



Recruitment Pack

Head of School – Baltonsborough Primary School



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Recruitment Pack | Welcome



Welcome from Nick Hind, CEO

The Academies for Character and Excellence

Dear Applicant,

Thank you for your interest in the vacancy for Head of School at Baltonsborough Church of England Primary School.

At ACE, we are looking for exceptional teachers and leaders who want to make a genuine difference to the lives and outcomes of our pupils, the experience of their colleagues and the communities our schools serve. Working within our Trust means sharing our mission and values and helping to make those values visible in everyday classroom practice.

Our staff are ambitious for every child. They are focused on achievement, passionate about inclusive and personalized learning, and committed to creating classrooms in which every pupil can thrive. We are looking for someone who is reflective, open to new ideas and determined to turn high expectations into excellent learning experiences.

As a Head of School, you will have the opportunity inspire staff and pupils through high-quality teaching and leadership of the school on a day-to-day basis.

We are proud of the success of our Trust, but we never take that success for granted. We recognise that our people are our greatest resource, and we invest in them accordingly.

We are committed to creating an environment in which colleagues feel valued, supported and inspired to grow. Through high-quality, research-informed professional development, we want every member of our team to continue learning, developing and making a difference.

This is an exciting time to join ACE. As the Trust continues to grow and develop, you will work alongside like-minded colleagues who share a commitment to excellent teaching, innovation, professional learning and helping every pupil to thrive and flourish.

Our ambition is simple: we are uncompromising in our desire to build an exceptional Trust. We want to be a Trust where great teaching, strong relationships and a culture of continuous improvement translate into outstanding experiences and outcomes for every learner. It is a privilege to lead ACE, where learners are at the heart of all that we do.

I hope this introduction and the accompanying information pack give you a sense of our culture, our ethos and our direction of travel. If you share our ambition, values and belief in the transformative power of education, I would be delighted to receive your application and hear about the contribution you could make within our Trust.

We look forward to hearing from you.

Nick Hind, CEO



Recruitment Pack | About Us



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



Recruitment Pack | About Us

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 that are mutually supportive and facilitate the sharing of great practice. We truly value the distinctive character of our schools and believe they should be rooted in the communities 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.



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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 success.

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.



Recruitment Pack | About Us

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?

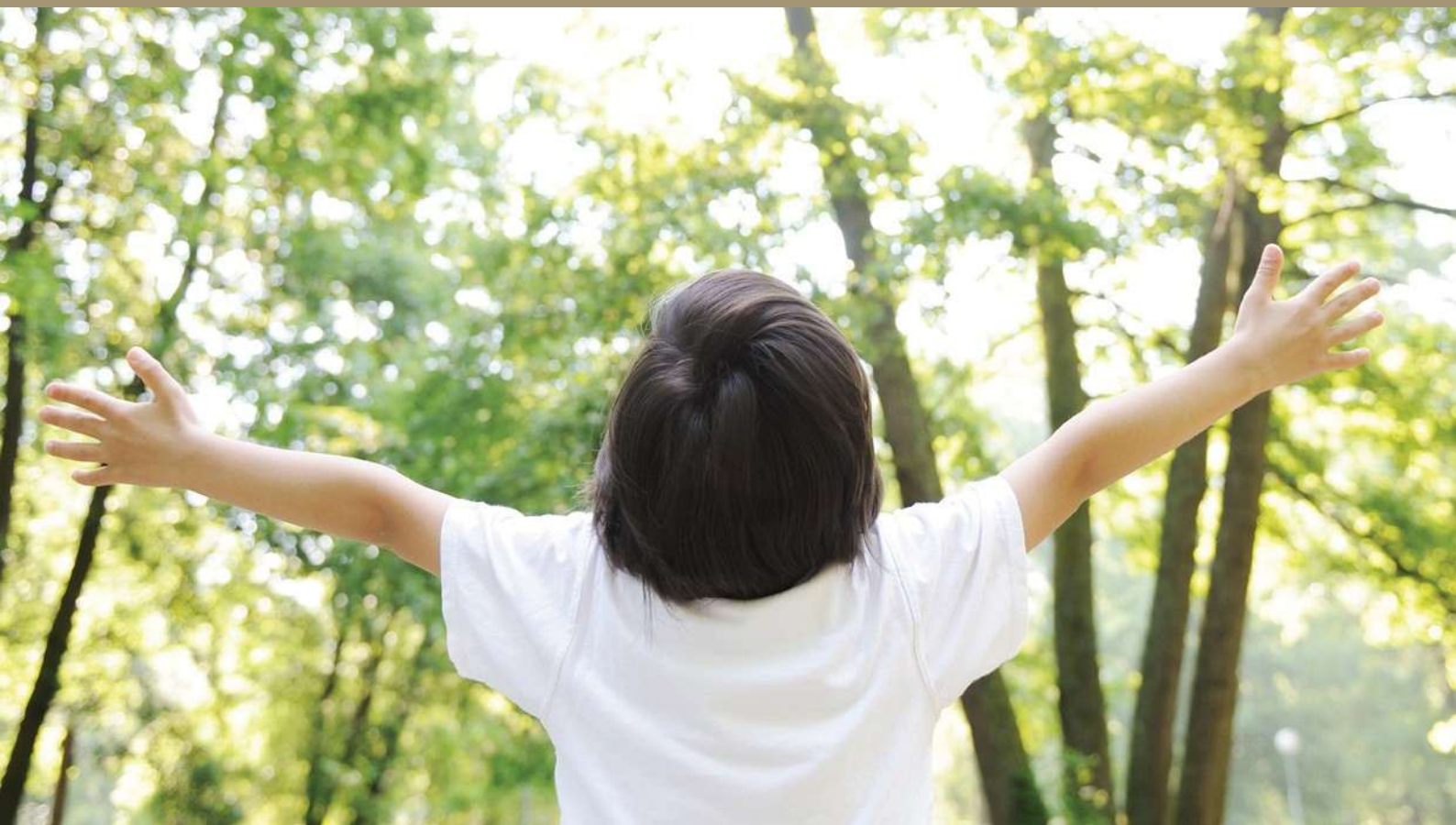
We believe that everyone has a right to have their own talents recognised and developed. It is far more than just an organisational offer as it aligns us with our values of equity and uncompromising excellence.

Our Talent Management identification programme allows us to recognise talent from an early stage. We understand that not everyone wants to follow traditional hierarchical routes for promotion, and, as a result, we offer a wide variety of professional development opportunities that allow individuals to progress in areas to which their talents and passions are best suited.

We do this in a number of ways including:

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

Recruitment Pack | Head of School



Job Title:	Head of School Baltonsborough Church of England Primary School
Reporting to:	Executive Headteacher
Salary Grade:	Leadership Pay Scale 1-3
Actual Salary:	Dependent on experience
Closing date:	Tuesday 20 th October 2026, 9.00am
Interview date:	Friday 23 rd October 2026
Start date:	January 2027

Job Description | Head of School

Primary School	Baltonsborough Church of England Primary School
Banding	L1 – L3
Starting Scale	Dependent on experience
Teaching Commitment	Teaching commitment in KS2, with timetabled leadership time out of class.

A teacher's job description adheres to the conditions laid down in the School Teachers' Pay and Conditions Document and, for Church schools, the diocesan guidelines. In addition, teachers undertake to support children's development using their professional knowledge, qualifications, skills, personal 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 champion character education as a values-led approach. Our Trust values and ethos enable us to fulfil our mission of transformation by making a positive difference to ourselves, others and the world around us.

Main Purpose

The Head of School (HoS) has responsibility for providing strategic and operational leadership in line with the vision, values and Christian ethos of the school. Leading by example as an excellent class teacher, their core purpose is to:

- promote and develop high standards of teaching and learning throughout the school in line with the ACE curriculum
- develop and nurture positive and productive relationships with parents and wider school community (as the recognised leader of the school)
- oversee the effective day- to-day running of their school, working in partnership with the Executive Head and the central team who support the school's educational and operational business needs.

The Head of School reports to the Executive Head for Baltonsborough who has overall accountability for the school. The Head of School and Executive Head work collaboratively on strategic development and school improvement.

Job Description | Head of School

Duties and Responsibilities

School Leadership and Management

- Provide clear and inclusive leadership, promoting a shared vision for the school and its ongoing development.
- Develop and sustain a positive school culture grounded in respect and high expectations.
- Work with the Executive Head to drive school improvement in line with identified priorities.
- To be the 'front-facing' leader of the school, engaging with parents and stakeholders on a daily basis.
- Lead day-to-day operations, drawing on support from the Executive Head and Trust central team to ensure the school runs efficiently, safely, and effectively.
- Work closely with the Executive Headteacher and Trust leaders to ensure that the school meets statutory requirements.
- Lead performance management processes, and support staff professional development.

Teaching and learning

- Lead teaching in a class, modelling outstanding classroom practice, planning, delivery, and assessment in line with the ACE curriculum and pedagogy.
- Develop teachers and support staff to ensure a high quality of provision across the school, holding colleagues to account for their performance.
- Monitor quality of provision in other classes.
- Ensure effective use of data to track pupil progress and close attainment gaps.
- Have a clear understanding of the needs of all pupils, including those with special educational needs, those who are gifted and talented, pupils with EAL and pupils with disabilities, and be able to use and evaluate distinctive teaching approaches to engage and support them. To work with the School SENDCo to ensure quality of provision and support across the school.
- With the Executive Head, lead Professional Development Meetings and other in-school training to support improvements to provision.

Job Description | Head of School

Pupil Achievement

- Reinforce to pupils, parents, and the wider community the school's high expectations that all pupils can flourish to be the best they can be.
- Ensure that resources are dedicated to ensuring the highest standards of achievement for all pupils.

Behaviour and Safeguarding

- Ensure a safe, purposeful and stimulating environment for pupils across the school, which is rooted in mutual respect, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly
- Manage classes effectively using approaches which are appropriate to pupils' needs in order to inspire, motivate and challenge pupils
- Have high expectations of behaviour, promoting self-control and independence of all learners across the school
- As Designated Safeguarding Lead (DSL), to be responsible for promoting and safeguarding the welfare of children and young people within the school, raising any concerns in line with Trust protocols
- Work effectively with families, external agencies and the local authority to promote the safety and wellbeing of pupils.

Relationships with Parents and the Wider Community

- Actively seek opportunities to develop effective relationships with the community to extend the curriculum and to enhance teaching and learning
- Create and maintain an effective partnership with parents to support and improve pupils' achievement and personal development
- Develop a strong relationship with the Diocese of Bath and Wells to support the spiritual development of the school and its pupils.



Job Description | Head of School

Next Steps

If you would like to find out more about the role or arrange a school visit (which are positively encouraged), please contact Jon Coe - jon.coe@acexcellence.co.uk / 07712 678906.

If you decide to apply, please complete our application form and return it to recruitment@acexcellence.co.uk by 9 am on **Tuesday 20th October 2026**.

We are looking to hold interviews on / Friday 23rd October.

