



academies for character and excellence

Recruitment Pack | **Executive Headteacher of Small Schools**



Community Collaboration Equity Uncompromising Excellence Integrity



Welcome from Cheryl Weyman, CEO

The Academies for Character and Excellence

Dear Applicant,

Thank you for your interest in joining The Academies for Character and Excellence. I hope that the information provided will interest you and help with the application process.

So, what are we looking for?

Firstly, we wish to appoint positive people who want to make a difference. Being a leader within our Trust means understanding the importance of the softer skills of leadership such as the ability to communicate well, collaborate and influence a range of internal and external stakeholders. Our leaders are achievement-focused, with a strong belief in collaboration. You will be passionate and highly driven and will have the opportunity to play a significant role in the next exciting phase of the Trust's development.

We wish to appoint people who understand and believe in our guiding principles and values. If successful, you will be joining our Trust at an integral time of growth and your involvement with these key projects will bring its own personal rewards.

Simply, we are uncompromising in our desire to grow an exceptional Trust. It is a privilege to lead the ACE Trust where learners are at the heart of all we do.

I hope that this introductory letter and information pack provides a sense of our culture and ethos as well as our direction of travel. I am excited to receive your application.

Cheryl Weyman

Cheryl Weyman MBE, CEO and National Leader of Education





We work together in collaborative partnerships to achieve excellence through cultivating character, sharing talents and pursuing innovation.

Our Schools



[Click here to visit the ACE website where you can access the websites of individual schools](#)

Our Mission

Achieving excellence through cultivating character, sharing talents and pursuing innovation

Core to our offer is a better life experience for everyone in the Trust – staff, children, families and community. Pursuit of excellence remains central to the ethos and culture of all schools within the Trust. We see it as our obligation to be a self-improving organisation.

Our Values

- Community
- Collaboration
- Equity
- Uncompromising Excellence
- Integrity



Simply, our vision is to be an Exceptional Trust



Who are we?

The Academies for Character and Excellence is a charitable Trust with a mission of Achieving Excellence through Cultivating Character, Sharing Talents and Pursuing Innovation. Our Trust is an exciting and diverse mix of Church of England and Community Schools within Torbay, Devon and Somerset. We are growing a family of schools that prioritises working together in collaborative partnerships which are mutually supportive and share great practice. We truly value the distinctive character of our schools and believe they should be rooted in the communities which they serve.

Our commitment to Character Education is at the heart of our work across the Trust. We are uncompromising in our belief that every child fulfils their academic potential whilst also flourishing in and at life. Relationships are central to the way we work together and we are proud to work with colleagues who are passionate about making a positive difference to our children and families.

Our ACE Culture

Our ACE culture is defined by four guiding principles:

- Our values are valued
- Our staff are our most important resource
- Everything we do is ultimately about the children
- Simply what we want is to be the best we can be

Our Commitment to You

Community

ACE is a community of learners dedicated to achieving our common mission. You are our most valued asset.

We will give you dedicated time to have your own talents developed through working with a wider team of professionals and experts.

Collaboration

ACE works in collaborative partnerships to achieve the extraordinary. You are a vital part of our amazing team.

We will provide a strong supportive network of teams to help you progress and inspire you to go beyond whatever you could do on your own.



Equity

ACE recognises that each individual has the right to be appreciated for the added value they bring to the Trust.

We will give you the right opportunities to grow and flourish in all aspects of your wellbeing, no matter what role you have in the organisation.

Uncompromising Excellence

ACE is about excellence in all that we do. We can't do it for you but we can help you do it for yourself.

You will have access to membership of Trust-wide groups who ask the same question: *What if...?* Research and development is part of our core offer to you.

Integrity

We do what we say we will do. If the gloves don't fit then we don't wear them. Our mission and values are both the light that guides us and the standards against which we measure our successes.

We will make a commitment that as a valued member of staff we will not stand in front of or behind you; instead, we will stand side by side looking ahead at what opportunities are yet to come.

Your Contribution to the Trust

Community

ACE is about being part of a community of learners dedicated to providing the very best for everybody.

You use your own skills, knowledge and experience to help others thrive. Your willingness to go the extra mile for others is obvious and apparent in all you do.

Collaboration

ACE is a collaborative Trust where sharing talents results in innovation and improvement which ensures we can all be great together.

You will share your time, enthusiasm, knowledge and resources with others. You recognise that your achievements are always reliant on others, and you will celebrate successes together.



Equity

ACE is about equality, equity and inclusivity for all. Your importance to the Trust is never underestimated.

You know that equity is understanding and valuing each other as individuals, no matter what the differences are. You demonstrate this through treating everyone with dignity, respect and care.

Uncompromising Excellence

ACE is about excellence, but for us, this is a habit not a destination.

You have high standards, expectations and a drive to be the best you can be. Today's outcomes will be brilliant but tomorrow's even better.

Integrity

ACE is about an unrelenting desire to work towards achieving our mission. We don't do something if it's not the right thing to do. We are the advocates for our children and we never forget that.

You do the right things and you do them right. Your decisions and actions are aligned to our vision and values and that's what guides you.

How will we Develop your Talent?

We believe that everyone has a right to have their own talents recognised and developed. It is far more than just an organisational offer as it aligns us with our values of equity and uncompromising excellence.

Our Talent Management identification programme allows us to recognise talent at all stages. We offer a wide variety of professional development opportunities that allow individuals to progress even as a Headteacher.

We do this in a number of ways including:

- Provision of a bespoke coaching programme
- A Talent Management central team
- Collaborative working opportunities
- Network of Teams
- In-house Leadership training and development
- Opportunities to impact across the Trust
- Individual personal learning plans



Job Title:	Executive Headteacher of Small Schools
Reporting to:	Excellence Director
Salary Grade:	Group 2 banding
Closing Date:	9am, 24th April
Start:	1st September 2026
Interview date:	29th April 2026

Executive Headteacher of Small Schools

Ashill Primary, Buckland St Mary C of E Primary, Hatch Beauchamp C of E Primary, Stockland C of E Primary Academy and Winsham C of E Primary.

We are seeking to appoint an experienced, inspirational leader to develop the ACE Small schools group on the Somerset border. Comprising five village schools, each with between 20 and 80 pupils, every school sits at the heart of its community while working in partnership to provide exceptional experiences for their pupils. The Executive Head will oversee the school lead teachers and directly manage a small cross-group team that provides support in areas such as SEND, safeguarding and other shared functions. This role offers a significant opportunity for innovation, enabling the development of approaches that allow small schools and their pupils to flourish at the centre of their communities.

Ashill Primary School

Ashill is a rural village school with mixed age classes and an approximate capacity of 105 pupils (15 per year group).

Ofsted: The June 2024 inspection graded the school Good, with Outstanding behaviour and attitudes.

SIAMS: In 2019, the school received a Good SIAMS judgement for Christian distinctiveness and collective worship.

Buckland St Mary Church of England Primary School

Buckland St Mary is a Church of England school with 62 pupils and a capacity of 90.

Ofsted: As a newly opened academy (Jan 2024), it does not yet have an Ofsted report.

SIAMS: The December 2024 SIAMS inspection celebrated the school's Christian vision and its positive impact.

Hatch Beauchamp Church of England Primary School

Hatch Beauchamp is a small Church of England primary school serving pupils aged 2–11. It has 27 pupils on roll with a capacity of 56.

Ofsted: The most recent full inspection (Sept 2022) judged it Requires Improvement overall, with Good behaviour and personal development.

SIAMS: SIAMS 2022 good in all areas and delivering the school's distinctively Christian vision.

Stockland Church of England Primary Academy

Stockland is a thriving Church of England academy with 72 pupils and a capacity of 105.

Ofsted: The May 2024 inspection judged the school Good, with Outstanding behaviour and attitudes.

SIAMS: The October 2025 SIAMS report confirmed the school is enabling pupils and adults to flourish, with strong Christian distinctiveness.

Winsham Church of England Primary Academy

Winsham Primary is a small village Church of England school serving pupils aged 2–11. The school has 20 pupils on roll with a capacity of 57, offering a close knit, nurturing environment with strong community links.

Ofsted: The November 2023 inspection judged the school Good across all areas, including quality of education, behaviour and attitudes, personal development, leadership and early years.

SIAMS: The 2025 SIAMS inspection recognised Winsham as living up to its foundation as a Church school, highlighting the way its vision permeates daily practice, shapes a rich and values-driven curriculum, and creates an environment where pupils and adults feel valued, respected and supported.

An **Executive Headteacher's** job description adheres to the conditions laid down in the School Teachers' Pay and Conditions Document (STPCD) and for Church schools the Diocesan guidelines. In addition to this, Executive Headteachers undertake to develop children and staff using their understanding and knowledge of their professional qualifications, skills, qualities and where appropriate their faith.

All members of the team employed by The Academies for Character and Excellence support and promote the Trust's mission and vision and promote character education, which is a values-led approach. Our Trust values and ethos enable us to fulfil our mission of transformation through making a positive difference to ourselves, others and the world around us.

Job Purpose

To ensure that all five schools in the group are providing excellent provision for all pupils through developing high-quality leadership at all levels. The Executive Headteacher will provide strategic leadership across the schools ensuring that Trust improvement plans are fully implemented.

The Executive Headteacher, along with the Assistant Executive Head, will develop strong pedagogy, leadership development, safeguarding and a culture that reflects the ACE curriculum and values.

Key Responsibilities

1. Strategy and Improvement

- Analyse changes in the educational landscape and incorporate findings into improvement planning.
- Lead whole school change using research and established models of improvement.
- Promote the excellence approach through reflection, coaching and collaboration.
- Maximise opportunities for cross school collaborative working.

2. Pedagogy and Curriculum Excellence

- Lead and develop high quality teaching across the five schools using national and international evidence.
- Ensure ACE curriculum and pedagogy integrates knowledge, character and metacognition
- Support ongoing development of the ACE curriculum.
- Strengthen teaching through coaching, mentoring and modelling practice.

Also:

- Ensure all pupils achieve well, including SEND, disadvantaged, EAL and the most able.
- Ensure statutory responsibilities (Equality Act, SEND reporting) are met.

- Evaluate provision for vulnerable pupils.

3. Leading with Impact

- Distribute leadership effectively and work collaboratively with the Assistant Executive Head.
- Adapt leadership approaches to different contexts and stakeholders.
- Communicate clearly to secure progress.
- Use stakeholder perspectives to inform decisions.

4. Working in Partnership

- Strengthen partnership working between the five schools and a single Local Advocate Board.
- Work with clergy and diocesan partners across the Church of England schools.
- Share expertise with other ACE schools.
- Build external partnerships to enhance provision.

5. Increasing Capability

- Hold staff to account through clear culture of excellence and Individual Personal Aspiration plans
- Promote professional development that improves outcomes for staff and pupils
- Contribute to Trust-wide leadership development.

	ESSENTIAL	DESIRABLE
<p>QUALIFICATIONS</p> <p>Evidenced in:</p> <p>Application form</p>	<ul style="list-style-type: none"> • Degree • Qualified Teacher Status 	<p>NPQH or equivalent</p>
<p>EXPERIENCE</p> <p>Evidenced in:</p> <ul style="list-style-type: none"> • Letter of application • Interview/assessment • Reference 	<ul style="list-style-type: none"> • Proven successful leadership within a primary setting with evidence of impact • Demonstrable experience of successful line management and staff development • Involvement in school self-evaluation and improvement planning 	<ul style="list-style-type: none"> • Experience of leading small schools in a multi academy trust • Experience of working in a school with a wide range of ability
<p>PROFESSIONAL KNOWLEDGE, UNDERSTANDING AND SKILLS</p> <p>Evidenced in:</p> <ul style="list-style-type: none"> • Letter of application • Interview/assessment • Reference • Impact of Leadership (learning walk) 	<ul style="list-style-type: none"> • Understanding of highly effective pedagogy, based on evidence, and having the ability to model this for others and support others to improve • Excellent behaviour management strategies to support a range of needs • Aspirational for the achievement of disadvantaged pupils based on evidence • Achieving and sustaining standards of excellence throughout the setting • Excellent organisational skills • Knowledge and understanding of the principles behind Safeguarding, Equal Opportunities and Inclusion policies • Effective analysis of data and the ability to use this to set targets and identify weaknesses 	<ul style="list-style-type: none"> • Understanding of school financial management and funding sources
<p>CURRICULUM</p> <p>Evidenced in:</p> <ul style="list-style-type: none"> • Letter of application • Reference 	<ul style="list-style-type: none"> • Seek innovative approaches to curriculum and pedagogy and be able to inspire others to do so • Be prepared to lead on the ACE curriculum in school and work with others across the Trust to develop it further • Know and understand the relevant statutory and non-statutory frameworks including those provided through the National Curriculum 	
<p>PROFESSIONAL VALUES</p> <p>Evidenced in:</p> <ul style="list-style-type: none"> • Letter of application • Interview/assessment • Reference 	<ul style="list-style-type: none"> • A commitment to the mission, vision and ethos of the school and Trust • Develop positive relationships with colleagues, Headteachers and the Executive team • Work collaboratively with others across the Trust contributing to the development of all schools • Be open to and actively seek support and professional development • Model the highest expectations of self and others • Take responsibility for improving teaching and learning throughout the school • Commitment to the personal welfare and safeguarding of both children and staff 	
<p>PERSONAL QUALITIES</p> <p>Evidenced in:</p> <ul style="list-style-type: none"> • Letter of application • Interview • Reference 	<ul style="list-style-type: none"> • Personal values which align with Trust values • Ability to work collaboratively within a team both at school and Trust level • Reflective and evaluative approach to your personal performance • Display warmth, care and sensitivity when interacting with children, colleagues and parents • Ability to prioritise and manage time well • Excellent interpersonal/communication skills • Openness, sense of humour, energy, enthusiasm and an ability to inspire confidence in others • Ability to build positive, respectful relationships with parents, pupils, staff, governors, directors and the wider community 	

Employment Vetting Checks

It is a condition of employment at The Academies for Character and Excellence that every applicant who accepts the offer of a job will be subject to legally required safer recruitment checks. This will include criminal background checks, documentary evidence to confirm their identity and right to work in the UK and checks to ensure they are not prohibited from working in such a position within a school environment. The checks will be carried out at the Trust's expense.

References will be taken up, including those from previous employers.

Safeguarding Children

It is the post-holder's responsibility to promote and safeguard the welfare of children and young persons for whom they are responsible or with whom they come into contact. The post-holder will adhere to and ensure compliance with the Safeguarding Policy Statement at all times. If, in the course of carrying out the duties of the post the post holder becomes aware of any actual or potential risks to the safety or welfare of children in the school they must report any concerns to the Safeguarding and Inclusion Lead, the Headteacher and/or DSL/DDSL.

If you decide to apply please complete our application form and return it to Andrea Johnson at recruitment@acexcellence.co.uk by 9am Friday 24th April.

Interviews to be held on Wednesday 29th April. We will ask you to bring documents with you to your interview, as this supports our pre-employment checks.

We would welcome and encourage you to visit our school, and you can arrange this by contacting Andrea Johnson at recruitment@acexcellence.co.uk

We look forward to hearing from you!

