



Autumn 2021

Dear Potential Applicant,

Thank you for your interest in the role of Executive Headteacher at the Unity Federation.

This really is a fantastic opportunity to lead a group of small but successful schools as part of the Diocese of Norwich Education and Academies Trust. DNEAT has a strong track record of supporting small schools; around half of our 36 academies have less than 100 pupils and we believe, and have demonstrated, that we can support executive headteachers to lead federations of these schools. In 2017 53% of our academies were rated as good or better by Ofsted. The work we have done with these schools over time means that 86% of our academies are graded good.

So, how have we done this and how will we support you, and challenge you, in your role? We have dedicated school improvement professionals who will work with you to build on good practise and tackle areas that need improvement. These professionals, which we call AGEPs (Academies Group Executive Principals) will be with you whenever they are needed, depending on the particular improvement journey of each particular academy. They will also introduce you to the geographical region that they lead, and you will have the opportunity to collaborate with a group of Headteachers within your region. This group receives an annual budget to spend on school improvement priorities across the region and we see them as key to the ongoing success of DNEAT.

Your AGEP will also introduce you to our comprehensive Joint Practice Development Plan (you can request a copy via the academy office or by emailing: [info@dneat.org](mailto:info@ dneat.org)) Our ambitious and effective development programme which will ensure that the staff you lead have the skills that they need.

You will also receive comprehensive operational support, including in the key areas of finance and HR. These are delivered by our service company, The Diocese of Norwich Services Company. This is developing strongly at the moment and includes in house HR expertise which is pro-active and can support you on site if issues arrive. Over the past three years the finance team has delivered around £1 million of cost savings by buying across the Trust, which are retained by our 36 academies.

I think our offer for Headteachers is second to none. If you would like to speak to those on the frontline we'd be happy to arrange a conversation with one of our serving Headteachers.

Yours sincerely,

Oliver Burwood
DNEAT Chief Executive Officer

Faith in Success