



Welcome to the Link Academy Trust

We have designed this recruitment pack to give you an insight into our Trust, the academies within it and how you can become part of it by working with us.

The Link Academy Trust incorporates the sixteen small schools of Bearnas in Newton Abbot, Broadhempston, Cheriton Bishop, Diptford, Drake's, Harbertonford, Hennock, Ilsington, Landscope, Morchard Bishop, Moretonhampstead, Otterton, Stoke Gabriel, Tedburn St Mary, Widecombe-in-the-Moor and Yeoford. Five of the schools are situated in rural villages around the town of Totnes, set within the beautiful South Hams region of Devon. Hennock, Ilsington, Moretonhampstead and Widecombe-in-the-Moor are on Dartmoor near Bovey Tracey. Bearnas Primary is set within the heart of Newton Abbot, Cheriton Bishop, Tedburn St Mary, Yeoford and Morchard Bishop are in the area just to the north east of Dartmoor, near Crediton and Drake's and Otterton are situated in Budleigh Salterton.

Whilst all the Academies gain expertise by work closely together, each school is unique with its own particular character and each Hub of schools, Totnes, Moorland, Raleigh and Woodleigh, have their own School Board. Our Academies achieve high academic standards through the provision of an exciting curriculum that makes the most of our rich surroundings. We offer a caring, nurturing environment, with dedicated staff who strive to meet the needs of every child and a culture of high expectations through first rate systems and procedures that ensure we are effective and efficient in all that we do.

Working together, our Academies can achieve more for our children than by working alone. We learn together, support each other, share our expertise and ensure we are always current, ready to offer the very highest standards of teaching and provide exceptional learning opportunities for all our children.

The Academies within our Multi-Academy Trust are vibrant and exciting places to work in, yet our small size enables us to know every child and build strong relationships with each family. All Academies have good reputations built on high standards and a caring ethos, but we are always looking for ways to improve so that we meet the challenges of preparing children for the future.

We maintain excellent links with other schools in the area and we have close ties with the successful local secondary schools of Ivybridge, Kingsbridge, South Dartmoor, Totnes, Newton Abbot, Teign, Exeter, Okehampton and Crediton as well as with the grammar schools in Torbay and Plymouth.

We look forward to receiving your application

Nicky Dunford, CEO



Our Academies



Bearnes is situated in the centre of the busy market town of Newton Abbot. The pupils of the school are encouraged to benefit from and respect the diversity of their environment, learning through educational opportunities from the locality and being involved with the community at all levels. The school has a strong ethos of self-fulfilment for the pupils, while of equal importance is the development of a caring and nurturing attitude to life. All the staff endeavour to provide all children with a safe and secure environment that has high expectations and supports them to fulfil their potential.



Broadhempston is a traditional small village school, bijou but perfectly formed, with a warm and friendly family atmosphere. Situated just a short distance from Totnes, making the most of the idyllic rural setting throughout the year. The school offers an exciting and relevant curriculum which provides excellent opportunities and experiences and great foundations for life. Whilst focussing on the highest academic achievement, they always have the 'whole' child in mind and have an excellent team of inspirational staff who help the children develop into positive and enthusiastic learners.



Cheriton Bishop is vibrant school with a warm and friendly family atmosphere who believe their pupils should clearly understand their responsibility for learning by actively engaging with the creative curriculum. They are encouraged to value their educational opportunities and enjoy the learning experiences it provides. In return they offer an excellent team of staff who work incredibly hard to provide a broad range of activities and challenges, whilst greatly valuing and actively promoting the partnership between home and school because they understand that it is only through joint support that every child will reach their full potential.



Diptford is a thriving and vibrant school, yet their small size enables them to know every child in real depth; to understand their talents and what motivates them. The staff aim to help every child discover their unique and individual potential and support them to develop it. Offering a caring, nurturing environment with a unique family atmosphere, the school has an excellent reputation and achieves high academic standards through the provision of a rich and exciting curriculum that makes the most of its beautiful surroundings.



Drake's is very special school, where a dedicated emphasis on teaching and learning to high standards sits comfortably alongside the provision of a safe and happy space for their children to learn and develop as rounded, vibrant individuals. The school is also a valuable part of the community offering an excellent environment for all children and they believe in supporting all pupils to enable and inspire them to grow as confident, independent learners, fully equipped and ready for life's challenges.



Harbertonford is a thriving small Church School situated just outside the town of Totnes and achieves high academic standards through the provision of an exciting curriculum that makes the most of its beautiful surroundings and caring, nurturing environment. It is a vibrant and exciting place aiming to help its pupils to discover their potential and enable them to fulfil it, whilst valuing their individuality and developing the whole child. Harbertonford has a good reputation, built on high standards and a caring ethos and they strive to meet the challenges of preparing children for the future, instilling a lifelong love of learning on the way.



Hennock is vibrant school with a warm and friendly family atmosphere. Situated on the doorstep of Dartmoor, they make the most of their idyllic rural setting throughout the year and work in close partnership with parents and the community. Learning effectively happens most successfully when children feel happy, safe and actively involved with purposeful experiences. Hennock aims to ensure children believe in themselves, trust those supporting them and are provided with inspirational learning experiences.



Ilington is a small rural school nestling in the Devon countryside on the edge of Dartmoor with an integrated pre-school working alongside the primary classes, ensuring the highest standard of transition as the children reach primary age. Ilington has a long history of providing a warm, caring, and creative environment where all children are welcome and where they are encouraged to be independent, active learners. The school's culture is firmly rooted in its Christian values of *Friendship, Kindness, Honesty, Resilience, Respect and Compassion*.



Landscape is a thriving small church school, surrounded by rolling fields and farms. Well known for creating a safe and secure learning environment where all the children can grow and flourish. The children are given lots of learning opportunities outside the classroom and exciting experiences in all areas of the curriculum. Landscape has an excellent reputation built on high standards and a caring ethos with staff experienced and committed to meeting the individual needs of every child.



Morchard Bishop plays an active role in the village, supporting events such as: Open Gardens, the Flower Festival and Christmas Fairs and has a number of unique features such as: a Handbell team, a Roundhouse for forest School work and a kitchen garden. Every child deserves a rich variety of experiences and opportunities while at school and they aim to develop their love for learning through an engaging curriculum which is both broad and balanced. The teachers help each child develop this through stimulating lessons and challenging tasks.



Moretonhampstead is a vibrant school with a warm and friendly family atmosphere. They have kind, curious and engaged children and a staff team who are highly dedicated and strive to do the very best for every child. The school enjoys a positive relationship with parents and the local community and are fortunate to have a superb modern school building with excellent facilities and spacious grounds and outdoor spaces, nestled within Dartmoor National Park.



Otterton is in a beautiful village in the heart of East Devon. It is a special place where there is a tremendous amount of academic and lifelong learning brought to pupils through a carefully planned curriculum and a dynamic and dedicated teaching staff. It is a very family orientated and child-centered school, with a whole range of skills and experiences for pupils to develop their learning and unique abilities. An important part of the community with much activity taking place in our wonderful environment.



Stoke Gabriel is a thriving friendly school in the wonderful South Hams which has been designated an Area of Outstanding Natural Beauty. Achieving high academic standards through the provision of an exciting curriculum that makes the most of its beautiful surroundings, a caring, nurturing environment with a family atmosphere and a team of dedicated staff. A vibrant and exciting place to work in, yet their small size enables them to know every child and the things that motivate them.



Tedburn St Mary prides itself on being a warm, close-knit school with high educational expectations and standards, appreciating the varying needs and strengths of all pupils, helping them to achieve their full potential. They are committed to providing every pupil with the best possible educational experience within a safe, nurturing environment. Developing, encouraging and motivating children to ensure all pupils become confident and successful lifelong learners.



Widecombe is placed in a unique and beautiful location in the heart of Dartmoor. A sense of community is central to their ethos and they want all children to value and understand, not only their own school community and the surrounding local communities, but also extremely important that they develop a wider sense of what community means globally. At Widecombe, the curriculum gives frequent and varied opportunities for the children to develop their personal voice, meaning they leave Widecombe as confident, competent individuals.



Yeoford is an integral part of the village and community and they pride themselves on providing a safe, secure and friendly environment for every child to achieve their true potential. They enjoy a good range of resources, including their own football pitch, netball court and children's kitchen. The children also have their own allotments and achieve great success and enjoyment growing vegetables and then cooking them. Everything done at Yeoford is to provide every child with the best possible learning experience so it will inspire, encourage and motivate them to become successful lifelong learners.

Work for Us

The Vacancy

Academy Head – Hennock Primary School

Full time, Permanent Post to commence September 2022

Hennock Academy is seeking a talented Academy Head with integrity, a genuine passion for education and resilience to take the opportunity to lead this vibrant school forward to even greater achievements.

The Link Academy Trust believe that this person will:

- Be a practical, visionary and compassionate leader who will inspire staff and pupils to use problem solving as a driver to achieve high expectations- our bedrock.
- Have a real passion for the growth of children, their well-being and self-confidence, giving them experiences and understanding that they will build upon throughout their life-long learning journey
- Relentlessly work towards delivering a rich and creative curriculum which excites and inspires staff, parents and pupils.
- Be visible and approachable, empathetic and enjoy engaging with children, staff, parents and the wider community.

Why join the Link Academy Trust team?

- We value our staff and supporters at every level highly, at our very core we nurture well-being for everyone and recognise every individual's contribution.
- There is a consistent and rich programme of CPD for everyone.
- Career opportunities are identified, we 'talent spot' to offer progress across the Trust team, while also acknowledging experience and the desire to remain doing what you do best.
- Our experienced and highly qualified Inclusion and Improvement Hub team offer specialist support to our most vulnerable and challenging pupils.

Why this school?

We need a Leader who really wants to make a difference for pupils and their families in the surrounding community. As a small school it is a complex but rewarding opportunity for someone with real commitment to drive forward in an exciting direction and deliver a unique vision that reflects this vibrant moorland school.

We are committed to safeguarding and promoting the welfare of children and young people and expect all staff to share this commitment. This post is subject to an enhanced DBS disclosure.

If you wish to visit prior to application, a warm welcome awaits you. Please contact the school office to make an appointment on 01626 833233.

For an application form please see the school website <https://www.hennock.thelink.academy/website/vacancies/394227>

Completed applications should be emailed direct to the Trust HR Officer, Sue Howard at hr@thelink.academy

Closing date: 22 May 2022 12noon

Interview date: TBA

The Role

Post: Executive/Academy Head

Reporting to: Academy Trust School Improvement Lead or CEO

Responsible for: Teaching and Non-teaching Staff

Salary: Leadership 1-6 for Academy Head role

Leadership 10-15 for Executive Academy Head role

Base: The Executive/Academy Head will be based at School/s but is required to work at any academy/ies where Link Academy Trust business is conducted that is within reasonable distance of the academy base.

General Description

The Academy Head is responsible for leading and managing the daily operation of an individual Primary Academy including the supervision of all pupils and staff, and the Trust's premises. An Executive Academy Head is responsible for leading and managing the daily operation of two or more Primary Academies including supervision and premises as above. They provide the day-to-day direction and leadership that represents a consistent and effective model of integrity, excellence, collaboration and accountability. The Executive/Academy Head will work alongside the Trust's Senior Leadership team, who will provide strategic leadership and hold overall accountability for direction, standards achieved, quality of learning and financial management.

Key Accountabilities

Leadership of the Trust

The Executive/Academy Head will play an important part in supporting the Trust's Senior Leadership Team. In this role, they will contribute to the development of the Trust's strategic plan to safeguard the future of primary education for its existing communities as well as create a strong platform for new academies to join the Trust. The Executive/Academy Head's role will be to promote and implement the Strategic Plan, once adopted, engaging all members of staff in translating the Plan's vision, aspirations and targets into agreed academy-based objectives and operational plans, being responsible for their effective impact.

Leading and managing the academy/ies

The Executive/Academy Head is responsible for the efficient operation of the academy/ies on a day-to-day basis, ensuring effective organisation and Leadership of the academy/ies and, using a range of technologies, seeking ways to improve structures and functions through evidence-based evaluation. This responsibility relates to teaching and learning, all events, the day-to-day management of staff, school premises and facilities.

The Executive/Academy Head will:

- Be accountable for daily acts of collective worship and provide for the intellectual, spiritual, moral, cultural, physical, social and emotional wellbeing of pupils and, for the Trust's Church Schools, actively support the Christian ethos of the academy/ies in relationships with children, colleagues and parents, both in class and around the academy/ies
- create a culture and ethos of challenge and support where all pupils achieve success, become independent learners and engaged in their own learning
- develop and maintain an organisation in which all staff recognise that they are accountable for the success of the academy/ies, leading by example and ensuring the active involvement of pupils and staff in their own learning

Teaching and Learning

The Executive/Academy Head will:

- lead the curriculum planning process, designed and intended to assure the academy's/ies' ability to provide a sound, relevant and innovative educational experience for all pupils, consistent with the Trust's agreed objectives.
- implement a continuous and consistent focus on pupils' achievement, using data and benchmarks to monitor progress and enable them to achieve excellence. This will include the establishment of creative, responsive and effective approaches to learning and teaching through the leadership of Continual Professional Development and Trust-wide School Improvement Plans.

- lead the monitoring, evaluation and review of the academy's/ies' practice robustly and promote improvement strategies, including lesson observations, book scrutiny and data analysis to achieve consistent, high quality teaching and learning.
- address under-performance at all levels through the timely and practical implementation of effective strategies
- manage the academy's/ies' policies on standards of behaviour, attendance and punctuality
- ensure a range of community-based learning experiences
- develop and oversee all extra-curricular activities to achieve a varied offer for extended provision in the academy/ies

Professional environment

The Executive/Academy Head will:

- ensure every child has access to high quality teaching and learning in a safe and stimulating environment
- ensure compliance with the Trust's policies and practices, identifying any recommendations for change to the Board of Trustees via the Chief Executive Officer
- build a school culture that takes account of the richness and diversity of the academy's community and combats all prejudices
- manage and organise accommodation efficiently and effectively to ensure that all academy buildings meet the needs of the curriculum and comply with health and safety regulations.
- demonstrate the highest standards of good governance through effective operational and line management, productive meetings, the proper recognition of any conflicts of interest and compliance with the Seven Principles of Public Life (Selflessness, Integrity, Objectivity, Accountability, Openness, Honesty and Leadership).

Staffing and developing self and others

The Executive/Academy Head will:

- participate in the recruitment process for new and promoted posts
- ensure the implementation of effective strategies and procedures for staff induction, professional and other development and performance review in order to secure outstanding practice across the Link Academy Trust in an environment where staff are motivated and feel able to contribute to the Trust's overall success
- promote and maintain by example a culture of high expectations, through a challenging review of own practice, the setting of personal targets, taking responsibility for own development, seeking advice and support from colleagues, managers and other agencies
- lead the performance management process for all staff, so that colleagues attain the highest standards and are able to equip themselves for future career progression

Accountability

The Executive/Academy Head will:

- work within the Trust's Finance Policy to manage the Trust's staffing and financial resources effectively and efficiently to achieve the individual academy's/ies' educational goals and priorities;
- contribute to staff deployment planning within their own school but also taking account of the Trust's wider requirements
- take responsibility for the prudent management of funds delegated to the academy/ies, safeguarding value for money (efficiency, effectiveness and economy)
- keep the Trust Senior Leadership Team, the Chief Executive, the Local Governing Board and the Board of Trustees, as appropriate, fully informed of any critical need, if it affects the smooth operation of the academy/ies and the educational experience of the pupils
- ensure that risk assessments are conducted for both regular and exceptional activities which occur on or off Trust controlled premises in accordance with the Trust's policies.

Community Partnership

The Executive/Academy Head will:

- develop effective relationships and communications with parents and the local community which underpin a professional learning community that enables everyone in the academy/ies to achieve in order to extend the curriculum, enhance teaching and broaden learning activities
- monitor, support and guide the activities of the Parent/Friends Association and other parent volunteer groups designed to escalate parent support in identifying and supplementing the needs of the academy/ies, including approving all fundraising activities
- collaborate with other agencies to ensure pupil and community needs are met

- collaborate with other academies within and beyond the Trust, sharing best practice
- Use the Trust-wide vision and ethos to promote community cohesion and the Link Academy Trust framework to promote extended services and work with other parties

Communication, Promotion and Marketing

The Executive/Academy Head will:

- disseminate relevant information to stakeholders through a variety of strategies, including individual and collective communications with pupils, parents, via newsletters, reports, the local Governing Board and the academy's/ies' websites
- promote the Link Academy Trust's vision, values and ethos to pupils, staff, parents, governors and the wider local community
- play a key role in motivating all stakeholders to create a shared learning culture and positive learning environment both within the academies, across the Trust and the communities they serve
- participate in the Trust's recruitment strategy to increase pupils within/above the Pupil Admission Number (PAN)
- provide regular reports on progress and significant events/achievements to the Chief Executive Officer or Trust Business Manager for the information of the Local Board and the Board of Trustees
- create and develop effective relationships with stakeholders (staff, parents, pupils and governors)
- promote the academy/ies as centres of excellence for education and families in the local community and beyond
- promote and engage with the Inclusion Hub based at Bearnas School for the benefit of pupils

Statutory Requirements

The Executive/Academy Head will ensure that all responsibilities under the Data Protection legislation for the security, accuracy and significance of personal data held on paper or electronic systems are complied with, including the timely disposal of data.

The Executive/Academy Head will be expected to liaise closely with the appointed Designated Safeguarding Lead in the academy/ies and will ensure compliance with the Trust's arrangements for safeguarding and promoting the welfare of children, following the child protection procedures adopted by the Trust.

The Executive/Academy Head will be responsible for regular site inspections to identify any issues which could pose a risk to pupils, staff or other users of academy/ies premises and ensure these are reported in accordance with the Trust's Health and Safety policies and the Health and Safety at Work Act 1974 in all premises and sites controlled by the Trust.

In addition the Executive/Academy Head will perform and direct all other duties, commensurate with their role, that may be assigned by the Link Academy Trust Senior Leadership Team, including the Trustees, Chief Executive Officer, and Trust Business Manager.

Link Academy Trust - Company Number 10049068

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<https://www.thelink.academy/web>

Your wellbeing matters. We have signed up to the Education Staff Wellbeing Charter to:



Prioritise staff mental health



Give staff the support they need to take responsibility for their own and others' wellbeing



Give managers access to the tools and resources they need to support the wellbeing of those they line manage



Establish a clear communications policy



Give staff a voice in decision-making



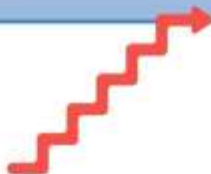
Drive down unnecessary workload



Champion and enable flexible working



Create a good behaviour culture



Support staff to progress in their careers



Include a sub-strategy for protecting leader wellbeing and mental health



Hold ourselves accountable, including by measuring staff wellbeing

Education Staff Wellbeing Charter
For more information: www.gov.uk/dfe

