational issues / change, combined with the ability to lead and co-ordinate their effective implementation • A successful and proven track record of innovation and leading change with a demonstrable impact on school improvement • Evidence of rapid and sustained improvement in current setting to include: outcomes, closing the gap and improvements in teaching and learning • Effectively leading/motivating pupils and staff and building strong and effective teams • Experience of developing quality assurance programmes and evidence of successful outcomes • Experience of effectively working with others including parents, governors and external agencies • Knowledge of whole-school budget management • Ofsted trained • L3 Safeguard Trained 	<p style="text-align: center;">E E E E E E E D D D</p>
Knowledge and Skills <ul style="list-style-type: none"> • Highly successful classroom practitioner, including evidence of high level student achievement and consistent outstanding teaching over time. • Excellent team player – to lead by example and provide support and challenge to others • Ability to think and act strategically at whole school level • Clear vision for raising standards • Ability to analyse and use information to drive school improvement • Skilled at working with people with the ability to inspire and motivate others • Ability to challenge, influence and motivate others • Excellent problem solving skills • Outstanding presentation and communication skills • Readiness to identify and respond to new challenges with good judgement and perseverance 	<p style="text-align: center;">E E E E E E E E E</p>

Our Ted Wragg Journey



Professor Ted Wragg, in whose memory the Ted Wragg Trust is named, was passionate about how education can transform young people's futures.



Our Partnerships:

Our ongoing partnerships with the following organisations creates opportunities in our Trust to access development and wider networks with some of the best schools, Trusts and leaders across the country.



Dixons Academies Trust – A well-established multi-academy trust of 15 schools serving the communities of West Yorkshire and the North West whose mission is to lead educational improvement in the region through high performing academies which value diversity and maximise student achievement.



Cabot Learning Federation – A multi-academy trust of over twenty academies serving communities in the South West of England. Valuing collaboration and ambition, the Trust works to accelerate school improvement and embed excellence in their academies.



Reach Academy Feltham – Reach believe in the power of all through, cradle to career, education, focusing on providing seamless transition from their nursery through to their Sixth Form.



Thank you for your interest!

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