



# Recruitment Pack

## Headteacher

St Luke's Church of England School, Exeter

Closing Date: 13th March 2023 at 9am

The logo for Ted Wragg Trust, featuring the name "Ted Wragg" in a large, blue, sans-serif font with a horizontal line underneath. To the right, the word "TRUST" is written vertically in a smaller, blue, sans-serif font.

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:** **L29 (£88,170) - L35 (£101,126)**

**Closing Date:** 13th March 2023 at 9am

**Interviews:** 20th and 21st March 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](mailto:hr@tedwraggtrust.co.uk)

To arrange an informal conversation about the role, please contact [darcie.harper@tedwraggtrust.co.uk](mailto:darcie.harper@tedwraggtrust.co.uk)



# St Luke's Church of England School

St Luke's is an ambitious and inclusive Church of England School dedicated to ensuring all students live life to the full.

We are incredibly proud to be part of the rapidly growing Ted Wragg Trust and believe whole heartedly in their mission to grow great people. We also uphold and live by our school's Christian vision of living "life in all its fullness" (John 10:10).

At St Luke's you will be surrounded by people who have an unapologetic mission to be better every day. We offer all staff exceptional professional development through weekly coaching which has seen us be named as one of only 13 national coaching hubs. Our staff also benefit from disruption free classrooms created by a centralised behaviour system, wider Trust leadership development programmes as well as access to exceptional leadership coaching and opportunities such as SW100.

At St Luke's, we are relentless in our mission to support the improvement of educational outcomes in the South West and are proud to be one of the most improved schools in the region following our 2022 outcomes. As a member of our team, we expect the same aspiration and are searching for people who reflect our core values by taking responsibility to achieve their best.

If you are someone who believes in the power of education to transform the lives of all young people, regardless of background, then St Luke's is the place for you. We will provide you with the very best training, opportunities and environment that ensures you can be brilliant every day.



[Click here to visit  
St Luke's website](#)

# 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.



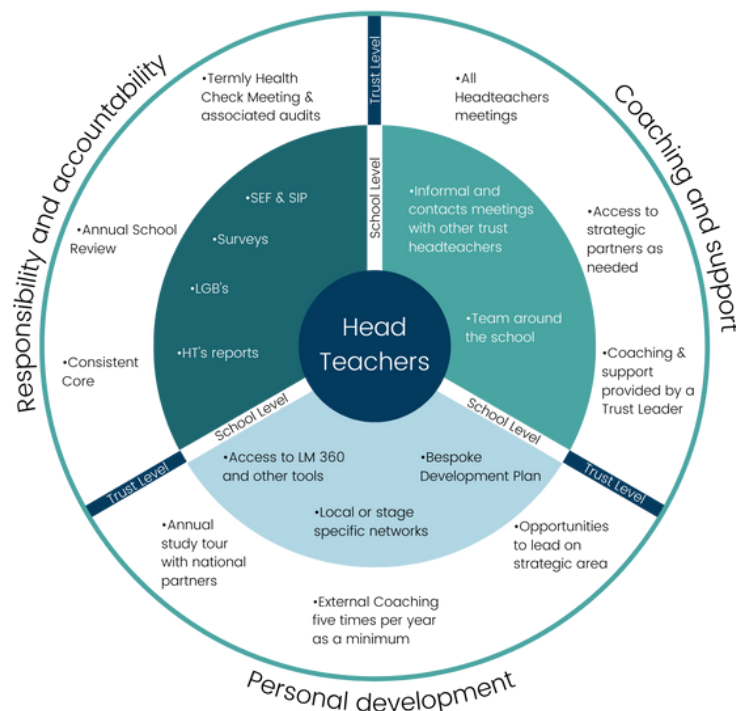
# Job Description

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:

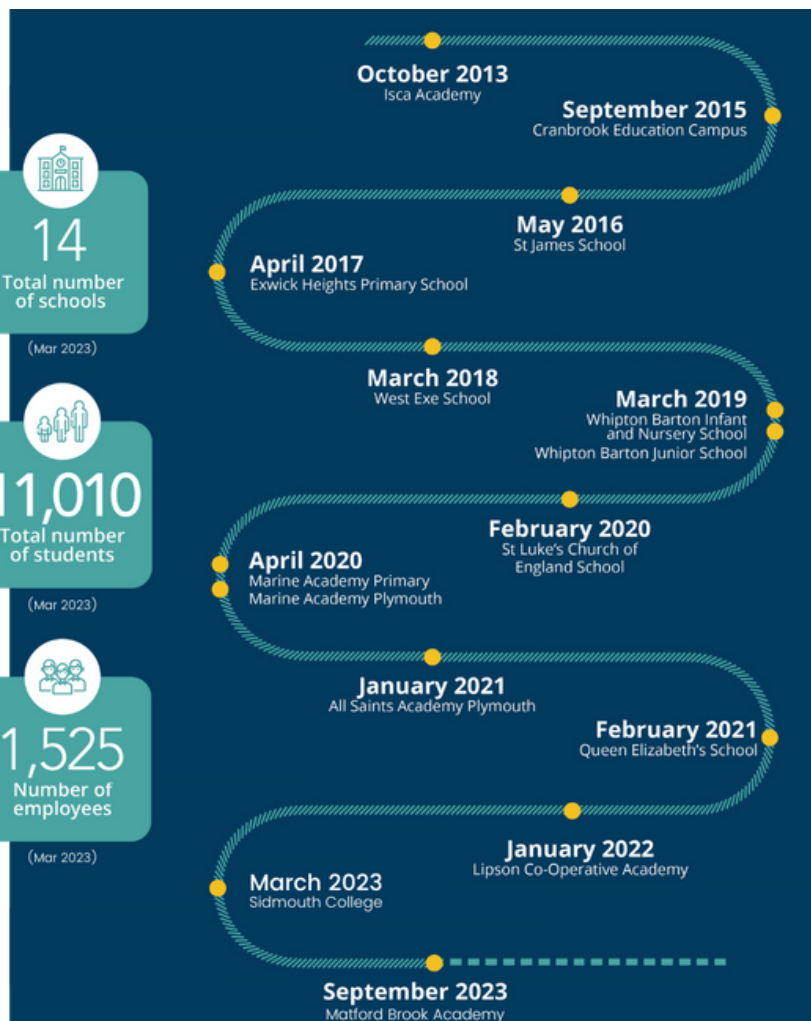
- having a clearly communicated **vision**, which is evident and understood by all members of the community and upholds the Christian foundation within our Church of England Schools.
- ensuring **attendance of staff and students** is at least in line with the national averages and promoted by well-managed 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**



# 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!

**Ted**  
**Wragg** TRUST