



# Recruitment Pack

**Headteacher**  
Sidmouth College

Closing Date: 9am on Wednesday 17th April

Interview Dates: 24th & 25th April

School Visits: Thursday 28th March  
& Monday 15th April

**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.

We demonstrate our love through our values



How we will succeed



# Key Details

**Job Title:** Headteacher

**Location:** Sidmouth, Devon

**Salary:** L26 (£87,253) – L32 (£101,067)

Plus relocation package for exceptional candidates

**Closing Date:** 9am – Wednesday 17th April 2024

**Interviews:** Wednesday 24th & Thursday 25th April

**Required From:** September 2024

We believe the single biggest factor in ensuring we transform lives and strengthen our communities to make the world a better place, is our headteachers. Join the Ted Wragg Trust and make Sidmouth College one of the best schools to attend in the South West.

A Trust Headteacher will promote a culture which represents the heart and soul of their community. As a Trust we believe in supporting our Headteachers to achieve excellence by offering:

- dedicated coaching and leadership development opportunities
- an annual study tour with national partners
- bespoke development plan with opportunities to lead on strategic areas
- exceptional networking opportunities and access to strategic partners

# Sidmouth College



The College currently has 872 students on roll of whom 119 are in the Sixth Form. The majority of our students are drawn from four local feeder schools, in Sidmouth, Sidbury, Newton Poppleford and Branscombe. The College is in a beautiful setting within the Sid Valley and the East Devon area of outstanding natural beauty.

Our vision is for vibrant and inspirational teaching that raises aspirations; challenges and engages, and prepares every student for lifelong learning. At Sidmouth College our learners believe they can succeed, staff work hard to inspire and everyone strives to be the best that they can be.

The College buildings sit within an attractive 13 acre campus and staff take every opportunity to make use of the natural environment on our doorstep to support students' learning and creativity. In January 2021 we moved into our new building which was part of the Government's programme of redevelopment under the Priority Schools Building Programme. The vast majority of our 1960s buildings have now been replaced with modern, state of the art facilities, including classrooms, technology workshops and seven new Science laboratories and preparation facilities which create a fantastic modern learning environment.

We were delighted to be again judged as Good in the most recent Ofsted report in 2022, which recognised our continuous improvement in achieving positive outcomes for all students.

# Sidmouth College



## Sidmouth College: Curriculum

The aim of our curriculum is to fulfil our intent statement. To provide students with a rich curriculum which builds a lifelong love of learning and meets the needs of the young people within Sidmouth College. We recognise that our curriculum needs to ensure that all students are prepared for adult and working life. The intent of our curriculum is to inspire students to succeed This is achieved through a learning journey that provides knowledge, skills and opportunities for all students to become responsible global citizens with positive life chances.

At Sidmouth College our curriculum will support students to become confident and resilient learners, who engage with the wider community. Students who are literate and numerate. Our students will feel challenged and know what success feels like for them as an individual. Our curriculum intent will be delivered by our teachers to ensure that all students regardless of ability, age or background, develop curiosity and critical thinking, as well as fostering aspiration.





# Welcoming and developing great people

Working with the Ted Wragg Trust is an incredible opportunity for anybody wanting to further their career and professional development. The Trust schools are relentlessly positive, vibrant and ambitious; now is a truly wonderful time for a hardworking, inspirational leader, with a passion for social mobility, to join the team.

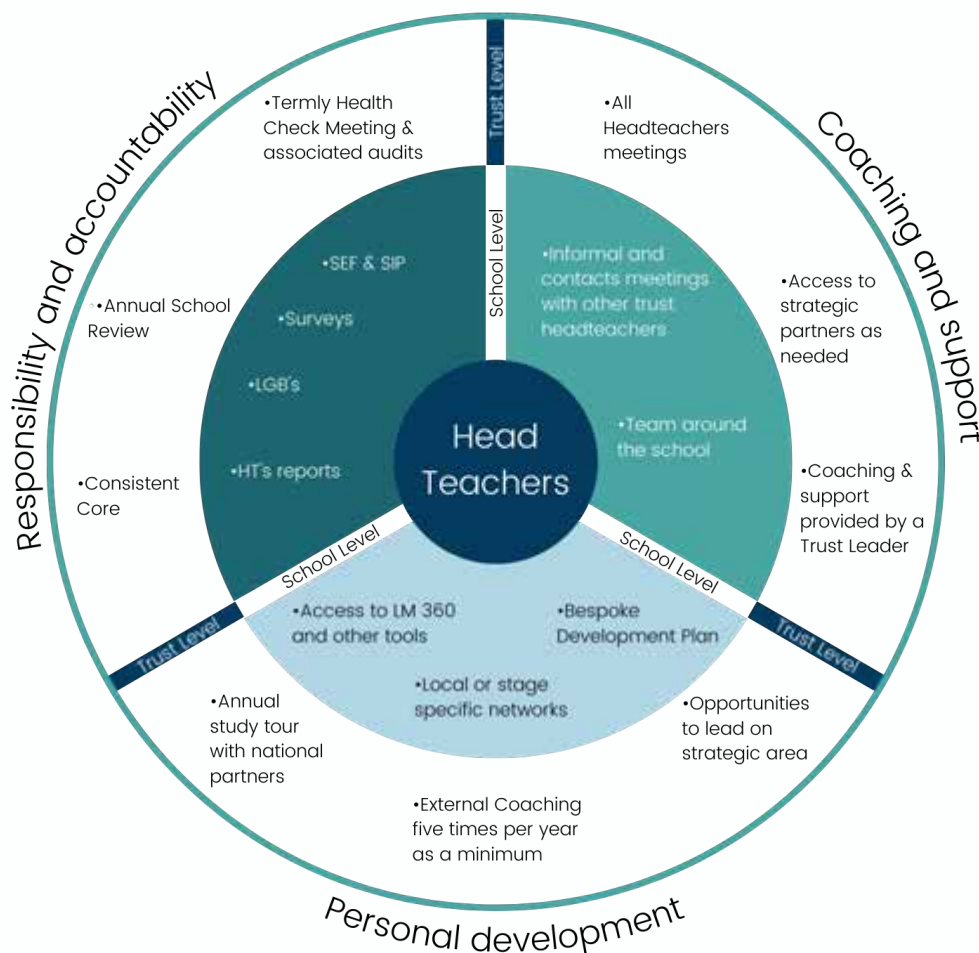
Tim Rutherford – Deputy CEO – Ted Wragg Trust

Our leaders have a real opportunity to make a significant difference to the life chances of our children, especially those from deprived communities.

In the Trust, our leadership team work collaboratively to share ideas and expertise. We pride ourselves on a shared approach to school improvement.

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

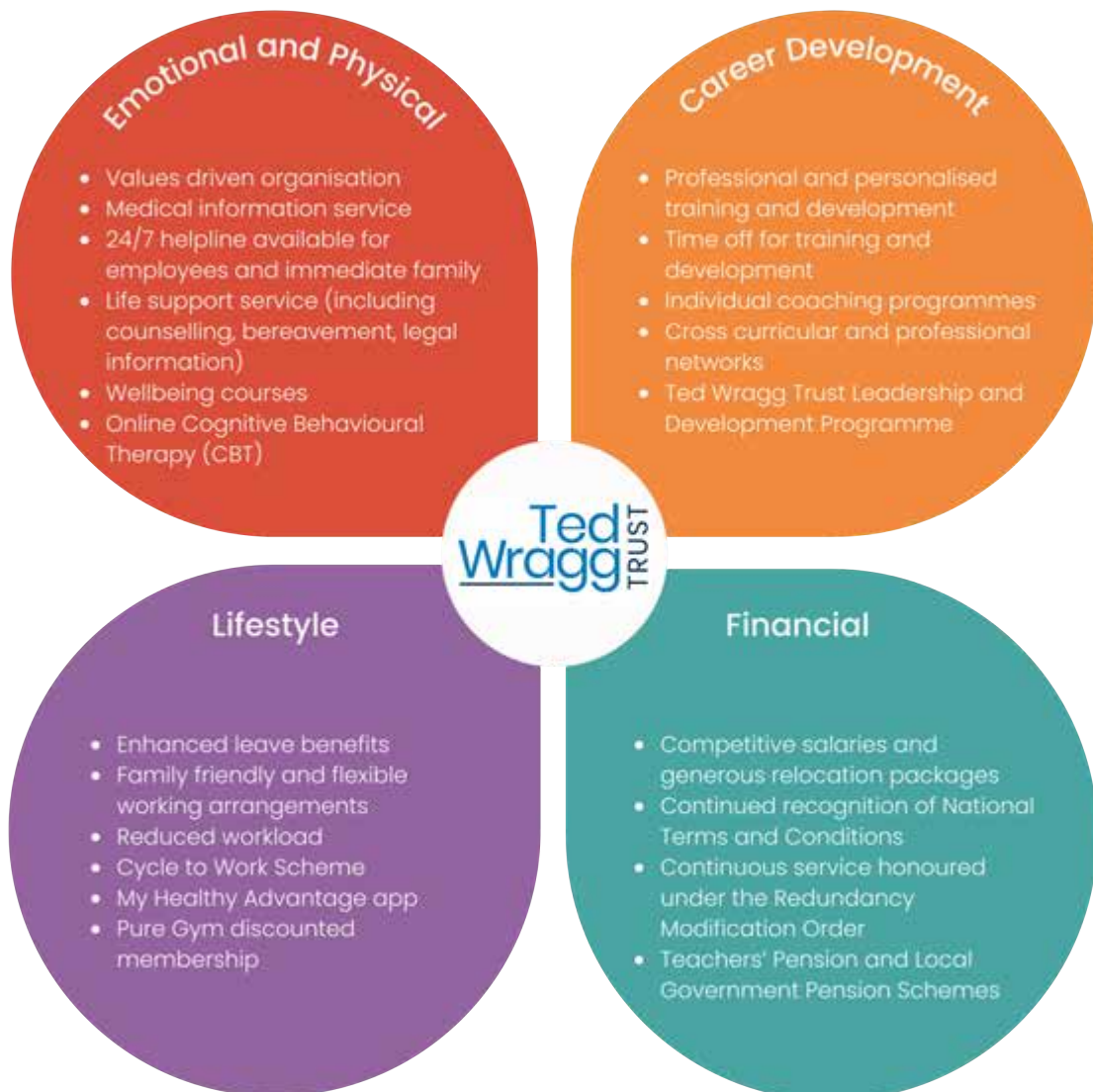
This includes leadership development training, study tours, regular 'All Heads' meeting and a personal development plan based on the Trust core values to ensure personalised and continued professional development.





# Supporting our great employees

We provide a comprehensive range of professional and personal benefits to support all our employees.



In our Trust, we are committed to ensuring that our employees are able to achieve their full potential in an environment offering dignity, respect and equality of opportunity. We believe that individual difference offers unique contribution which serves to make our Trust a positive place to work and learn. We are committed to good employment practice so we may attract and retain employees from diverse backgrounds and communities.

# Job Description

## Headteacher

### Key purpose of the role

To enable the Trust to realise its mission to transform lives, strengthen communities and make the world a better place by ensuring that all aspects of the school is highly effective and flourishing.

### Your responsibilities

Reporting to the Director of Education you will:

- Ensure all aspects of safeguarding are in place at all times
- Set out a clear vision, aligned to the context, that is well communicated and enables the Trust mission and values to thrive
- Provide leadership which enables the highest standards across the school
- Develop and encourage a warm, happy and successful school community
- Ensure excellent outcomes for all students
- Ensure attendance for staff and students is at least in line with national averages
- Ensure that behaviour is excellent and well managed
- Embed all aspects of the consistent core

### Your key objectives

To support your students to:

- Love coming to school
- Achieve well
- Live a life of opportunity

To support your employees to:

- Love coming to work
- Experience high-quality development
- Inspire others

To support your communities to:

- Love our schools
- Value working together
- Make the world a better place



# Person Specification

## Headteacher

### Qualifications

- Good honours degree, PGCE and QTS
- Evidence of further professional study e.g. MA/NPQH (desirable)
- National leader in education (desirable)
- Level 3 safeguarding training (desirable)

### Experience

- Senior Leader experience in a good or rapidly improving school
- Highly successful classroom practitioner with consistently outstanding teaching as evidenced through excellent student achievement
- An understanding of key educational challenges
- Proven track record of implementing and sustaining school improvement strategies resulting in excellent outcomes and underpinned by good quality assurance processes

### Key skills

- Effectively able to identify and grow great people
- Able to build and sustain high-functioning teams
- Able to build excellent relationships which inspire and motivate
- Excellent leadership skills underpinned by strong operational knowledge

### Values

- **Ambitious:** works hard, has the highest standards and is positive for the future.
- **Selfless:** is self-aware and emotionally intelligent to be able to support others to thrive. Works selflessly to support the school and Trust's missions and strategic priorities.
- **Collaborative:** builds strong relationships and networks within and outside the Trust.

# Our 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 for a Headteacher joining our Trust to access leadership development, study tours and wider networks with some of the best schools, trusts and leaders across the country.



# How to Apply



We would be delighted to discuss the role in more detail with you.

To arrange an initial conversation or meeting please contact Scott Deeming either by email [scott.deeming@tedwraggtrust.co.uk](mailto:scott.deeming@tedwraggtrust.co.uk) or on 01404 793251

Visits to the school are encouraged and being held during the mornings of the Thursday 28th March and Monday 15th April 2024. Please email [ambaxter@sidmouthcollege.devon.sch.uk](mailto:ambaxter@sidmouthcollege.devon.sch.uk) to arrange.

