

The Roseland  
Multi Academy  
trust

Kindness  
Responsibility  
Ambition



Headteacher (Secondary)  
Treviglas Academy  
**Applicant Pack**

## Message from our CEO

Dear Applicant

The Roseland Multi Academy Trust's mission is to provide outstanding education for its communities, where everyone succeeds. Treviglas Academy was sponsored by our Trust in January 2019 as it was previously judged Inadequate by OFSTED. After one full year of rapid school improvement we went into the pandemic, however, in that first full year the quality of education improved incredibly well and this journey continues.

In both 2019 and 2022 the published results for Treviglas Academy evidences good outcomes and that journey is continuing and it is an exciting one! I am currently working within Treviglas Academy during the transition period to a new Headteacher. It is an absolute joy to be working with such talented staff and students. Everyone would say the same about their school, however, Treviglas Academy is in a special place. The staff are a team and dedicated to the school, community and our students. Their positive attitude to improvement and changes for improvement are unique. They are not only on board they are leading the changes together. They have taken the Trust's mission, vision and values to heart and this is driving the school to make rapid changes for success. They are solution focussed and work incredibly hard to enable success.

The school was transferred from the Local Authority in a state of neglect but is now undergoing substantial and impactful reconditioning throughout. Our expectation is that the classrooms will look like new with integrated technology and bespoke built furniture as well as new classroom furniture. The temporary classrooms, that I believe are over 20 years old, are being replaced with a new architecturally designed building. The reconditioning project also includes new design technology rooms, including catering classrooms, updated library and integrated learning space and lecture theatre.

If you are ambitious to be a Headteacher then this is an exciting opportunity. We are looking for a leader who can think and deliver strategically but one that understands all stakeholders, can communicate with passion, authority and will get involved operationally so that they win the hearts and minds of all.

*Chris Challis, CEO*



## Message from our Chair

Welcome to our Trust! Firstly, I must take the opportunity to thank you for your interest in this key position within our Trust. It is a role that will make a difference to those at the heart of the school and most importantly the children in the Newquay community. Being a Headteacher is certainly a rewarding role and if successful, you would be joining at an exciting time.

Our Trust is ambitious for the students and staff we serve. As trustees and governors we are determined to sustain the highest aspirations for all our young people. We are rightly proud of our reputation which has been built on the work of a dedicated team across the Trust.

Our schools have a history of collaborative working and this has developed further through the evolution of our Trust Improvement Team. We are a true family of schools. All schools within the Trust have used the good practice within schools to provide cross school support and challenge as well as finding effective ways to work with other schools outside of our Trust.

Headteachers within the Trust meet regularly and provide strong support and professional challenge. They lead talented and highly committed staff bodies. Staff wellbeing, welfare and professional development are priorities, and we all work to our Trust mission, vision and values and school cultures.

Education is an increasingly demanding sector to work in. Keeping abreast of policy changes and DfE guidance can be a challenge in itself. Some schools are further ahead in their improvement journey, or more established as a good or outstanding school than others, but all are working incredibly hard to make our schools fantastic learning spaces for our children.

I hope you enjoy reading this applicant pack, which provides more details about the role. I would like to thank you again for your interest in the post and look forward to receiving your application.

*Nigel Hyde, Chair of the Board*

## The Trust

The Trust consists of three secondary schools (The Roseland Academy, Treviglas Academy, Falmouth School), two primary schools (Gerrans School, Tregony Community Primary School) and OneCornwall (East) Teaching School Hub. The Teaching School Hub is a partnership of two outstanding schools in Cornwall within two different Trusts, including The Roseland Academy, but working together to provide the golden thread for teacher development including ITT, ECF and NPQs. Treviglas Academy is a thriving 11-18 school situated in the heart of Newquay in Cornwall with just over 920 students.

The Roseland Multi Academy Trust is responsible for encouraging and supporting all our schools to conduct robust and honest self-evaluations, develop their practice and ensure our students have the best possible learning environments. The Trust has a Central Team to support our schools to achieve their goals. We put our staff at the heart of everything we do to create a team spirit in our highly successful schools.

## Mission, Vision and Values

**Mission:** *The Roseland Multi Academy Trust provides an outstanding education for our communities Where Everyone Succeeds.*

**Vision:** *To inspire a love of learning within environments that are happy, respectful and challenging where everyone feels valued and able to reach their full potential.*

**Values:** *Kindness - Responsibility – Ambition*

## OneCornwall Teaching School Hub

Within the Trust we have been successful in establishing a Teaching School Hub through the recognised outstanding provision provided by The Roseland Academy. In Cornwall, the East Cornwall Teaching School Hub works in partnership with the West Teaching School Hub, creating OneCornwall Teaching School Hub.

The key functions are:

1. Initial Teacher Training: either as an accredited body which can recommend trainees for QTS (SCITT), as a lead school, or mutually agreed alternative approach of equivalent impact.
2. Appropriate Body: ensure Early Career Teachers have access to appropriate support and training, and manage their assessment and support as required.
3. Support the rollout of the Early Career Framework by acting as a delivery partner for an ECF lead provider.
4. Signpost and facilitate EEF-endorsed programmes, in partnership with Kingsbridge Research School.
5. Signpost, facilitate, and deliver DfE-approved CPD in line with the Department's Standard for Teachers' Professional Development.
6. Supporting the rollout of the new National Professional Qualifications by acting as a delivery partner for an NPQ lead provider.

## Trust Improvement Team

The Trust has been in existence since 2016. We strive to fulfil our mission and vision and adhere to our values, whilst actively driving for continuous improvement. Our Trust Improvement Team (TRIP) focuses fully on the Trust and schools' strategic priorities and innovation through the improvement methods we employ. We maintain close collaboration, creative and critical thinking.

Our improvement journey commenced with the key hallmark initiatives encapsulated within our in-house CPD, Lead The Roseland Way and the Trust Improvement Days, known as MIP Days which drive professional development forward and encourage professional and personal growth. The content within this in-house programme continues to grow and further expand, based on the rising capacity within the Trust.

## The Roseland Multi-Academy Trust

Wellbeing, happiness and success of all our colleagues is paramount. Within our working environments we follow our own school cultures which enable us all to emulate daily our Trust mission, vision, values, and standards. All our staff access specific development opportunities and we encourage everyone to lead in their role.

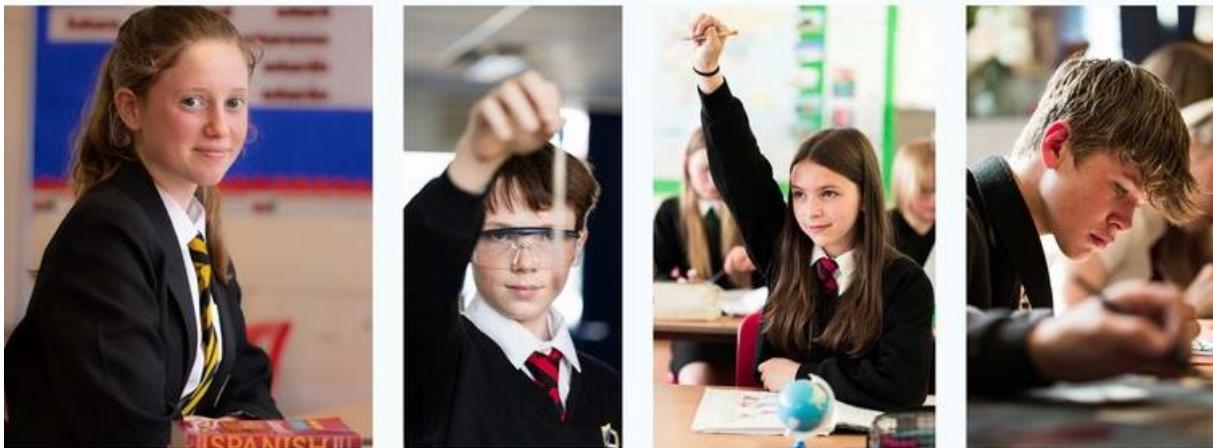
We create opportunities through published research that inform a true collaboration, pursuit of explicit success criteria that is supported by ethical decision-making. We promote partnerships that provide rigorous feedback, a clear structure for improvement and continuing support where needed. Our aim is to develop a wide-ranging repertoire of improvement approaches that are explicit in its instruction, are impactful and are sustainable in the long term.

We have been working actively on driving our Trust improvement work forward. We have been engaged in developing ways to evaluate our performance across different areas over time. We aim to make evaluations even more systematic and even more comparable so that we can identify the areas of improvement more precisely and to further standardise the quality assurance process. The acute foci on the strategic plan, Trust improvement plan and school improvement plans are maintained throughout. The information generated enables reporting to our Trust Board to be precise, explicit and accessible.

## Ofsted Report

The Ofsted report can be downloaded here:

<https://reports.ofsted.gov.uk/provider/23/145843>



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WWW.TREVIGLAS.NET

## About the Role – Headteacher (Secondary)

Contract Type: Permanent/Full Time

Salary: ISR L26-31 [£81,927-£92,597pa]

Start date: 1 January 2024 / by negotiation

We are looking for a passionate and ambitious senior leader to join our Trust as Headteacher of Treviglas Academy.

Treviglas Academy staff deliver a high-quality curriculum to its students to ensure their success. In 2019 and 2022 Treviglas Academy achieved good outcomes enabling students to leave the school ready to embark on their chosen successful futures, and are supported with a framework called the Tools for Improvement that safeguards learning in a calm and purposeful environment.

Following its Ofsted inspection in March 2023 the school has clear next steps in its improvement journey. The Headteacher will need to have resilience, outstanding personal qualities that engage all and every stakeholder and high levels of energy to lead the school through its journey of development. Most importantly, you will already have the same ambition that we have and understand what great schools feel like to ensure that everyone can and does succeed.

The successful candidate will work towards achieving the Trust's mission and vision and work collaboratively with the Executive Team in achieving its Strategic Plan. The Headteacher will formulate the school's improvement aims and objectives in line with the Trust Strategic Plan and provide overall strategic leadership and direction in achieving them. The Roseland Multi Academy Trust is ambitious of its staff and students and every member of staff supports the delivery of high-quality education to every student.

The Trust recognises the importance of staff wellbeing and has supportive policies and procedures. Each school has developed its unique staff cultures that staff uphold every day and have developed their setting's Wellbeing Strategy. The Trust has an Employee Assistance Programme with Well Being Solutions and have introduced positive policies to support home and flexible working. One of our Trust's mantras is 'True Collaboration'. We work together to make changes for improvement and this is supported through our well planned and organised Trust Improvement Team. Many of our current staff are NPQ trained or are on NPQ courses, which creates further leadership capacity within our settings and that ambition to succeed.

If you believe you can provide outstanding leadership, which inspires and motivates others towards excellence and ensures the very best education for all our students, then we would love to hear from you. We are looking for applicants with a proven track record of teaching and learning success, with drive and ambition to motivate staff and students and engage the school's community.

## Job Description

<b>Job Title:</b>	Headteacher (Secondary)
<b>Grade:</b>	L26-31
<b>Contract:</b>	Permanent / Full-Time
<b>Responsible to:</b>	Chair of the Trust Board / Chief Executive Officer

### Main Purpose

The Headteacher will:

- Work closely with the Executive Leadership Team of the Trust to establish a culture of continuous improvement and high expectations of all stakeholders.
- Work towards achieving the Trust's Mission and Vision and working collaboratively with the Executive Team in achieving its Strategic Plan.
- Work closely with the Secondary Local Monitoring Committee, Trust Board and Trust Improvement Team to build a strong strategic direction and ongoing school improvement.
- Lead by example and model best practice regarding leadership, management, professional conduct, workload, personal development and upholding our Trust Values.
- Formulate the school's improvement aims and objectives in line with the Trust Strategic Plan and provide overall strategic leadership and direction in achieving them.
- Establish robust structures for achieving school and Trust aims and objectives through monitoring and evaluation of progress towards the achievement of these.
- Plan, lead and manage both staff and resources effectively to ensure impactful outcomes.
- Be an exceptional role model within our learning communities and a champion for The Roseland Multi Academy Trust.
- Establish strong links with all stakeholders and anchor Treviglas Academy within its community so that they are proud and talk fondly of the school.

### Duties and Responsibilities

### Qualities and Knowledge

- Lead by example, holding and articulating clear values and moral purpose, and focusing on providing excellent education for all students.
- Build positive relationships with all members of the school communities, showing positive attitudes to them.
- Keep up to date with developments in education, and have a good knowledge of education systems locally, nationally and globally.
- Work with political and financial astuteness, translating policy into the school and Trust context.
- Communicate the school's and the Trust's mission compellingly and drive strategic leadership.
- Seek training and continuing professional development to meet own needs.

## Teaching & Learning

- Create and maintain environments which promotes and secures excellent teaching, effective learning, and high standards of achievement, behaviour, attendance and a passion for learning.
- Work with stakeholders to determine, organise and implement the curriculum and its assessment; routinely monitoring and evaluating in order to identify and share good practice and act on areas for improvement.
- Ensure effective teaching is evidenced across the full curriculum with a comprehensive programme of monitoring in place.
- Monitor and evaluate the quality of teaching and standards of learning and achievement of ALL students across the school, including those with special educational needs, in order to set and meet challenging, realistic targets for achievement.
- Develop and maintain effective links with the wider educational and local community, including business and industry, to extend the curriculum and enhance teaching and learning.
- Maintain and further develop the school's effective partnership with parents/carers and the wider community to support and improve students' achievement, personal development and the closing of attainment gaps in specific groups.
- Fulfil the responsibilities, as set out in the Headteachers' Standards and School Teachers' Pay and Conditions Document, and be timetabled to teach lessons and model best practice for others.

## Students and Staff

- Demand ambitious standards for all students, instilling a strong sense of accountability in staff for the impact of their work on student outcomes.
- Ensure excellent teaching and learning in the school, including through modelling, training and development for staff.
- Establish a culture of trust and openness as a basis for sharing best practice.
- Create an ethos within which all staff are motivated and supported to develop their skills and knowledge and lead their own CPD.
- Identify emerging talents, coaching current and aspiring leaders.
- Hold all staff to account for their professional conduct and practice.

## Systems and Processes

- Ensure that the school's systems, organisation and processes are well-considered, efficient and fit for purpose.
- Provide a safe, calm and well-ordered environment for all students and staff, focused on attendance, safeguarding students and developing exemplary behaviour.
- Ensure robust management of the performance of all staff, addressing any underperformance, supporting staff to improve and valuing excellent practice.
- Work openly and closely with the Trust Board and Secondary Local Monitoring Committee as appropriate, providing the information they need to govern effectively.
- Support strategic, curriculum-led financial planning to ensure effective use of budgets and resources.
- Support strategic, well-planned staffing structures to ensure effective use of budgets and resources.
- Support and develop distribution of leadership throughout the school.

### Continuous Improvement

- Work as part of the Executive Leadership Team to plan, monitor, evaluate and challenge to enable effective school improvement.
- Create an outward-facing school which works with the Trust, other schools and organisations to secure excellent outcomes for all students.
- Develop effective relationships with fellow professionals.
- Model and lead innovative approaches to school improvement, leadership and management.
- Inspire and influence others to believe in the fundamental importance of education in young people's lives and to promote the value of education.

### Other Areas of Responsibility

- To work alongside and support other Headteachers within the Trust.
- Undertake any relevant professional duties delegated by the CEO.
- Participate in school-to-school support as required.
- To undertake some teaching.
- Be aware of, and adhere to, applicable rules, regulations, legislation, policies and procedures within the Trust including safeguarding, health and safety, equal opportunities, equality and diversity and data protection.
- Maintain confidentiality of information acquired in the course of undertaking duties for the Trust.
- You may be required to work at any other premises occupied by the employer or any of the employer's academies within mid-Cornwall as directed by the employer.

The Roseland Multi Academy Trust is committed to safeguarding and promoting the welfare of children, and expects all staff to share this commitment. Everyone who comes into contact with children and their families and carers has a role to play in safeguarding children. In order to fulfil this responsibility effectively, all professionals should make sure their approach is child-centred. This means that they should consider, at all times, what is in the best interests of the child.

Please note that this is not a comprehensive list of all tasks that the Headteacher will carry out. The post-holder may be required to do other duties appropriate to the level of the role. This job description may be amended at any time in consultation with the post-holder.

Person Specification

Criteria	Qualities – Essential	Qualities - Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Qualified Teacher Status</li> <li>• Degree</li> </ul>	<ul style="list-style-type: none"> <li>• National Professional Qualification for Headship (NPQH)</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Successful leadership and management experience in a school</li> <li>• Understanding of teaching and learning and curriculum accountability measures</li> <li>• Teaching experience</li> <li>• Involvement in school self-evaluation and development planning</li> <li>• Demonstrable experience of successful line management and staff development</li> <li>• Understanding and experience of statutory safeguarding requirements, including safer recruitment</li> </ul>	
<b>Skills and knowledge</b>	<ul style="list-style-type: none"> <li>• Understanding of school finances and financial management</li> <li>• Data analysis skills, and the ability to use data to set targets and identify weaknesses</li> <li>• Understanding of high-quality teaching, and the ability to model this for others and support others to improve</li> <li>• Understanding of statutory responsibilities for staff related matters to ensure compliance with employment legislation</li> <li>• Highly effective communication skills and ability to inspire, influence and communicate with key stakeholders, including parents/carers and community partners</li> <li>• Very good problem solving, negotiation and decision-making skills and the ability to produce practical and innovative solutions</li> <li>• Ability to build effective working relationships</li> </ul>	
<b>Personal qualities</b>	<ul style="list-style-type: none"> <li>• A commitment to getting the best outcomes for all students and promoting the ethos and values of the school and the Trust</li> <li>• Ability to work under pressure and prioritise effectively</li> <li>• Commitment to maintaining confidentiality at all times</li> <li>• Commitment to safeguarding and equality</li> </ul>	

## How to Apply

If you are interested in this vacancy, please provide an application form for the attention of Mrs Jodie Winter, Trust's HR Manager, [jwinter@theroselandmat.co.uk](mailto:jwinter@theroselandmat.co.uk).

If you have any questions about the role, please contact Jodie Winter in the first instance. Application forms can be downloaded from our website ([www.theroselandmat.co.uk/vacancies](http://www.theroselandmat.co.uk/vacancies)).

## Safeguarding Statement

The Roseland Multi Academy Trust is committed to safeguarding and promoting the welfare of children, and expects all staff to share this commitment. All shortlisted candidates will undergo online searches as part of the recruitment process and the successful candidate will be required to undertake an Enhanced DBS check.

## Further Information or visits to the school

Queries or questions, or to arrange a visit to the school, please contact the Trust's HR Manager: [jwinter@theroselandmat.co.uk](mailto:jwinter@theroselandmat.co.uk)

## Timeline

Closing date for applications: Open-ended

Shortlisting and interviews to be concluded by 30 September 2023

