



Part of the
Ted Wragg TRUST

Cranbrook

Education Campus

Deputy Headteacher, Quality of Education – Primary Phase

Welcome to Cranbrook Education.
We are a school rooted in its
community where aspirational
learning and opportunities transform
the lives of our pupils.



TABLE OF CONTENTS

| | |
|------------------------------------|----|
| • Key Details | 1 |
| • How to Apply | 1 |
| • About Cranbrook Education Campus | 2 |
| • A Warm Welcome from our CEO | 3 |
| • Job Description | 4 |
| • Person Specification | 5 |
| • #lifeattedwragg | 6 |
| • The Ted Wragg Institute | 7 |
| • Our Ted Wragg Standard | 8 |
| • Our Benefits | 9 |
| • Our Trust Journey | 10 |



Key Details

Salary

L6 – L10 (£58,569 – £64,691)

Location

Cranbrook Education
Campus

Hours

Full-time

Interviews

18th + 19th March 2026

Closing date

9:00am, 11th March 2026

Required from

1st September 2026

We are a school rooted in its community where aspirational learning and opportunities transform the lives of our pupils.

Our mission is to transform lives and strengthen our communities to make the world a better place.

How to apply

For an informal conversation about the position please contact Clare Sellick at recruitment@cranbrook.education, providing your contact details.

An application pack can be found at <https://www.tedwraggtrust.co.uk/vacancy> or click on the apply now button



About Cranbrook Education Campus



We are a school rooted in its community where aspirational learning and opportunities transform the lives of our pupils.

As an all-through, 2–16 campus rooted in the new town of Cranbrook, we are driven by a clear mission: To transform lives and strengthen our communities to make the world a better place.

Every day, our staff and pupils live out our PERKS of being #Crantastic. We are Proud, Engaged, Ready, Kind and Safe.

Founded in 2015 and part of the values-driven Ted Wragg Trust, we work relentlessly to raise aspirations and deliver outstanding outcomes for every pupil, regardless of background. Our curriculum is unapologetically academic, enriched by a vibrant culture of reading, performing arts, sport and community contribution — nurturing ambitious, well rounded lifelong learners equipped to seize every future opportunity.

Cranbrook is a town filled with potential, with one of the youngest populations in the UK, and our campus plays a pivotal role in shaping that future. From innovative initiatives such as the Cranbrook Community Hub, transforming school space into a dynamic centre for family support and community connection, to our commitment to inclusivity, wellbeing and broad life experiences, we strive to anchor and uplift our community at every step.

Joining Cranbrook Education Campus means joining an ambitious, selfless and collaborative team who believe in the power of education to change lives. Here, staff, pupils and their families grow together, driven by shared values, the highest of standards and a deep belief in the potential of every young person we serve.



A Warm Welcome from our CEO



An ambitious and inclusive Trust of schools strengthening our communities through excellent education.



Moira Marder, OBE

On behalf of the Ted Wragg Trust, I would like to thank you for your interest in working for our Trust. This is an excellent opportunity to join our Trust and work in one of our 17 schools.

In our **ambitious** and **inclusive** Trust of schools we know that every individual is critical to help us to achieve our collective mission to **transform lives, strengthen communities** and **make the world a better place**.

Our values driven, growing 2-18 Trust, has the highest expectations for every child, every day, with social justice at our core. In this pack you will find out more about how we **support, develop** and **grow great people**.

This is a hugely exciting time for our Trust as we continue to grow, embed, improve and innovate to **improve the life chances of all children** in the South West.



We demonstrate our love through our values

How we will succeed



Deputy Headteacher, Quality of Education Job Description

Key purpose of the role

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

Your responsibilities

- Live our mission and values every day.
- Deputise for the Headteacher as required.
- Actively promote and champion all safeguarding policies and procedures, maintaining a culture in which students are protected and achieve the best outcomes.
- Oversee the planning and implementation of whole school quality assurance of the standard of education and culture with particular focus on the success of students with SEND, those entitled to pupil premium and those who are experiencing another category of disadvantage, regularly evaluating its efficacy.
- Track year group's stage of engagement with the Ted Wragg Standard, guiding leaders to plan for their next collaborative steps.
- Ensure adaptive teaching is leading to the progress of all students and support leaders to arrange targeted intervention where this is not the case.
- Be a role model, strategically designing, creating and maintaining an environment within CEC where pupils and staff develop and maintain positive attitudes towards each other, teaching and learning, the environment and the community.
- Ensure that whole school strategic planning centers equity and values the diversity and experience of the whole school community.
- Be a strategic, supportive, challenging, and pro-active member of the School Leadership Team (SLT).
- Ensure a consistent and continuous focus on pupil achievement using information to track and monitor the progress in every pupil's learning.
- Be a role model in creating an environment within CEC where pupils and staff develop and maintain positive attitudes towards each other, teaching and learning, the environment, and the community.
- Ensure that strategic planning takes account of the diversity, values and experience of the school and the community.
- Challenge underperformance at all levels with effective corrective action, whilst also acknowledging and celebrating the achievements of individuals and teams.
- Contribute to the leadership and development of all areas of the curriculum ensuring to meet the needs of all pupils; work, in conjunction with subject leaders, to ensure that there is continuity and progression of learning.
- Promote and support innovative and emergent technologies to enhance pedagogy and pupil experience.
- Support the implementation of strategies that secure high standards of behaviour and attendance across the campus.
- Ensure assessing, reporting, and recording procedures are followed.
- Line manage a range of colleagues across CEC, securing improvement through Performance Management
- Take an active role in the Performance Management processes across CEC
- Provide, present, and promote Continuous Professional Development (CPD) opportunities to ensure the professional effectiveness of teaching and associated staff members.
- Provide structured support and assessment for ECTS/RQTs and other appropriate and related Graduate Training programmes to enable them to meet the relevant professional teacher standards.



Deputy Headteacher, Quality of Education

Job Description cont.

- Ensure pupils access a range of real-world learning experiences that promote growth and intrinsic motivation.
- Have a teaching commitment at CEC, modelling the highest of standards.
- Ensure that systems and processes are well considered, efficient and fit for purpose to uphold transparency, integrity and probity.
- Work with our executives, other key stakeholders to ensure the school mission and strategy are clearly articulated, shared and understood by all.
- Engage with external quality assurance and prepare documentation about the areas you lead for our Trust, school governors, Ofsted and other regulating bodies.
- Participate in at least fortnightly coaching as a coach and coachee, analysing data for your leadership areas to inform strategic plans.
- Work in effective partnership with shared services and other schools in our trust.
- Lead effective team meetings that reinforce organisational health.
- Engage fully in our trust's professional growth process to fulfil personal potential.
- Attend and lead meetings/training and carry out administrative tasks and duties as specified on our trust calendar.
- Consistently implement all trust policies and contribute to decision-making and consultation procedures.
- Use appropriate resources, in consultation with the Headteacher through the line management of colleagues, for effective, efficient, and safe teaching and learning across CEC; to include agreed budgets, staff, time, courses, development opportunities and IT equipment.
- Safeguard and protect all children in collaboration with other agencies, as appropriate.
- Manage own workload and that of others to support work-life harmony.
- Consistently implement all trust policies.
- Carry out any other reasonable duties as requested by Headteacher.

Person Specification

Qualifications

| | |
|----------------------------|-----------|
| • Qualified Teacher Status | Essential |
| • Good honours degree | Essential |
| • Relevant CPD e.g. NPQH | Desirable |

Experience

| | |
|--|-----------|
| • Values driven, with experience of developing changes in school culture | Essential |
| • Previous middle leadership experience | Essential |
| • Teaching experience in an all-through setting | Desirable |
| • Development and management of trainee teachers/ECTs | Essential |
| • Leading curriculum or culture change successfully | Essential |
| • Incremental coaching | Essential |
| • Engaging positively with different stakeholders | Essential |
| • Effective behaviour management strategies combined with high expectations of pupils' behaviour | Essential |
| • Ability to anticipate and solve problems | Essential |
| • Ensure a consistent and continuous focus on student achievement using information to track and monitor the progress in every student's learning. | Essential |
| • Experience of developing underperforming colleagues | Desirable |
| • Working in areas or school communities with high levels of SEND and/or deprivation | Desirable |

Key Skills

| | |
|---|-----------|
| • Able to fulfil all aspects of the role with confidence and fluency in English | Essential |
| • Excellent subject knowledge | Essential |
| • Understanding of the primary or secondary curriculum | Essential |
| • Effective use of formative assessment | Essential |
| • Adaptive teaching that challenges and supports all | Essential |
| • Ability to receive and act on feedback | Essential |
| • Commitment to safeguarding | Essential |
| • Desire to develop yourself | Essential |
| • Able to fulfil all aspects of the role with confidence and fluency in English | Essential |
| • Excellent subject knowledge | Essential |
| • Understanding of the primary or secondary curriculum | Essential |

Values

| | |
|--|-----------|
| • Ambitious: works hard, has the highest standards and is positive for the future | Essential |
| • 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 | Essential |
| • Collaborative: builds strong relationships and networks | Essential |



#lifeattedwragg

We know that our people are our **greatest asset** and research tells us that happiness at work is directly linked to student happiness and consequently **student outcomes**.

We are working hard to make sure that all our employees **love coming to work**.



Our Trust is dedicated to fostering an environment where employees can **reach their full potential, with dignity, respect, and equal opportunities for all**.

We value the unique contributions of each individual, recognising that **diversity strengthens our community and makes our Trust a positive place to work and grow**.

We are committed to excellent employment practices that attract and retain talent from a variety of backgrounds and communities.

The aim of our people strategy is to be the **greatest place to work in the South West**.

We know that to realise our ambitious aim we must **welcome, retain and develop our great people** who work day in day out to **transform the lives of the children in our Trust**.



#lifeattedwragg is focussed on ensuring all our employees:

- **Love coming to work** and have a strong sense of belonging
- **Experience high quality development** through our dedicated development curriculums delivered by the Ted Wragg Institute
- **Inspire others** with their open and collaborative approach

To find out more about what it is like to work at the Ted Wragg Trust, explore our development curriculums and hear from our employees please visit our website at www.tedwraggtrust.co.uk/workwithus

Love coming to work



Experience high quality development



Inspire others



The Ted Wragg Institute



We want to ensure that our people feel **invested** and **fulfilled in their role** by providing personalised, relevant and engaging professional development. Our brand-new **Ted Wragg Institute** (TWI) delivers our **high-quality development** offer for all, across our family of schools.

Our incredible offer includes Trust CDP, Leadership Development, Networks, Cohort-specific training and NPQs. Take a look at our offer this year here.

Early Career Teachers

If you are an Early Career Teacher you will benefit from our tailored Early Career Framework combining weekly instructional coaching, asynchronous independent learning, online 'clinics' and in-person conferences. With a dedicated mentor or coach and access to supportive networks the ECTs in our Trust are supported and developed to reach their full potential.

Our professional development delivery model

Our professional development delivery is underpinned by our Education key concept (see page 8). We believe that professional development should build knowledge, motivate, develop techniques and embed practice.

At the Ted Wragg Trust, we are research informed and believe that it is important that everyone involved in sharing ideas understands the underlying rationale and evidence base. We ensure that professional development is:



Sustained

Frequency is critical,
not time span



Practice-Based

Create new habits



Domain-Specific

Create new habits



External Expertise

Challenge the familiar
& refresh ideas



Professional Buy-In

Purpose & benefits
eclipse volunteering

We believe this slightly adapted model from 'Teaching Walkthrus 2', Tom Sherrington and Oliver Caviglioli is applicable to all professional development and will underpin the delivery of all our professional development networks, seminars and webinars.



Our Ted Wragg Standard



Our Ted Wragg Standard provides a **minimum set of high standards** across all our schools to establish clear structures, implement effective processes and hold each other to account **to enable excellence**. It is based on our three key concepts: Leadership, Education and Every Child Succeeds.

Key Concept: Leadership



We believe that great leadership:



Fiercely educates



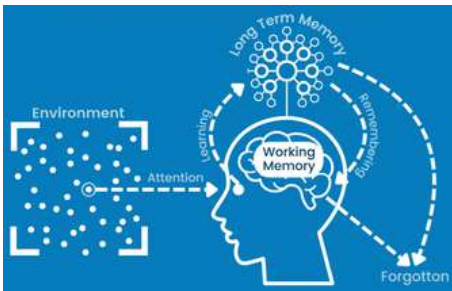
Thrives in a complex system



Is locally enabled

Key Concept: Education

We have a clearly defined and articulated learning model that is understood by all teaching staff. This model of the learning process uses the concepts of Working Memory and Long-Term Memory. It draws on ideas from Cognitive Load Theory and the work of Daniel Willingham.



Key Concept: Every Child Succeeds



We believe individual development is well explained using Maslow; that an individual grows in an ecosystem and can be interpreted using Bronfenbrenner's work, and that we are interdependent.

We believe that to enable our children to live a life of opportunity, we need to understand what true inclusion means. To us, our model is based on Maslow's hierarchy of needs and the Bronfenbrenner's ecology of inclusive education.

Microsystem

Child

- sleep well
- eat breakfast
- follow school rules and routines
- attend school regularly

Family

- healthy sleep patterns
- nutritional diet including breakfast
- Online safety parental controls
- adequate housing
- clean clothing
- Support school policies
- Protect from dangers
- attend medical appointments
- Ensure attendance is good

School

- Behaviour, Health and Safety, Accessibility, Safeguarding, Supporting Pupils with Medical Conditions and Anti-Bullying Policy
- Online Safety lessons and workshops for parents/carers
- Early Help support
- First Aid trained staff
- Attendance Engagement Officer and Attendance Policy
- Nutritional lunches and free breakfast
- Foodbank support
- Wrap around care

Mesosystem

- We endeavour to provide a safe and welcoming environment for pupils and their families.
- We listen to our pupils and families and take seriously what they tell us.
- We work in partnership with other agencies such as CAMHS and Early Help

Macrosystem

- Keeping Children Safe in Education
- Teacher Standards
- Devon and Plymouth Children's Social Services
- 0-25 SEND Team
- Virtual School

Our Benefits

A critical part of our People Strategy is to ensure that we welcome and retain our great employees and ensure that they are supported both at home and at work.

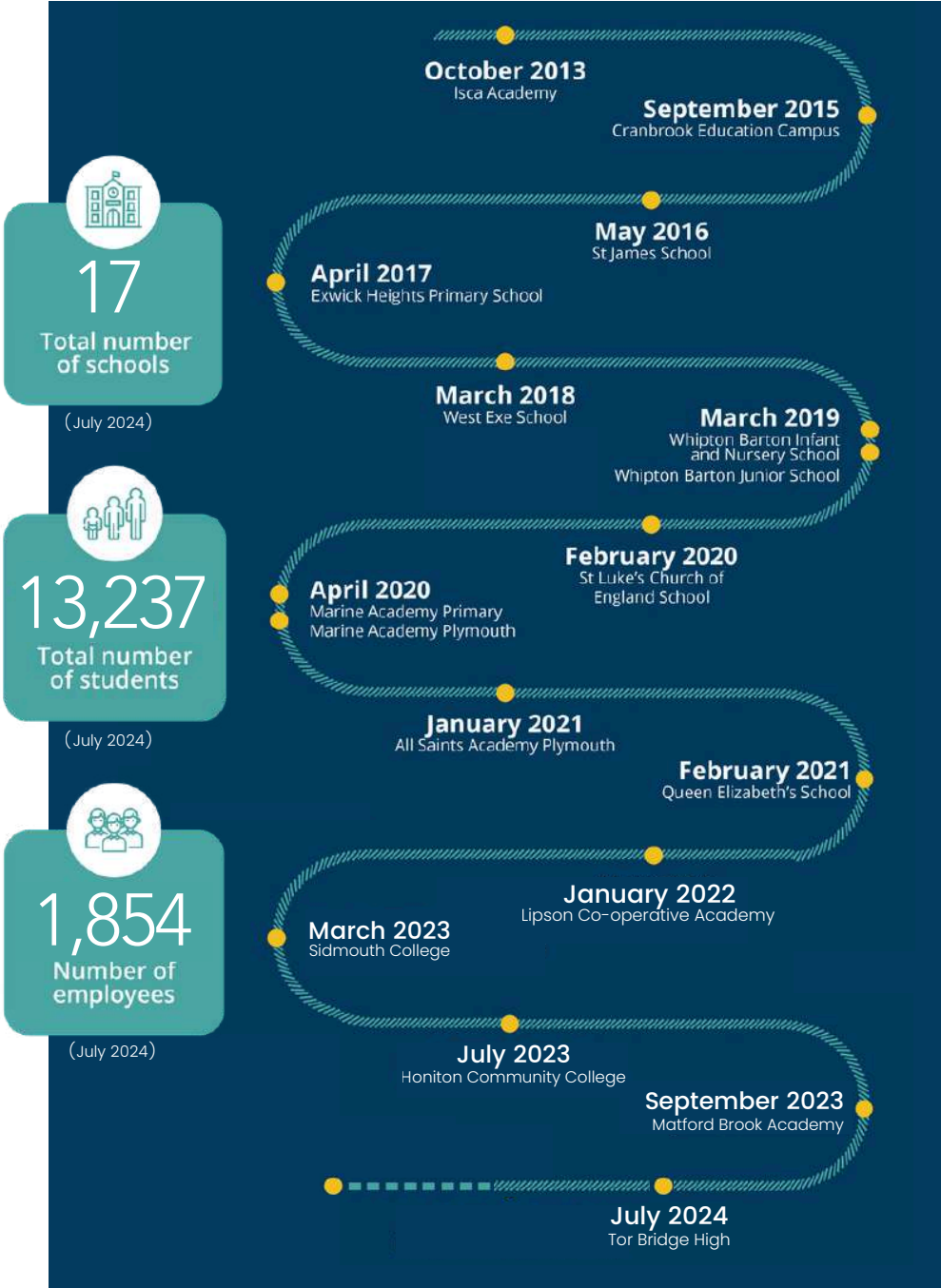
When you join our Ted Wragg family we are here for you every step of the way. Here are some of the benefits we offer:



Our Trust Journey



Professor Ted Wragg, in whose memory the Ted Wragg Trust is named, was passionate about how education can transform young people's futures.





Part of the
**Ted
Wragg** TRUST

Thank you for your
interest in working for
us!

