



STOKE DAMEREL COMMUNITY COLLEGE/ SCOTT MEDICAL AND HEALTHCARE COLLEGE



Proud to be part of the

GREENSHAW
LEARNING TRUST

RECRUITMENT PACK

Stoke Damerel Community College,
Somerset Place,
Plymouth, PL3 4BD
Telephone: 01752 556065

Scott Medical and Healthcare College
Somerset Place
Plymouth PL3 4BZ
Telephone: 01752 987010

Email: info@sdcc-smhc.net



Dear candidate

Thank you for your interest in the role of Executive Headteacher at Stoke Damerel and Scott Medical College.

Stoke Damerel Community College and Scott Medical and Healthcare college are two schools at the centre of their community. The schools serve a diverse and proud student population and The Greenshaw Learning Trust is relentlessly aspirational for the schools; their children and their staff. The schools serve a student population of significant socio - economic disadvantage; this means that we are unapologetically aspirational for every child that comes through the gate, and believe that every single child is capable of achieving the very best outcomes in the country. Our schools are built around three core values; Aspire, Achieve and Thrive and every action that we take in our school is designed to enable every child to develop academically, and pastorally.

We are seeking a dynamic, inspirational and morally driven leader who shares our belief that there is no ceiling on what children can achieve under the right conditions. Both of these schools have the potential to be in the top 1% of all schools in the country for progress made. We are looking for a leader who can build on the improvements that have already been made in the schools to secure this. This is a career defining opportunity to create life changing circumstances for a large body of students in Plymouth to truly embed social mobility in an already strong community. As an Executive Headteacher you will work closely with the Trust Executive team, enabling your influence to be spread more widely across a greater range of our schools. This makes for an incredible opportunity for an experienced or successful Headteacher looking to extend their work and reach across a wider range of children.

We believe in the autonomy of Headteachers in their schools. This provides a unique scope for Headteachers to truly lead their schools and utilise our philosophy of adopt, adapt or advance of centralised resources to drive outcomes for the children and community whom they serve. Our Headteachers connect regularly and we place deliberate collaboration at the centre of our strategic ambitions in order to ensure that every child in our school experiences great teaching in every lesson, of every day. We have a dedicated Education Director for the Plymouth region and you will work in close collaboration with them on the improvement journey of the school. The vision and direction will be yours to set, and deliver on; in line with the vision and values of the trust. The schools require a leader who can truly unify the staff and student body behind a culture characterised by working hard and being kind.

We are proud members of the Greenshaw Learning Trust, a 'family' of like-minded schools, that collaborate to provide mutual support, share their good practice and learn from each other, whilst retaining and developing our own distinctive character. The Trust is a vibrant and forward-thinking community of teachers, support staff and learners committed to educating the 'whole child' to improve life chances, whilst securing the best possible outcomes for students. We encourage all young people to work hard and make the most of the opportunities they are given. Our amazing team of teachers and support staff themselves demonstrate and encourage a lifelong love of learning, both within and beyond our curriculum.

As one of the highest performing multi-academy trusts in the country, we currently have schools across South London, Berkshire, Surrey, Gloucestershire and South Gloucestershire, and Plymouth. We are continuing to grow and have further schools joining us on a regular basis.

We strive to be an inclusive and diverse employer and we encourage applications from underrepresented demographics. We recognise the need to achieve a good work-life balance and encourage discussions regarding flexible working across our schools and Shared Service teams. We aim to create the conditions under which our colleagues are able to thrive and to deliver exceptional work for the young people and communities which we serve. To get a feel of life at Greenshaw Learning Trust, please download our 'Why you should work for GLT' recruitment brochure on our jobs portal.

Stoke Damerel Community College and Scott Medical and Healthcare College are committed to safeguarding and promoting the welfare of children and young people, therefore this appointment will be subject to vetting, including an enhanced DBS disclosure.

The school websites provide a clear picture of our aspirations and our vision: however, please do not hesitate to contact us to seek further information from our Regional HR Partner, Becky Cooper: bcooper@greenshawlearningtrust.co.uk. We very much look forward to receiving applications from candidates whose personal qualities, values and experiences support and reflect ours.



Yours sincerely

A handwritten signature in black ink that reads "I Ambrose". The signature is written in a cursive style.

Isabel Ambrose

Director of Secondary Education

ABOUT OUR SCHOOL

The Stoke Damerel & Scott College campus is based in the heart of the city centre of Plymouth with stunning views of the Plymouth Sound and easy walking distance of the most accessible city waterfront. We are a vibrant and forward thinking community of teachers and learners. Our students, staff and governors believe that Stoke Damerel and Scott Medical & Healthcare College are very special schools - caring, happy, aspirational. We have an excellent teaching and support staff team who themselves demonstrate and encourage a lifelong love of learning, both within and beyond our curriculum.

Our colleges foster a culture of high expectation and aspirations, which is inherent in everything we do. Students are justifiably proud of their schools and their achievements and there is a strong sense of collaboration where students and staff are united in their desire to learn and improve. Our teaching staff embrace new pedagogical practice and the latest technology to offer students 24/7 learning.

Our schools have built our ethos on a strong set of core values which underpin everything that we do. Our aim is to give students a greater chance of success in whichever field they wish to work in. We value the wider education of every child and have a broad programme of character development opportunities including international travel and adventurous trips to give our students the very best chance of success.

Stoke Damerel Community College is a 11-18 mixed comprehensive school with approximately 1300 students, including our Sixth Form.

Scott Medical Healthcare College is a 14 - 19 mixed studio school with approximately 50 students per year group, specialising in a curriculum and vocational enrichment programme tailored towards students wishing to follow a career in medicine and healthcare

TERMS AND CONDITIONS

CONTRACT

Permanent

SALARY

Salary calculated in line with Headteacher Group 7 Leadership pay scale, points L35-L39, (£119,350 - £131,578)

HOURS OF WORK

Full time

PLACE OF WORK

Stoke Damerel Community College and Scott Medical and Healthcare College.

PENSION SCHEME

- GLT will recognise continuous local government service for redundancy purposes in line with the Redundancy Payments (Continuity of Employment in Local Government, etc) (Modification) Order 1999.
- Under the Social Security Act 1986 the post holder has the right to make their own pension arrangements. They may choose to contribute to the Teachers' Pension Scheme or a Personal Pension Scheme.

HOLIDAY ENTITLEMENT

Subject to Working Time provisions of the School Teachers Pay and Conditions Document your holidays coincide with periods of school closure

PROBATION PERIOD

New employees are required to complete a six-month probationary period.

STATUTORY CHECKS

All employment offers are made subject to checks in line with Government guidance (some of which are dependent upon the role/individual). These include: online checks, evidence of identity and right to work in the UK, an enhanced Disclosure and Barring Service check, overseas criminal record check if the successful candidate has worked or resided overseas in the last five years, confirmation of a satisfactory medical report, satisfactory references, evidence of qualifications, DfE teaching/management barred list check.

JOB DESCRIPTION

Post:	Executive Headteacher
Responsible to:	Secondary Education Director
Responsible for:	Senior Leadership Team

ROLE OVERVIEW

The Headteacher is responsible for managing the daily operation of the school, the supervision of all students and staff, and the school premises. They provide direction and leadership and are accountable for the financial and educational performance of the school.

Greenshaw Learning Trust Headteachers work together as a leadership team, all aiming for the best for every student. An Assistant Director of Education will offer support and guidance, and Headteachers are expected to help lead the Trust, improving professional development for everyone. This is achieved through a supportive environment built on trust, open communication, and shared responsibility for success. The Trust has a set of principles that guide this collaborative approach.

MAIN DUTIES AND RESPONSIBILITIES

- Provide high quality leadership of teaching and learning across both schools.
- Lead on the implementation of an exceptional Raising Standards agenda across both schools.
- Intentionally and deliberately collaborate with other leaders across the trust and beyond in order to ensure all children experience great teaching in all of their lessons.
- demonstrate a passion for education and a desire to improve the life chances of all students;
- build a culture of continuous learning and development throughout the school community;
- adapt rapidly to the challenge of building on the existing strengths of the school to achieve all round excellence in teaching and learning;
- assess their approach and style and challenge themselves to think differently about how to best align their leadership to the needs of the school;
- empower their staff to trust in their vision;
- maintain and develop the school's ethos of diversity, inclusivity and equality of opportunity; and
- have successful experience as a senior leader with a proven track record of success.
- be part of the leadership of the Greenshaw Learning Trust, working collaboratively with other Headteachers and members of the GLT Shared Service to deliver excellence across all GLT Schools.

LEAD STRATEGICALLY

- Develop the strategic vision for the schools, ensuring that they are clearly articulated, shared, understood and acted on effectively by all.
- Ensure a positive ethos of challenge and support to maximise the life chances of all students and promote the development of staff.
- Ensure that the quality of teaching experienced by children is recognised as the key priority across the school.
- Ensure that planning takes account of the vision and policies of the Greenshaw Learning Trust, the diversity of the school and its wider community and the values of openness, inclusivity and equality of opportunity.
- Develop effective relationships and communications with parents and the local community that underpin a professional learning community that enables everyone in the school to achieve.
- Create an inspiring professional environment consistent with the values and aspirations of the school and the Greenshaw Learning Trust.
- Act as a leader within the city, ensuring that our schools in Plymouth intentionally collaborate with other schools in the city and the local authority in order to best serve the community.
- Work with, and in support of staff across the wider Trust and realising the benefits of school-to-school collaboration and the wider Trust.

LEAD THE SCHOOL

- Ensure that the consistency by which children experience great teaching is at the centre of the organisation and management of the school.
- Ensure that the Raising Standards agenda is evidence based and regularly reviewed, leading to improved achievement.
- Ensure that the school's systems, organisation and processes are well considered, efficient, fit for purpose and uphold the Greenshaw Learning Trust principles of transparency, integrity and probity.
- Develop and propose the school's annual budget consistent with the school's priorities and in line with the policies and decisions of the Greenshaw Learning Trust.
- Monitor and review the use of premises and resources to ensure they contribute effectively to providing an efficient and safe learning environment consistent with the values of the school and the Greenshaw Learning Trust and propose priorities for expenditure.
- Produce, propose and implement agreed, evidence-based plans for the development of the school and its facilities in the light of changing requirements and priorities.
- Ensure that systems and styles of communication within the school are effective and appropriate.
- Use a process of self-review to set targets for personal development and to manage their own work-life balance.

LEAD TEACHING AND LEARNING

- Ensure that the school's curriculum is broad, balanced, diverse, flexible and offers opportunities for all students to be successful and engaged.
- Set appropriate and challenging curriculum targets for all students.
- Maintain and develop an effective system for monitoring and evaluating teaching and learning and for improving practice, drawing on relevant research evidence and robust data analysis.
- Contribute to the wider teaching and learning developments across the Greenshaw Learning Trust.
- Create the conditions for creative, responsive and effective approaches to teaching and learning that enable students to become effective, enthusiastic and independent learners.
- Maintain and develop an effective assessment, recording and reporting system that promotes and celebrates all forms of student achievement.
- Promote a culture that encourages every student to become self-confident and to show respect for others.
- Maintain and develop strategies to secure high standards of behaviour and attendance.
- Provide a safe, calm and well-ordered environment for all students and staff, focused on safeguarding students and developing their exemplary behaviour in school and in wider society.
- Ensure that the approach to teaching is evidence based and inclusive for all children.

LEAD STAFF

- Proactively develop among all school staff the effective professional relationships, good order and high morale and understanding of accountability that lead to the best possible student outcomes.
- Create an environment that encourages ideas and contributions from staff and values the achievements of individuals and teams.
- Ensure that the systems for induction, performance management and professional development of school staff lead to the maintenance of high standards, to a professional learning culture for all staff and to the identification of the potential for leadership.
- Lead in the recruitment and selection of all school staff.
- Manage the effective deployment of all staff within the school, recognising issues related to work-life balance.
- Manage the work of the school leadership team, promoting autonomy and delegating appropriate tasks and ensuring the support needed for each member's development is in place.
- Identify emerging talents, coaching current and aspiring leaders in a climate where excellence is the standard, leading to clear succession planning.
- Support the work of the wider Trust through the strategic deployment of staff where appropriate.

LEAD IN THE COMMUNITY AND THE TRUST

- Represent and promote the schools and the Greenshaw Learning Trust to its stakeholders and partners.

- Maintain and develop an effective partnership with parents and carers to support students' achievements and personal development.
- Collaborate with other agencies to tackle the barriers to learning, to safeguard the health and happiness of every student, and to promote positive strategies for challenging prejudice.
- Lead a collaborative network of Headteachers in the trust around an issue that is both perennially challenging and suited to the successful candidates experience and expertise

SAFEGUARDING

- Be keenly aware of the responsibility for safeguarding children and to help in the application of the Safeguarding Policy within the school.
- Comply with the school's Safeguarding Policy to ensure the welfare of children and young persons.
- Greenshaw Learning Trust is committed to safeguarding and promoting the welfare of children and young people therefore this appointment will be subject to vetting, including an enhanced DBS disclosure.

Greenshaw Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects staff and volunteers to share this commitment.

The duties and responsibilities in this job description are not restrictive and you may be required to undertake any other duties that may be required from time to time. Any such duties should not however substantially change the general character of the post.

PERSON SPECIFICATION

The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process. Applicants should address all elements of the Person Specification, demonstrating experience and where appropriate citing supporting examples, within their application.

	Essential	Desirable
Qualifications and training		
Degree	x	
Qualified Teacher Status	x	
Higher qualification in education and/or management		x
Achieved NPQH		x
Achieved NPQEL		x
Curriculum and pastoral experience at senior management level		x
Skills and experience		
successful leadership at Senior, Deputy or Headteacher level	x	
developing and implementing strategies for raising achievement and achieving excellence for students, staff and themselves	x	
leading on improved exam outcomes at KS4 and 5	x	
school development planning and evaluation	x	
data analysis and target setting	x	
using evidence-based information about effective learning and assessment for learning	x	
resource and financial management, monitoring and evaluation	x	
change management		x
leading a school from one Ofsted category to another on the old framework (e.g. Good to Outstanding)		x
Personal attributes		
<ul style="list-style-type: none"> ● Provide strategic and creative leadership to maintain and develop a school vision with excellent teaching for all at its centre ● work in partnership with the Governing Body and the wider Trust in taking the school forward ● lead by example to inspire, motivate, influence and empower staff and students ● through personal commitment, maintain and develop the GLT ethos of diversity, inclusivity and equality of opportunity ● set priorities and agree and achieve ambitious goals and targets 		

- work collaboratively with others, delegating appropriately
- create an environment in which staff accept their responsibility for students' learning outcomes
- seek and act on feedback from others, including work colleagues and governors
- build and maintain effective relationships and communicate appropriately with governors, staff, students and parents
- develop, maintain and extend appropriate partnerships with the local council, other schools, children's services, parents and the local community
- demonstrate emotional resilience, empathy and flexibility when dealing with challenge

Professional Knowledge and Understanding

- current educational issues, including national policies, priorities and legislation
- effective strategies for maintaining and developing high standards of attainment, behaviour and attendance
- principles and practice of educational inclusion, diversity and access
- developing choice and flexibility to meet the learning needs of every student
- managing staff, including recruitment and selection and professional development
- quality assurance systems, including school review, self-evaluation and performance management
- legal issues relating to managing a school including Child Protection Procedures, Equal Opportunities, Race Relations, Disability, Human Rights, Employment and Health and Safety legislation

Collaboration behaviours

- Show a deep commitment to the vision and aims of the Trust.
- Be a strong team player with excellent interpersonal skills, capable of effectively contributing to and supporting the growth of the organisation.
- Demonstrate the ability to be highly entrepreneurial and ambitious, acting with charisma and bringing forward innovative ideas to drive the Trust forward.
- Demonstrate self-awareness and empathy, adopting a coaching approach to professional relationships, effectively managing their own emotions and those of others to build genuine connections and resolve conflicts constructively.
- Be open and transparent, willingly sharing information and evolving perspectives to build trust and empower others to make well-informed decisions.
- Actively listen, genuinely paying attention to colleagues' ideas, feedback, and concerns without interruption or judgment, ensuring diverse perspectives are understood and incorporated into decisions.
- Demonstrate the ability to be adaptable and open-minded, embracing new ideas, approaches, and perspectives, enabling them to integrate innovation and effectively navigate complex challenges.
- Empower colleagues through trust, autonomy, resources, support, and guidance, enabling others to take ownership and develop professionally.
- Practise inclusive decision-making, involving others and ensuring all voices are heard, boosting morale and fostering a shared sense of purpose.
- Demonstrate the ability to be humble and committed to learning, openly acknowledging when you don't have all the answers, valuing feedback, and viewing mistakes as opportunities for personal and professional growth.
- Be visionary and purpose-driven, inspiring and aligning colleagues around a clear vision and shared purpose, fostering unity and professional fulfilment.
- Actively recognise and appreciate achievements and contributions, creating a positive and motivating work environment.
- Commit to succession and a coaching approach, viewing leadership as a responsibility to develop the next generation through mentorship, coaching and empowerment, nurturing a culture of continuous growth.

THE RECRUITMENT PROCESS

APPLICATION

To apply for a vacancy, please register for an online account and complete the online application form on the GLT website. In the application form you should demonstrate how you meet the requirements set out in the person specification. Include specific examples which support your application. You will have the opportunity to upload additional documents in support of your application if required.

Please ensure you enter your correct email address when registering for your online account. This is the email address we will use to contact you about your application.

We will be offering tours of the school on the 5th May between 9am and 1:30pm, with Nat Nabarro, Associate Assistant Director of Secondary Education. These tours can be booked in with Kerry Bennett, by emailing kbennett@greenshawlearningtrust.co.uk.

Applications must be received no later than 11.59pm on **11th May 2026**. Applications received after this date will not be considered. We reserve the right to interview candidates as applications are received and close the advert prior to the closing date should an appointment be made.

INTERVIEW PROCESS

Interviews will be held on **19th May 2026**. Shortlisted applicants will be invited by email to attend an interview. References may be taken up after shortlisting. Please indicate on your application form if you are happy for us to do so. As part of your interview, you may be asked to undertake a practical test related to the knowledge and abilities in the person specification.

TAKING UP POST

We are flexible regarding the start date for the successful candidate. There is the opportunity to take up the post at any point between September 2026 and September 2027.



STOKE
DAMEREL

Community College



Somerset Place
Plymouth
PL3 4BD



01752 556065



info@sdcc-smhc.net



www.sdcc.net/



GREENSHAW
LEARNING TRUST



ORU Sutton,
7 Throwley Way,
Sutton SM1 4AF



020 3988 0218



info@greenshawlearningtrust.co.uk



www.greenshawlearningtrust.co.uk



Scott
Scott Medical and Healthcare College



Scott Medical and Healthcare College
Somerset Place
Plymouth PL3 4BZ



01752 987010



info@sdcc-smhc.net



www.scottcollege.co.uk/