



CEO Recruitment Pack 2026



NATALIE DYER

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A WELCOME FROM OUR CHAIR OF TRUSTEES, JUSTIN DAY



I am pleased to welcome you to Wave Multi Academy Trust, the preeminent provider of alternative provision in Devon and Cornwall. We are unique in that we provide eight schools for children who have been excluded from mainstream education for behavioural purposes, a Community and Hospital education Service both in Devon and Cornwall, and a School for children with a diagnosis of Autistic Spectrum condition, anxiety or Speech Language and Communication Needs.

Our strategic plan sets out our values and vision for the future, and I am sure that you will agree with me that it is an exciting vision for the future, and one which we inspire you to become part of.

Recent successes in our Ofsted reports demonstrate the progress we are making and we are proud of our 'Outstanding' and 'Good' judgments across the areas inspected. We are poised to build on these successes, and this is why it is an exciting time to consider joining our trust.

The successful candidate will work alongside a team of dedicated professionals who believe passionately in the power of education to change lives. We are committed to investing in the learning and development of our employees and offer a supportive, collaborative environment where staff can flourish.

You will have the opportunity to work alongside a strong board of trustees, where we have both current and former CEOs and CFOs of our mainstream partners. Many of our trustees are nationally acknowledged as leaders in their field and this board which is keen to support and work alongside the CEO for the best outcomes for our children.

If you are committed to making the most vulnerable children's lives in our society better and wish to lead a cutting-edge organisation to its next stage, then we look forward to receiving your application.

With best wishes

Justin Day
Chair of the Board of Trustees

ABOUT WAVE MULTI ACADEMY TRUST

Wave Trust is a Multi Academy Trust comprising of eight regional Academies across Cornwall and Devon, two medical provision academies, and a Special Academy. We aim to provide support and education to enable pupils to reintegrate into mainstream or special schools, or to integrate them into the world of work or further education.

The aims of all the Academies are to:

- Provide a balanced and broad curriculum that promotes the spiritual, moral, cultural, mental and physical development of pupils and prepares them for the opportunities, responsibilities and experiences of adult life.
- Give access to the National Curriculum; provide opportunities for external accreditation, and, for those pupils with specific learning difficulties, effective and personalised programmes.
- Enable pupils to improve their behaviour to a socially accepted level and offer effective and appropriate support for their emotional difficulties.
- Respect all pupils and encourage them to become active participants in their own learning, develop confidence, independence, self-esteem and express their needs and desires.
- Seek effective links with pupils' families, schools and other professional agencies.
- Seek effective outcomes with regard to placement.

Great emphasis is placed on building positive relationships in school, amongst the students themselves and between staff and pupils. We strongly believe that these values should not just be taught to our pupils, but that they should be embedded into school life and how we do things. We strive to support our pupils to develop into confident, happy and successful young adults who have empathy towards and an understanding of those less fortunate than themselves.

OUR VALUES

BE POSITIVE

Our intention is to stay **positive**, constructive, optimistic and confident with our young people and their families.

HAVE EMPATHY

We are kind, we have **empathy**. We consider the consequences of our decisions, large and small, on those around us.

SHOW RESPECT

We conduct ourselves in ways that earn the trust of those around us. We **respect** each other and those we work with.

WORK AS ONE TEAM

We depend on **teamwork** and the relationships we have. When we work together we are stronger. Together we will achieve more.

BE INCLUSIVE

Everybody is treated fairly and equally; no-one is marginalised or left behind. We are **inclusive**, we embrace the human spirit. We value diversity of people and thought.

WAYS OUR COLLEAGUES DEMONSTRATE THESE VALUES



Be Positive	Have Empathy	Show Respect	Work as one Team	Be Inclusive
Be positive despite the pressures I face.	Be kind to others. Have understanding	Respect the views and feelings of others.	Put the team first, make a difference.	Embrace the human spirit. Challenge myself to be unbiased.
Challenge myself to be	Believe that people are	Respect the environment	Support those I work with.	Assume that everyone has

open to new ideas	fundamentally good	and community around me.		something to contribute
Aim to create a better future.	Consider the consequences of my decisions, large and small on those around me.	Do the right thing. Be honest, have integrity.	Acknowledge the contribution of others.	Give everyone an opportunity to be heard.
Demonstrate resilience and commitment.	Care for those around me.	Conduct myself in ways that earn the respect and trust of those around me.	Inspire others to achieve their true potential.	Develop capabilities in others no matter what their background.

OUR 5 YEAR STRATEGIC PLAN

Wave Trust is on a continuous journey of improvement, our strategic plan is intended to set out how we will continue to improve, how we hold ourselves to account with regards to that and where the responsibilities lie. The document is intended to inform our practise and policy over the next few years to ensure that a culture of continual school improvement continues to be established. Individual improvement/development plans will sit under this plan to enable the measurement of progress and effective reporting.

Our approach to the Strategic Plan is underlined by our values (positive, empathy, respect, teamwork and being inclusive). Our values are expected to be embodied by our staff and are actively taught to our pupils. We believe that the values that we embody in Wave empower young people to succeed, these are the values we are looking for when we recruit new staff or work with new stakeholders.

It is our intention to ensure that as a specialist and AP Trust we play a part in the wider system of improvement that has been identified as needing change in the SEND & AP Landscape.

Our ambition is to lead change in the following areas:

- Improved mainstream provision, more children and young people will receive the support they need through ordinarily available provision in their local setting.
- Supporting children and young people to remain in mainstream education by offering early, targeted support; and in offering time-limited or transitional places in alternative provision academies for pupils who need more intensive support.

- Delivering alternative provision that is fully integrated with the wider SEND system.

To enable us to lead much needed system change we must ensure that the education on offer at our own academies is of the highest quality.

STRATEGIC LEADERSHIP

The CEO of Wave Multi Academy Trust provides values-led, collaborative leadership that unites the Trust and its academies around a shared vision and strategic direction, as agreed with the Board of Trustees. With a deep commitment to inclusivity and respect, the CEO ensures that all policies, systems, and strategic plans are co-developed with stakeholders and reflect the diverse needs of the Trust's communities. These frameworks are designed to translate the Trust's mission into meaningful, measurable outcomes, ensuring every pupil has the opportunity to thrive both academically and personally.

Working closely with the Director of Education and academy leaders, the CEO supports the development of localised visions that reflect the unique character of each academy while maintaining alignment with the Trust's overarching goals. The CEO leads the creation and delivery of the Trust's annual business plan and long-term strategic plan, underpinned by a culture of continuous improvement, financial sustainability, and transparent decision-making. With a strong outward-facing presence, the CEO builds positive, respectful relationships with key partners, including the Department for Education, local authorities, Local Governance Committees, pupils, families, and staff, ensuring the Trust remains a trusted and inclusive force for educational excellence and community wellbeing.

GOVERNANCE AND LEADERSHIP

The CEO of Wave Multi Academy Trust works in close partnership with the Board of Trustees, fostering a transparent and collaborative relationship that ensures strong governance and shared accountability. This includes leading the preparation and timely submission of the Trust's statutory accounts, Trustees' Annual Report, and all required returns to the Department for Education with a focus on accuracy, integrity, and collective responsibility.

With operational oversight of key areas such as governance, safeguarding, health and safety, risk management, and equality, diversity and inclusion, the CEO ensures that all frameworks reflect the Trust's unwavering commitment to fairness, safety, and high-quality provision for all. Policies are developed and reviewed regularly to remain inclusive, legally compliant, and aligned with best practice, ensuring every member of the Trust community is

treated with respect and dignity. Through robust evaluation and a culture of continuous improvement, the CEO promotes shared learning and sustainability across all academies. A positive, team-oriented approach underpins all aspects of leadership, including the flexibility to take on additional responsibilities as required by the Board of Trustees.

SAFEGUARDING AND ADVOCACY

The CEO of Wave Multi Academy Trust leads with purpose, compassion, and clarity, guiding the Trust through its next phase of growth while ensuring that its values are lived across all academies and communities. With teamwork at the heart of their leadership, the CEO fosters a culture of collaboration where success is shared, and every decision is made with empathy and respect for its impact on pupils, families, and staff. Through inclusive and empowering leadership, the CEO inspires the Executive Leadership Team and wider workforce to deliver exceptional outcomes and create environments where all pupils feel safe, supported, and able to thrive.

As the strategic safeguarding lead, the CEO sets the tone for a culture of vigilance and care, ensuring safeguarding is embedded in every aspect of the Trust's work. They are responsible for ensuring that robust policies, training, and monitoring systems are consistently applied and regularly reviewed, with a clear focus on the wellbeing of every pupil. Beyond compliance, the CEO is a visible and passionate advocate for the most vulnerable children and families, championing inclusivity, removing barriers to learning, and amplifying the voices of those who are often unheard. Through respectful leadership and a solutions-focused mindset, the CEO nurtures a culture of positivity and continuous improvement, ensuring that Wave Multi Academy Trust remains a place where everyone is valued and empowered to succeed.

THE 'BUSINESS' OF EDUCATION

The CEO of Wave Multi Academy Trust leads the business of education with a clear commitment to values-led, transparent, and sustainable practice. Working closely with the Chief Operations Officer, the CEO ensures that the Trust operates within a robust financial framework that is inclusive, ethical, and aligned with sector standards. They oversee the development and monitoring of academy budgets, ensuring that resources are used efficiently and equitably to meet the needs of all pupils and staff. Through strategic financial oversight and timely, accessible reporting to the Board of Trustees, the CEO safeguards the long-term sustainability of the Trust while ensuring that every financial decision reflects the Trust's mission and values.

Beyond financial stewardship, the CEO champions innovation, creativity, and continuous improvement across all operational areas. They lead the development of income-generating strategies that align with the Trust's purpose and benefit the wider community. By modelling fairness, equity, and integrity, the CEO fosters a culture where staff are empowered to grow, collaborate, and lead. They actively support the development of clear career pathways and succession planning, ensuring that the Trust attracts, retains, and nurtures talent. Through open communication, respectful relationships, and a commitment to shared leadership, the CEO ensures that the Trust's operational systems are not only effective but also reflect the lived experience of its values across all academies.

CIVIC LEADERSHIP RESPONSIBILITIES

The CEO of Wave Multi Academy Trust serves as a visible, approachable, and inspiring leader at local, regional, and national levels, representing the Trust with integrity, confidence, and a deep sense of civic responsibility. Through active engagement in public forums, policy discussions, and sector innovation, the CEO ensures that the Trust's voice contributes meaningfully to shaping the future of education. They lead with empathy and respect, building strong, professional relationships with key external partners such as the Department for Education, Ofsted, and others, welcoming their perspectives and using them constructively to inform the Trust's ongoing development.

With a commitment to inclusivity and collaboration, the CEO contributes to the collective leadership of the education sector, working to strengthen local systems, reduce disadvantage, and raise the quality of education for all pupils. They promote meaningful engagement between the Trust's academies, their Local Governance Committees, and the communities they serve, ensuring that all voices are heard, valued, and reflected in decision-making. By modelling civic leadership rooted in positivity and shared purpose, the CEO helps position Wave Multi Academy Trust as a trusted and respected partner in the wider educational landscape.

SUNSTAINABILITY AND NET ZERO


The CEO of Wave Multi Academy Trust leads with a deep commitment to environmental sustainability, recognising that the business of education extends beyond academic outcomes to include the wellbeing of our planet and future generations. In alignment with national targets and the Trust's own strategic ambitions, the CEO ensures that sustainability is embedded across all operational, educational, and strategic functions of the Trust. This includes overseeing the development and implementation of a Trust-wide climate action


plan, aligned with the five-year strategic plan, and ensuring that all academies contribute meaningfully to the goal of achieving net zero by 2030.

Working collaboratively with the Chief Operations Officer and the Sustainability Group, the CEO ensures that financial and procurement decisions are values-led, transparent, and environmentally responsible. This includes championing ethical procurement, reducing waste, improving energy efficiency, and investing in sustainable infrastructure and digital solutions. The CEO also ensures that sustainability is reflected in the curriculum, careers education, and staff development, empowering pupils and staff to become informed, active participants in creating a greener future. Through inclusive leadership, the CEO fosters a culture of innovation, accountability, and shared purpose, ensuring that every academy feels supported and inspired to contribute to the Trust's environmental goals.


OUR ACADEMIES

COMMUNITY AND HOSPITAL EDUCATION SERVICE (CHES), SOWENNA AND TORLANDS

	Principal Name:	Lucy Stocker (CHES)
	Academy Address:	CHES Academy, Glynn House, Treyew Road, Truro, Cornwall, TR1 3AS
	Link to Website Information:	Community and Hospital Education Service (CHES) - Wave MAT


	Head of Centre Name:	Jonathan King
	Academy Address:	Bodmin Community Hospital, Boundary Road, Bodmin, PL31 2QT
	Link to Website Information:	Sowenna (Bodmin) - Wave MAT

	Principal Name:	Jason Ryder (Torlands)
	Academy Address:	Torlands Academy, Merrivale Road, Exeter, EX4 1PT

	Link to Website Information:	Torlands Academy (Exeter) - Wave MAT
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The Community and Hospital Education Service (CHES) exists to provide high quality educational opportunities to pupils who are unable to attend school for medical reasons. Our pupils are dual registered with their mainstream school and CHES Academy. A blended approach of Individual Teaching, live Online Teaching, Teaching Assistant support for the core subjects and a variety of additional subjects is offered. Our pupils access a personalised package of up to 25 hours per week dependent on their health. We work closely with the pupils, their families, schools and other agencies to ensure smooth and effective transition back into mainstream education as health improves. Pupils are accepted across Key Stage 1 to Key Stage 4.


CARADON ACADEMY

	Principal Name:	Haydn Pearce
	Academy Address:	Caradon Academy, West Street, Liskeard, Cornwall, PL14 6BS
	Link to Website Information:	Caradon Academy (Liskeard) - Wave MAT

Caradon Academy is based in Liskeard, Southeast Cornwall; a region that includes some of the most socially and economically deprived rural areas within the county of Cornwall. We have a pupil population of mixed sex placements for those young people who have been permanently excluded or are on intervention programmes between Key Stage 2 – Key Stage 4. Our curriculum is designed to enable pupils to develop a sense of personal responsibility towards learning in collaboration with their teachers and support staff. It is recognised that pupils learn at different rates and are influenced in their learning by the different methods of teaching and learning experiences provided. Progress is monitored carefully, and targets are


designed to challenge and provide opportunity for progression. There is always access to ICT which gives the opportunity for pupils to exercise and explore their creativity.

NINE MAIDENS ACADEMY

	Head of School Name:	John Watson
	Academy Address:	Nine Maidens Academy, The School House, Nine Maidens, Four Lanes, Redruth, Cornwall, TR16 6ND
	Link to Website Information:	Nine Maidens Academy (Redruth) - Wave MAT

Nine Maidens Academy is in Redruth and provides for both primary and secondary pupils. Nine Maidens Academy aims to raise the expectations of all pupils so that they value their time in education and see it as a means of achieving their goals in life.


NORTH CORNWALL ACADEMY

	Head of School Name:	Huw Morgan
	Academy Address:	North Cornwall Academy, 3 - 5 Barn Lane, Bodmin, Cornwall, PL31 1LZ.
	Link to Website Information:	North Cornwall Academy (Bodmin) - Wave MAT

North Cornwall is located on Barn Lane in Bodmin. We work closely with all the secondary schools in the North of the county to ensure the needs of those most vulnerable pupils are met. We offer places for pupils from KS1-KS4. Our curriculum is tailored to meet the needs of our pupils and staff work extremely hard to ensure pupils are given every opportunity to succeed and aspire. The curriculum is diverse and offers pupils opportunities to experience a wide range of activities and vocational courses as well as a solid foundation in the core curriculum. We work closely with a diverse range of outside agencies both statutory and voluntary so that our young people can access the support and guidance they need. The staff are very hardworking and creative and always go the extra mile with the young people on roll


here, we are a very experienced team and promote an ethos of respect for all in our community.

PENWITH ACADEMY

	Head of School Name:	Sean Wiltshire
	Academy Address:	Penwith Academy, Penbrea Road, Treneere, Penzance, Cornwall, TR18 3NX
	Link to Website Information:	Penwith Academy (Penzance) - Wave MAT


Penwith Academy is located in Penzance and serves the Penwith area which includes some of the most economically disadvantaged areas in Europe. It is a 40-place mixed gender academy for KS1 to KS4 pupils.

RESTORMEL ACADEMY

	Head of School Name:	Gemma Phillips
	Academy Address:	Great Eastern and Great Western, Brunel Business Park, St Austell, Cornwall, PL25 4TJ
	Link to Website Information:	Restormel Academy (St. Austell) - Wave MAT


Restormel Academy is based in St Austell in Mid-Cornwall; a region that includes some of the most socially and economically deprived areas within Cornwall. Restormel Academy provides a warm, caring and individualised learning experience for pupils whose behaviour has hindered their progress in mainstream school. We strive to re-engage our pupils with learning, by maintaining a calm working atmosphere, and supporting positive change in the way our pupils choose to behave. We provide places for those young people from Key Stage 3 to Key Stage 4 who have been permanently excluded from school, or who are on intervention programmes because of their behaviour.

STANSFIELD ACADEMY

	Principal:	Harry Welch
	Academy Address:	Stansfield Academy, Falcon Road, Exeter, EX2 7LB
	Link to Website Information:	Stansfield Academy (Exeter) - Wave MAT

Stansfield Academy is located in a modern, purpose-built building on the outskirts of Exeter City. We work in close partnership with the Local Authority and schools and academies which are located in the Central and East Devon area. We do our utmost to ensure the continuity of educational provision for the most vulnerable children in a caring and safe environment. We have a team of specialist staff including primary and secondary teachers, who deliver a personalised curriculum. Learners at Key Stage 4 study a wide range of qualifications including GCSEs, BTECs, functional skills and vocational qualifications. Pastoral care is a strong feature of our work, and we also work closely with parents/carers and local agencies to support the positive development of the children in our care.

RIVER DART ACADEMY

	Principal:	Tessa Claridge
	Academy Address:	Shinners Bridge, Dartington, Devon, TQ9 6JD
	Link to Website Information:	https://www.wavemat.org/our-academies/river-dart-academy-dartington


River Dart Academy is located on the banks of the River Dart in Dartington and provides education for both primary and secondary pupils. We work with pupils who are experiencing difficulty accessing mainstream education as a result of permanent exclusion or because they have special educational needs and are undergoing assessment or awaiting a place in specialist provision.

Our catchment includes all the schools in West and South Devon and covers approximately 1500km².

Our curriculum is designed to enable pupils to make solid transitions at all stages and is focused on the collaboration of pupils, teachers and support staff. Progress is monitored carefully and personalised targets are designed to challenge and provide opportunities for progression.

We work in close partnership with parents and professional external agencies to support the academic, personal, social and emotional development of our students.

SHORELINE ACADEMY

	Principal:	Russell Clarke
	Academy Address:	The Shoreline Academy, Springfield Court, Fishleigh Road, Barnstaple, Devon, EX31 3UD.
	Link to Website Information:	https://www.wavemat.org/our-academies/shoreline-academy

The Shoreline Academy is located in Barnstaple, North Devon.


In our primary base, we aim to focus on emotional needs and development in a whole-academy environment. We recognise that all children are different and learn at different rates. Individuals should feel supported and challenged in their learning. Sometimes children face barriers to learning; in a Nurturing environment staff provide support, guidance, and model positive relationships.

Our aim is to work closely with primary and secondary schools in North Devon and beyond to provide support to the most vulnerable pupils.

Our pupils come to us at various points throughout their schooling, usually as a result of their school placement having broken down. Our purpose is to support pupils to create an environment where everyone can grow and develop, as they become responsible citizens and lifelong learners. Our role is to help pupils get back on track, either through a transition to a more permanent education setting or, for our older pupils, by completing Year 11 with The Shoreline Academy.

We work closely with a diverse range of outside agencies both statutory and voluntary so that our pupils and their families can access the support and guidance they need. We are committed to tailoring our curriculum to meet the needs of our pupils, developing a range of skills knowledge, attitudes and understanding so all our pupils can aspire to reach their full potential.

GLENDINNING ACADEMY

	Principal:	Sam Gilronan
	Academy Address:	Glendinning Academy, Sandringham Road, Newton Abbot, TQ12 4HD
	Link to Website Information:	https://www.wavemat.org/our-academies/glendinning-academy

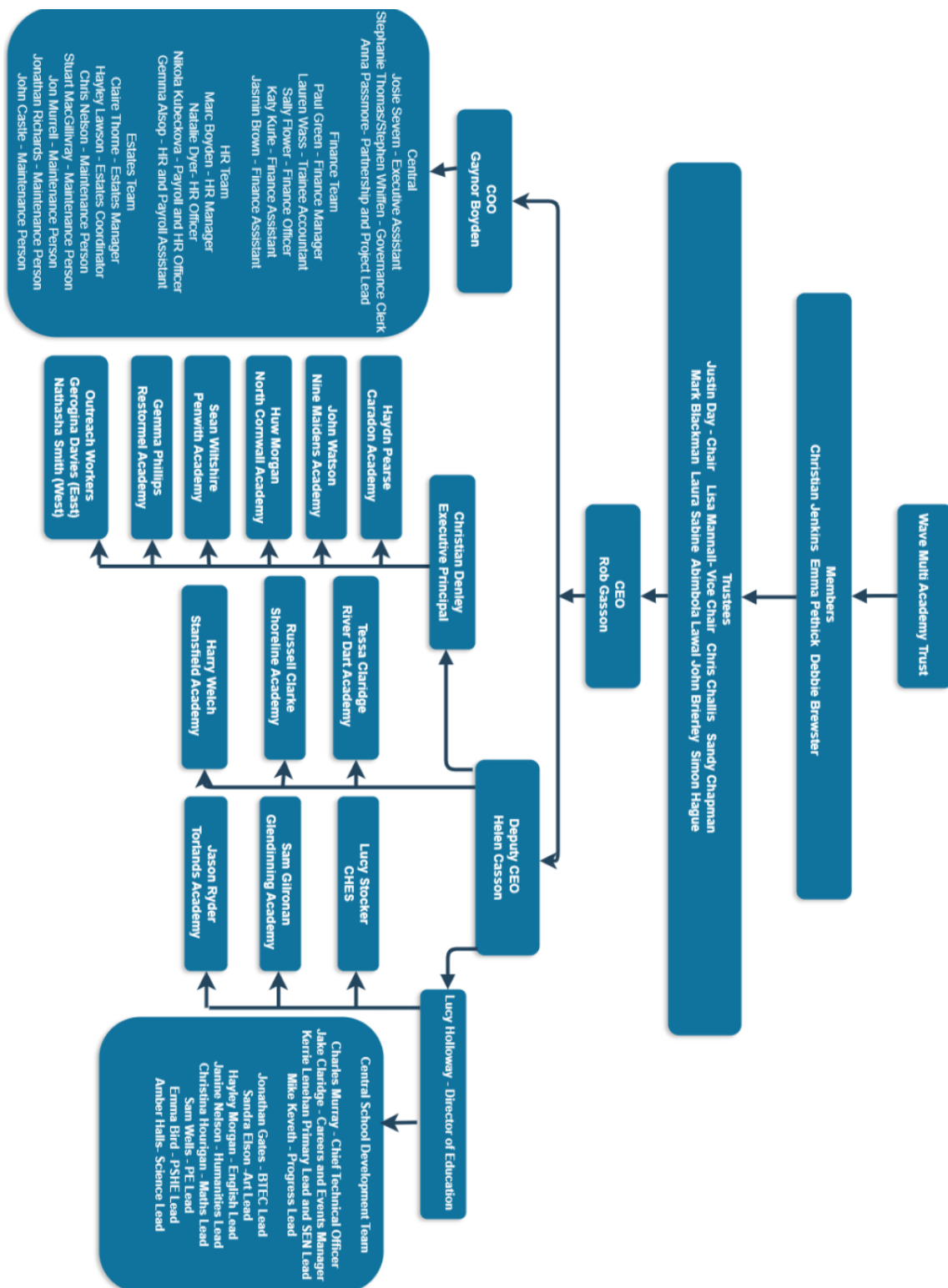
Glendinning is based in the town of Newton Abbot and is a school for pupils from Year 3 and up to year 11. We cater for pupils that are working at or around age equivalent expectations and have a diagnosis of Autistic Spectrum condition (ASC), anxiety or Speech Language and Communication Needs (SLCN).

The curriculum largely follows the National Curriculum and currently is taught through the medium of the International Primary Curriculum and the International Middle Years Curriculum, with a focus, where possible of learning outside of the classroom.

Included within our core offer are Lego therapy, Speech and Language Therapy (SaLT) assistant group work, a TEACHH and total communication approach, Emotional Logic support, Draw to Talk and access to animals.

Our purpose-built school includes a soft playroom, an immersive room a library and specialist rooms for Art, Food Technology, Science and Outdoor Learning.

ORGANISATIONAL CHART



RECRUITMENT INFORMATION

OUR OFFER

Working Hours:	Full time, all year-round
Salary:	A range between £131,578 and £141,693 – Dependant on experience of successful candidate
Benefits:	Free and confidential 24/7 support for a multitude of personal, work, financial and other subjects via our Employee Assistance Programme. Employer paid eye tests and a contribution to glasses for work. BHN extras discounts and the Home and Tech scheme. Cycle to Work scheme. 10% discount on footwear and shoe repairs with Timpsons. MIND Wellness Action Planning to support good mental health and balance home and work commitments.
Pension:	An appropriate pension scheme of LGPS or Teachers' Pension will be agreed.
CPD:	We are committed to your continued professional development and look to support colleagues with this wherever possible.
Start Date:	1 st September 2026

RECRUITMENT TIMELINE



RECRUITMENT PROCESS FOR SHORTLISTED CANDIDATES

Those candidates that have been successfully shortlisted for the post will be invited for the CEO Assessment and Interview over 16/03/2026, 17/03/2026 and 20/03/2026.

Shortlisted candidates can expect to participate in a variety of activities, as per the dates mentioned above, including a site visit hosted by our current CEO to one of our academies and delivering a presentation to an audience of key stakeholders. Those candidates that have successfully completed day 1 and 2 will be invited to attend a final interview in front of a panel on 20/03/2026.

HOW TO APPLY

Enclosed with this recruitment pack you will find the CEO job description and person specification, which lists the key competencies and duties expected of our CEO.

You can complete your application online by going to [Chief Executive Officer](#), which will take you through all aspects of the application process, inclusive of our Equal Opportunities form.

COMMITMENT TO SAFEGUARDING

Wave Multi Academy Trust is committed to safeguarding and promoting the safety and welfare of children and young people. There is an expectation that all colleagues and volunteers will share this commitment.

This post is subject to pre-employment checks including an enhanced Disclosure and Barring check, receipt of satisfactory references and social media checks.

If you have any concerns or questions regarding the pre-employment checks, please contact Marc Boyden at MBoyden@waveedu.org.

FURTHER INFORMATION

We welcome and encourage you to visit our central office and a selection of our academies before you apply for this position. If you would like further information or to arrange a visit, please contact Marc Boyden (HR Manager) on 01209 211525 or email MBoyden@waveedu.org.

WHERE TO FIND US



Address: Unit 15/16 St Austell Business Park, Carclaze, St Austell, Cornwall, PL25 4FD
Telephone: 01209 211525
Website: www.waveedu.org