



Lipson

Academy

Recruitment Pack for Assistant Headteacher

Closing Date: Monday 24th February 2025

Ted
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TRUST

Ted Wragg Trust



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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?





Welcome from Martin Brook, Headteacher

Welcome to Lipson Co-operative Academy, a school at the heart of its community trying to ensure that every single student is given the best possible opportunity to reach their true potential. We put culture first and believe that everything else follows.

ARE you 'hungry, humble and smart'?

Are you perhaps looking to be a headteacher in the next five years or so?

If so, you will want to learn your trade with one of the most effective and highest performing school leadership teams in the South West.

At Lipson, we pride ourselves on providing an environment where students are happy and love coming to school, but are also successful, as well as one in which staff are valued and cherished, but also challenged to continually improve themselves as teachers.

If you want to join us in a school that aims to be truly great, you will need to share our passion for wanting to improve the life chances of the children who live within the community we serve.

You will need to be relentless, positive and kind, and lead in a way that will make a genuine difference to those around you.

If you join us, you would be entering an environment of mutual trust and respect, alongside other brilliant leaders, where egos are left at the door and everyone can thrive in their own and the collective space.

The role will be a whole school role and we will make the job description fit the person rather than the other way round.

We would strongly encourage a visit to the school – or, at the very least, a virtual conversation – in order to explore the potential of this opportunity and gain a better understanding of what makes Lipson such a special place to work.

At Lipson we like to do things a bit differently. Kindness is at the heart of everything we do so therefore the relationships between our people at all levels are crucial. Lots of schools talk about the importance of this, but for us it is the foundation upon which everything we do is built. In the classroom and around the school it is the quality of the relationships between our staff and our students that underpins every aspect of our work.

If you join us, you are not just joining a school; you become part of a family. It is a place where everyone is valued and known as an individual. Staff wellbeing is an integral part of our ethos and we are not afraid to say no to the latest initiative or gimmick if we do not think that it will add value to what we are already doing. Our core purpose is to raise levels of student achievement and we will only put our efforts into anything that we believe will have a positive impact on this simple mantra. However, Lipson is also about working together and we aim to create an environment where students and staff can have fun, be valued and thrive.

We want our students to be confident, well rounded individuals who are fully prepared and able to play a full role in the world in which they live. It is important that they leave Lipson with the necessary skills and qualities required to make a contribution to society, but it is also vital that they leave us with the necessary qualifications to earn their way in the world.

Our students are fantastic young people and they are rightly very proud of their school. Our role is quite simple. It is to do everything we can to enable the teachers here to teach to the very best of their ability so that our students can learn to the best of theirs.

We think we are on to something special here at Lipson; come and join us and be the one that makes the difference. We warmly invite you to visit our school to experience for yourself its unique atmosphere and see the outstanding opportunities we offer our students

Martin Brook
Headteacher

Key Details

Job Title: Assistant Headteacher
Location: Lipson Co-operative Academy, Bernice Terrace, Plymouth, PL4 7PG
Salary: Leadership scale L9-L13 (£60,644-£66,919)
Hours of work: Full Time
Start Date: September 2025
Responsible to: Headteacher
Closing Date: Monday 24th February 2025



How to apply

If you would like an informal conversation about this role with the Headteacher - Martin Brook please contact amy.humphries@lipson.plymouth.sch.uk

Please use the application form available on the school or trust websites and email it to: hr@lipson.plymouth.sch.uk



Job Description

Enable the Trust to realise its mission to 'Transform lives, strengthen communities and make the world a better place by providing high calibre teaching and learning environment, challenging the educational and social disadvantage in the South West.

- Live our mission and values every day

- Promote safeguarding policies and procedures to protect students maintaining a culture in which students are protected and achieve the best outcomes

- Role model responsibilities and provide great management and leadership to ensure all staff flourish professionally and personally.

- Deputise for other senior leaders as required

- Lead and collaborate on whole-school strategies and policies to reduce workload, drive high performance, inspire others, and continuously improve curriculum resources through Trust and external networks

- Plan and oversee whole school quality assurance with particular focus on the success of students with SEND and those entitled to pupil premium

- Create a framework for adaptive practice which meets the needs of all students ensuring that all teaching is relevant, motivational and uses appropriate reasonable adjustments to support all students in order to maximise academic potential

- Be a role model, creating and maintaining an environment within the School where pupils and staff develop and maintain positive attitudes towards each other, teaching and learning, the environment, and the community

- Support the leadership to enact whole school strategic planning centers equity, and values the diversity and experience of the whole school community

- Be a role model, designing, creating and maintaining strategies that secure high standards of behaviour and attendance across the school

- Support leaders to develop and implement strategic framework for assessment, recording, reporting, and analysis for the areas you lead

- Through great management secure improvement through continuous professional development and performance management
- Engage with external quality assurance and help prepare documentation for our Trust, school governors, Ofsted and other regulating bodies
 - As part of the leadership team, plan for the best use of all resources across the school within allocated budgets
 - Participate in at least fortnightly coaching as coach and coachee, analysing data for your leadership area to inform strategic plans
 - Complete all exam entry requirements and ensure they are implemented within all your areas of responsibility
 - Support students with pastoral responsibilities and enrichment activities
 - Carry out any other reasonable duties as requested by Headteacher or Line Manager

To support pupils to:

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

To support colleagues to:

- Love coming to work
- Build high quality professional relationships with Trust networks
- Inspire others

To support communities to:

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

Person Specification

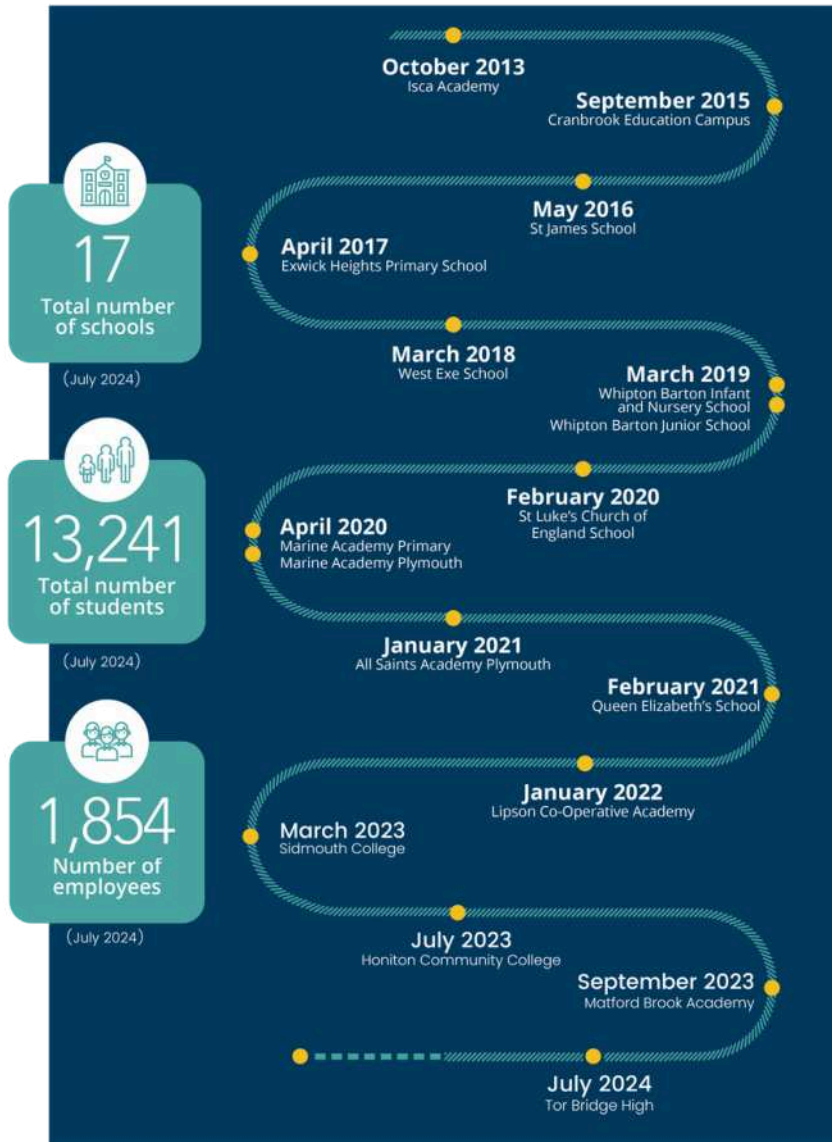


Essential	Desirable
Qualifications and Education	
<ul style="list-style-type: none"> • Qualified Teacher Status • Good honours degree 	<ul style="list-style-type: none"> • Evidence of professional development in preparation for a senior leadership role
Knowledge and Experience	
<ul style="list-style-type: none"> • Values driven • Strong teaching ability – demonstrated through previous experiences • Line Management experience 	<ul style="list-style-type: none"> • Responsibility within a school – middle leadership/HoD • Working in areas or school communities with high levels of SEND and/or deprivation
Personal Skills and Qualities	
<ul style="list-style-type: none"> • Able to fulfil all aspects of the role with confidence and fluency in English • Strong moral purpose • Good subject knowledge and understanding of the secondary curriculum • Adaptive teaching that challenges and supports all • Understanding of high-quality teaching, and the ability to model this for others and support others to improve • Ability to receive and act on feedback • A commitment to getting the best outcomes for students and promoting the ethos and values of the school • Commitment to safeguarding • Desire to develop yourself 	<ul style="list-style-type: none"> • Where directed, the ability to hold others to account
Values	
<ul style="list-style-type: none"> • 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 self and others to thrive. Works selflessly to support the Trust's mission and strategic priorities • Collaborative: builds strong relationships and networks 	

The 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!

www.lipsonco-operativeacademy.coop
Tel :01752 671318

www.tedwraggtrust.co.uk



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