

Cardrew Court School Headteacher Application pack.

An exciting opportunity to lead a new school
from concept to delivery.

This is a rare and exciting leadership opportunity to develop and lead a new Independent Special school in the heart of Cornwall. Cardrew Court School will be part of a wider network of services including Magdalen Court School in Exeter, Central Southern Children's Homes and KinderKare Day Nursery. It will provide a creative and ambitious center of specialist learning for 55 pupils with high anxiety, SEMH and Autism providing a rich offer of therapeutically informed curriculum and personalized accreditation pathways.

The Trustees are seeking to appoint a Headteacher for Cardrew Court School, someone who has the skills, knowledge, and experience to develop, lead and progress this new provision in partnership with all stakeholders.

Cardrew Court School will benefit from an innovative partnership with [Special Partnership Trust](#) this will ensure sustained access to specialist support and knowledge and local context for the leadership of the school from concept into full capacity delivery. Cardrew Court School will provide a therapeutic, holistic, needs-led education offer with a focus on personalised learning to meet the needs and abilities of all pupils.

Job details

Role:	Headteacher
School:	Cardrew Court School
Employer:	Blockworks Group Ltd
Location:	Redruth, Cornwall
Salary:	£69,970 - £79,112 L17-L22
Contract type:	Full Time/ Teachers terms and conditions
Contract term:	Permanent
Job starts:	Easter 2024
Website:	https://www.cardrewcourt.org
Closing date:	9am 6th November 2023
Shortlisting:	8th November 2023
Interviews:	16th and 17th November 2023

A negotiable relocation allowance is available to candidates moving from outside Cornwall.

As the new Headteacher you will play a pivotal role in shaping the future of the young people who join the school. Creating and developing a school offer that will enable learners to access support and gain skills, develop resilience and confidence preparing them for life beyond school.

The quality of the offer and the specialism in meeting pupil needs will be key to the success of the school. This will be facilitated by the recruitment of a highly committed and talented team of staff. The Headteacher will play a pivotal role in recruiting the staff team, establishing clear visions and values, and developing the offer.

If you have experience, determination and ambition, this school offers an outstanding opportunity to develop a forward thinking and outward looking school to meet the therapeutic, special educational, and mental health needs of young people. You will receive excellent support and advice from a talented team of colleagues, along with leadership coaching and mentoring. Candidates must be able to demonstrate significant participation and quantifiable impact within a senior leadership team along with evidence of

continuing professional development in SEND. You must be committed to high quality teaching and learning and should have the creativity and vision to inspire and lead development, but also the focus to ensure successful outcomes are reached. Your 'can-do' attitude will inspire and engage children and young people, parents/carers, staff and the local community and you must be a compassionate and strong leader who can hold staff to account whilst being accountable yourself. You must be able to work in partnership with key stakeholders including commissioners – developing a trusted and valued provision.

You must be confident and positive and have the skills to build effective teams and be a team player. Above all, you will share the passion and belief that children and young people, their learning and developing their potential are at the heart of all decisions.

To find out more please visit <https://www.cardrewcourt.org>

Potential applicants are welcome to call Guy Chappell, CEO, Special Partnership Trust, for a confidential discussion on 07807495402 or email: gchappell@specialpartnership.org

The Special Partnership Trust

Cardrew Court School and the recruitment of its Headteacher will be supported through an established partnership with the Special Partnership Trust.

The Special Partnership Trust is a collaborative Multi Academy Trust of 7 special schools, 4 ARBs and 2 Free Schools across Cornwall, Devon and Torbay. Its aim is to strengthen and enhance best practice across all its specialist provision and beyond into the wider SEN community in mainstream schools, including satellite ARB provision. A central SPT team supports schools with a core focus on school improvement, facilitating constructive quality assurance, supportive and challenging coaching and mentoring. It leads on a wide range of administrative, policy, HR and financial systems that deliver economies of scale for schools that frees up Headteachers to focus on school improvement and the learning opportunities for pupils and staff. It is a mutually supportive partnership that encourages innovation and ambition for all its staff, with a wide range of CPD and career development opportunities. The successful candidate will receive a comprehensive induction and ongoing coaching and support. We believe in enabling Headteachers to have the freedom to lead their schools to success, supported by and accountable to the Trust and broader partnership.

The Special Partnership Trust collaborates to secure:

- Exceptional Outcomes: all learning is outcome led promoting achievement, resilience, safety, wellbeing, aspiration and meaningful future destinations.
- Strategic Leadership and Governance: securing outstanding provision.
- Highest Standards: driven by aspirational targets leading to school improvement.
- Enriching Relationships: all stakeholders collaborating to enable every pupil to achieve their potential.
- Strategic use of Resources: pedagogic, research, systems, financial and capital.
- An Inclusive community: achieved through effective networking partnerships and outreach.
- Equality: in that all partners are equal and accountable to the shared values of the partnership.

Application Process:

- Application form must be completed in full. An incomplete application form may be returned for completion before it can be considered. You must give details of all employment, training and unemployment since leaving secondary education to the present day. Any additional information which you wish to bring to the notice of the Trustees should be included in your supporting statement.
- References must cover the previous five years of employment. If there has been a gap in employment,

then a personal reference covering this period from someone who can comment on your ability to do the job is acceptable.

- As well as postal addresses for your referees please provide correct email addresses for contact. Please inform your referees when you apply that they may be contacted. References are normally requested immediately following short listing by email and sometimes with only a few days' notice.
- You may submit your application, equal opportunities form and any declaration forms either by email, by post or in person.

Applications sent by email to gchappell@specialpartnership.org

Application by post to: Guy Chappell, Special Partnership Trust, Pencalenick School, St Clement, Truro, TR1 1TE

Postal applications should arrive at least one working day before the closing date, please ring to check it has arrived safely on 01872 613115. You can also deliver your application in person to Reception to the above address during normal office hours (8.30am – 4.00 pm, Monday – Friday)

All applications will be acknowledged by email. All applicants will be notified of the outcome of their application.

Short listing and interview procedure

Applicants selected for interview will be contacted as soon as possible after the shortlisting meeting. If their application has been sent by email, applicants will be required to sign their application on arrival at interview.

Only applicants meeting the essential criteria of the person specification will be shortlisted.

1. References should be received before the interview. As well as being asked about your suitability for the post, relating to the person specification, the reference proforma will ask:
 - for comment on your performance history and conduct, including performance management issues, disciplinary investigations and any proven disciplinary offences, whether time expired or not.
 - for any specific concerns that the referees might have or be aware of in regard to your suitability to work with children.
2. All shortlisted candidates will be part of our online screening process.
3. Any discrepancies or anomalies in the information provided or issues arising from references will be taken up with candidates at interview.
4. There will be a range of activities for candidates to participate in during the interview process, with a final panel interview consisting of Trustee representatives and SPT representatives.
5. There may be a cut-off at the end of the first day for some candidates if appropriate before moving on to the final panel interview on day two.
6. Candidates will be questioned about safeguarding children.

Interview Expenses

- Applicants invited to interview will be provided with a form on which to reclaim essential travelling and subsistence expenses in accordance with the agreed scale. Expenses will not be allowed for any candidate withdrawing or refusing the post for reasons considered to be inadequate, and they will not be paid to the successful candidate until after the appointment has been taken up.
- A contribution towards relocation costs may be considered.
- Completed expense forms should be sent directly to office@cardrewcourt.org

Safeguarding Children

This post is deemed to involve substantial access to children and the governors will require a satisfactory enhanced DBS disclosure for the successful candidate before the appointment is confirmed. Applicants are advised that they should disclose at the time of application, on the declaration form enclosed with the application form, the details of any convictions, cautions, bind-overs, outstanding cases, disqualification from working with children or inclusion on the DCSF list 99 and any allegations concerning behaviour towards children, whether or not the allegations were investigated. Any declarations will be treated in confidence and only seen by the Director, Special Partnership Trust who if necessary will seek advice from HR support.

Terms and Conditions

The following terms and conditions apply to Headteacher appointments:

The receipt of at least two satisfactory references

- Verification of identity
- Verification of qualifications
- Verification of professional status
- A satisfactory Enhanced DBS disclosure
- Verification of medical fitness
- Verification required by Immigration and Asylum Act

Travel requirements of the role:

This post will require the ability to travel and potentially drive school vehicles.

