



# Recruitment Pack

**Deputy Headteacher**  
Quality of Education  
Primary

Cranbrook Education Campus

Closing Date: 9am, 4th March 2024

Interview Date: w/c 11th March 2024

**Ted**  
**Wragg** TRUST

# Ted Wragg Trust



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



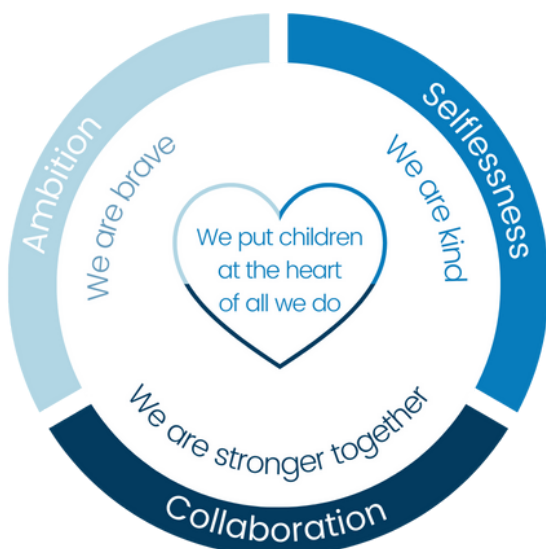
**Welcome from the Ted Wragg Trust  
CEO, Moira Marder**



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.

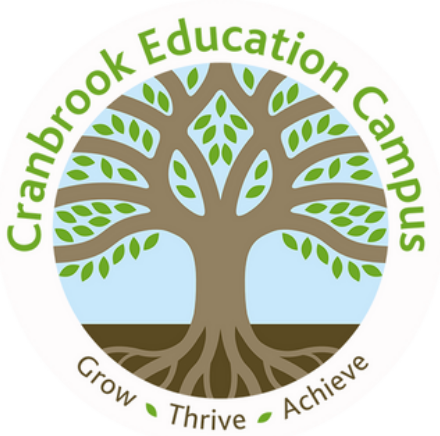
We demonstrate our love through our values



How we will succeed



# Cranbrook Education Campus



**Krisha Gandhi**  
**Head of Primary**

Thank you for your interest in working at and leading in Cranbrook Education Campus. I am so excited about the prospect of finding a Deputy Headteacher who shares our campus vision of transforming lives, strengthening communities and making the world a better place. I'm looking for a Deputy Headteacher who can contribute to the continued improvement of our Primary phase with a particular focus on building an environment of aspirational learning and opportunities.

At CEC, we take pride in our all-through nature and the consistent habits we've diligently established across the school. This year, our recent Trust safeguarding audit yielded a purple level of effectiveness, the highest possible recognition. Likewise, our school attendance boasts some of the highest rates in the county, a testament to our cross-campus relational approaches.

Whilst celebrating our achievements is a part of our culture, it's also important to acknowledge the ongoing journey in Primary at CEC – and how that impacts this vital role. I am actively seeking the right Deputy Headteacher to elevate the standard of education across our Primary curriculum – from intent to implementation and impact. This pivotal role requires a leader with a passion for quality of education, and is someone who can drive positive change – ensuring our commitment to transforming lives through excellent education permeates every aspect of our school. Our Deputy Headteacher will motivate and empower our teams to foster and secure consistency in learning-focused classrooms.

On a personal note, as someone who recently joined CEC and TWT, I've been really blown away by the investment in our Trust's Grow Great People strategy. At a leadership level, this has included the support and encouragement to apply for and participate in the groundbreaking SW100 course, opportunities for further qualifications such as NPQs, visits to schools across the region, and collaborative networking. This is all in addition to a second-to-none commitment to both instructional coaching and leadership coaching.

I eagerly anticipate the continued growth of our next Deputy Headteacher and am excited about collaboratively designing a bespoke plan to support further professional development. I actively encourage applications for this Primary Deputy Headteacher role from both Primary and Secondary Leaders and Aspiring Heads who are committed to transforming lives.

# Key Details

Job Title: Deputy Headteacher, Quality of Education

Location: Exeter, Devon

Salary: L6 (£53,380) – L10 (£58,959) + Relocation package of up to £8,000

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“

We believe that having the highest of standards will allow children to achieve beyond their wildest dream.



leadership is no longer a lonely endeavor.

”



We are stronger together because in a challenging moment, we have been met with proactive and generous support that has been shared with kindness.

”

## How to apply

Application forms and further information are available can be found on our website: [www.cranbrook.education](http://www.cranbrook.education).

We invite you to explore our campus and connect with the Head of Primary, Krisha Gandhi, during our scheduled sessions on:

- Tuesday 20th February, from 08:15 to 09:15
- Friday 23rd February, from 08:15 to 09:15

For an informal conversation about the role, or to book a visit please contact Scott Deeming via email: [scott.deeming@tedwraggtrust.co.uk](mailto:scott.deeming@tedwraggtrust.co.uk).



# Our culture at CEC

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

## Our Mission

To transform **lives** and strengthen our **communities** to make the **world** a better place.

## Our Values

- Proud
- Engaged
- Ready
- Kind
- Safe



## How do we behave?

- We are Proud by having clear expectations for all pupils which motivate and challenge them.
- We are Engaged by taking ownership for all pupils and their progress; and being continually self-reflective and actively engaged in professional development.
- We are Ready by modelling professionalism through punctuality, professional dress, classroom environment, integrity and ethical behaviour
- We are Kind by providing the best possible support for pupils' wellbeing and education.
- We are Safe by safeguarding all our pupils at all times.

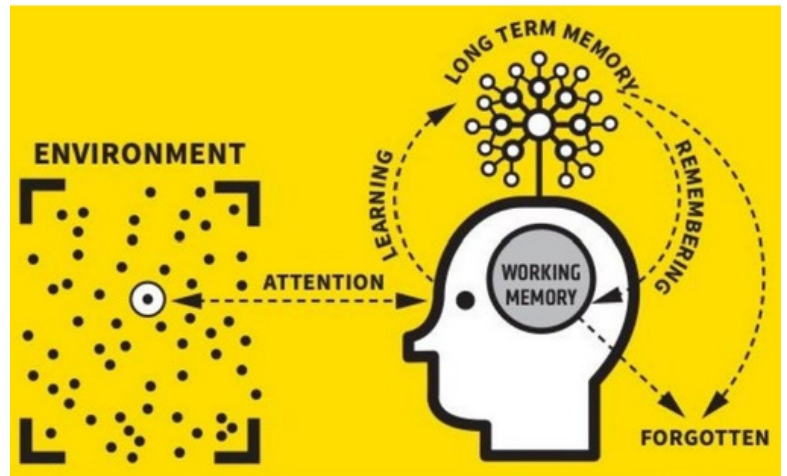
## What is most important, right now?

- 1.Embed the "One CEC" Strategy through systematic processes and relational approaches
- 2.Build consistency in high standards of behaviour, pedagogy and practice
- 3.Improve the disciplinary literacy of all pupils with a specific focus on Oracy
- 4.Increase staff confidence in narrating the campus offer



# What education looks like at CEC

We believe in a learning model that uses the concepts of Working Memory and Long-Term Memory



Teaching is a complex system. The challenge for teachers is to extend the implications for teaching an individual to teaching a whole class of students, each with their own schema-forming brains and their unique set of knowledge and experience, this is captured in the writing of Graham Nuthall.

We recognise that all pupils have different starting points and therefore teachers need to pitch lessons to the top but provide appropriate scaffolding to ensure all students can work towards the end point. Understanding the needs of students in the classroom is essential in creating a safe culture where everyone can feel safe to fail. Understanding the starting point of all students and finding the balance between support and challenge is essential.

We believe that the key is the process of setting up classroom routines so that teachers are engaging, enabling every child to succeed. At the CEC and TWT, we have applied relevant educational research principles to ensure the above and support the delivery of Willingham's Learning Model.



# Job Description

## Key purpose of the role

Enable the Trust and the Campus to realise its mission to 'Transform lives, strengthen communities and make the world a better place' by providing and leading high calibre teaching and learning for all our students, supporting them to love learning and love coming to school, and by challenging the educational and social disadvantage in the South West.

## Your responsibilities

- Live our mission and values every day
- Actively promote and champion all safeguarding policies and procedures, maintaining a culture in which students are protected and achieve the best outcomes
- Role model responsibilities set out within the teacher's job description and provide strategic, supportive and challenging leadership and great management to ensure all staff and leaders fulfil their responsibilities, deputising for the Headteacher as required
- Lead on whole-school strategies and policy areas as delegated by the Headteacher and collaborate through Trust and external networks to produce plans that reduce workload, drive high performance and inspire others
- 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 and those entitled to pupil premium, regularly evaluating its efficacy
- Track departments 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 arrange interventions 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
- Enable excellence at all levels through acknowledging and celebrating the achievements of individuals and teams and taking corrective action where necessary
- Be a role model, strategically designing, creating and maintaining strategies that secure high standards of behaviour and attendance across the school
- Strategically design, create and maintain assessment, recording, reporting, and analysis procedures for the areas you lead, ensuring that the impact of these are evaluated regularly
- Line manage a range of colleagues across the School, securing improvement through continuous professional development opportunities and performance management

# Job Description

- Engage with external quality assurance and prepare documentation about the areas you lead for our Trust, school governors, Ofsted and other regulating bodies
- Working with CEC's Head of Primary to strategically 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
- Oversee the completion of all exam entry requirements across the school
- Support students throughout the day by fulfilling pastoral responsibilities and undertake responsibilities that contribute to enrichment activities
- Complete all assessment entry requirements and ensure the department budget is managed skillfully
- 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
- Undertake additional duties as required, commensurate with the level of the job.

The Ted Wragg Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. All offers of employment are subject to an Enhanced DBS check, and where applicable, a prohibition from teaching check will be completed for all applicants.

## Person Specification

### Qualifications

- |  |           |
|--|-----------|
| • Qualified Teacher Status                                     | Essential |
| • Degree   | Essential |
| • Further CPD e.g. Masters, NPQSL, SW100, Safeguarding Level 3 | Desirable |

### Experience

- |   |           |
|---|-----------|
| • Senior Leadership Team Experience (Primary, Secondary or All-Through) | Essential |
| • Teaching experience in an all-through setting                         | Desirable |
| • Experience of line managing others                                    | Desirable |



# Person Specification

## Leadership Traits

- Organised Essential
- Relational Essential
- A critical Thinker Essential
- Emotionally Intelligent and Self-Aware Essential
- An ideal team player i.e. 'Humble, Hungry, Smart' (Lencioni, 2016) Essential
- Inspiring to work with, learn from and motivates others Essential
- Ability to multi-task effectively including risk assess tasks, prioritise between what is urgent and what is important and remain calm under pressure Essential
- Understands the importance of getting to know and investing in the community - seeing Cranbrook and the families we work with through an asset-based lens Essential
- Curious, Proactive and Committed to Life-Long Learning Essential
- Able to fulfil all aspects of the role with confidence and fluency in English 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
- **Proud:** Embraces achievements, celebrates successes, and fosters a culture of pride in academic and personal accomplishments Essential
- **Engaged:** Actively participates, connects with the school community, and promotes a vibrant learning environment through active involvement Essential
- **Ready:** Demonstrates preparedness, maintains a proactive approach, and ensures a state of readiness for challenges, opportunities, and educational endeavors Essential
- **Kind:** Nurtures a compassionate and inclusive atmosphere, fostering kindness and empathy among students, staff, and the school community Essential
- **Safe:** Prioritises a secure and supportive environment, actively promoting a positive safeguarding culture for all Essential

# Our Community

Our school is really unique. We have children from all over the world study here and we celebrate our different cultures. It's a really happy and welcoming place to learn.

**Annabel Davies – Year 6, Pupil Parliament Member**



"We are truly grateful for the warm welcome, unwavering support, and deep understanding provided to our daughters during their time at the school. As our family relocates to Plymouth, we reflect on the invaluable experience and the remarkable community we found here. The teachers and classmates have played a pivotal role in our daughters' educational journey, and their impact will be remembered fondly. This school has been an integral part of our lives, and we are grateful for the positive memories it has created for our family."

**Carvajal Gomez Family**

"Being part of an organisation that lives its mission of strengthening communities to make the world a better place is truly wonderful. Our school's commitment to social justice and improving the life chances of all the people in our care makes CEC an extraordinary place to work."

**Oliver Russell, Head of Primary Spanish, Head of Year 8 and Secondary MFL Teacher**



"Working alongside talented and passionate people from across the campus makes CEC a great place to work. Being part of a growing network and culture that supports the personal development of our children to prepare them for life beyond the classroom is an ongoing and exciting prospect."

**Hannah Wickens, Senior Leader for Every Child Succeeds and Personal Development, and Year 6 Teacher**

# Our Community

## Award Winning Community Hub, EX5 Alive

Cranbrook is a new town built North East of Exeter. With an average age of 30, Cranbrook is the youngest town in the UK. With 8,000 people living in Cranbrook, due to increase to 28,000 in the coming years, building houses has been a key priority for the area. Unfortunately, sufficient infrastructure and services are still yet to be established. Furthermore, there is a lack of physical space in the town meaning many of the additional services desired and required are extremely difficult to run. This has resulted in a growing shortfall of EYFS spaces which currently sits at approximately 30%.

At CEC, we are proud to have an award winning Community Hub, EX5 Alive, which sees this as an extraordinary opportunity to think differently about how we approach our town's needs. Solutions-focussed and uniquely based within Cranbrook Education Campus, an all-through educational setting, we have been and continue to provide a Cradle-to-Career approach. This means building opportunities for families where support starts at an early age and can continue to be provided as children grow to be young independent adults. Supported by The Feltham Convening Partnership, and now a beacon of community hub work within the Ted Wragg Trust and across the South West, EX5 Alive has already made huge strides in supporting Cranbrook.

Among many successful strategies, this has included:

- Building key partnerships to support parental understanding and engagement in conversations around mental health leading to significant improvements in school attendance figures.
- Building mental health and increasing emotional health across the community through access to workshops, workouts and referrals for further support.
- Increasing access to food through our evening and night food bank.

Much of our success has come through ensuring best and research-based practice, nurturing healthy relationships with community members and operating through an asset-based lens approach. Echoed by Hughes and Bomber (2013) "Quality relationships provide the necessary vehicles for adaption and recovery and every relationship has the power to confirm or challenge everything that has gone before".

We are proud to be a school rooted in our community. We believe our award-winning community hub makes CEC and Cranbrook a very special place to work and grow.





# Working in the South West



Our diverse county is the ultimate destination to live and work. With two thriving cities, Exeter and Plymouth, Devon is full of history, culture and wonderful places to eat and enjoy the arts.

Our county boasts the beautiful and varied coastlines of the Jurassic Coast in the east, the Area of Outstanding Natural Beauty in the north and the English Riviera with its palm trees in the south.

Along with two National Parks, waterways and countryside, Devon has something for everyone, whether it is music, history, food or, for the more energetic, walking, cycling, climbing or surfing on some of the UK's best waves. Our county really has it all.

**Devon – simply a fantastic place to live.**





# Growing great people

Our aim is to be the greatest place to work in the South West. We know that to succeed in our mission, we must invest in and grow great people. Our comprehensive suite of development opportunities are available for everyone, whether you are just starting in your career or an experienced leader, there will be a development pathway to suit you.

Tim Rutherford – Deputy CEO

We know to be the greatest place to work we must welcome great people, retain great people and develop great people.



In our Trust, we are committed to nurturing a workplace where our employees feel that they belong. We believe that the culture of our trust thrives when individual differences are embraced so that everyone feels comfortable and confident in being who they are. This is supported through ensuring inclusivity in culture and equity in opportunities. We are committed to high quality and reflective employment practice so that we attract, retain and grow employees from diverse backgrounds and communities.

# Our Journey



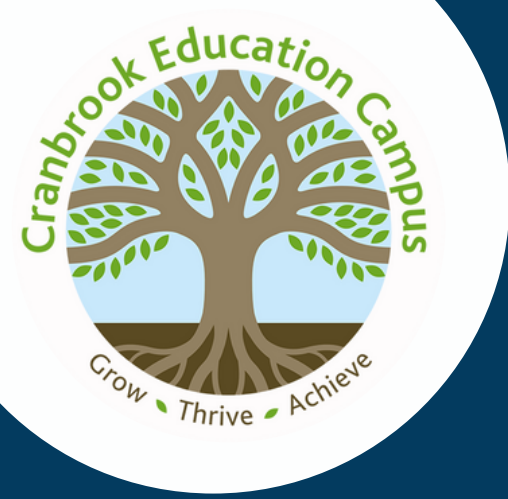
Professor Ted Wragg, in whose memory the Ted Wragg Trust is named, was passionate about how education can transform young people's futures.



## 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.





**Thank you for your interest  
in working with us!**

**Ted  
Wragg** TRUST