

## Headteacher Vacancy

**COME AND JOIN OUR FANTASTIC  
SECONDARY EDUCATION TEAM**



# WELCOME



**Chris Ellison**  
Director of Secondary Education

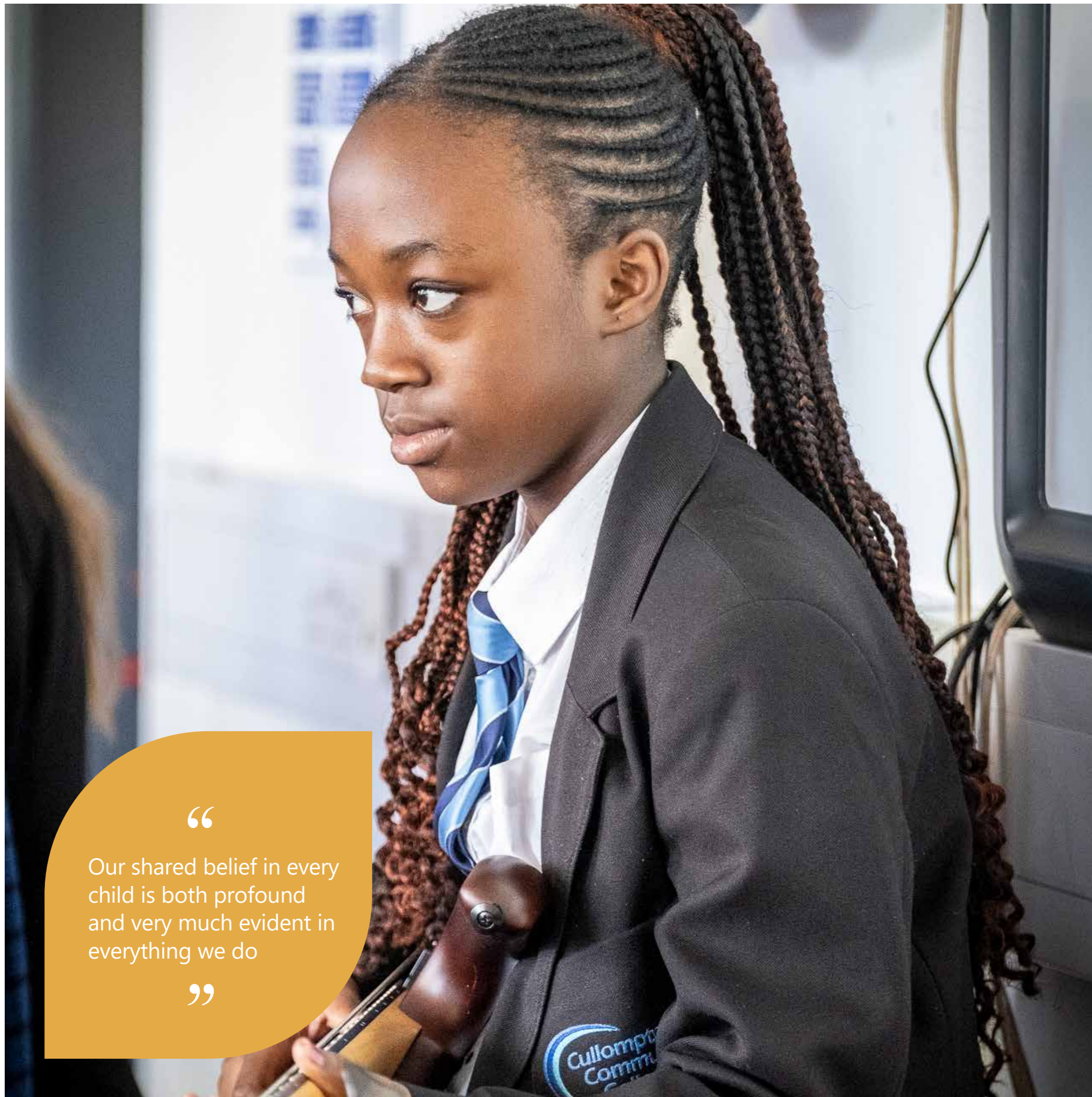


Our schools are deeply rooted in their communities and shaped by their local contexts. We take pride in the individuality of each school and the qualities that make them distinctive. Equally, there is a powerful shared thread that unites them: a commitment to equity, inclusion and ensuring every young person has access to genuine opportunity. It is this blend of uniqueness and shared purpose that defines BEP and unites everyone who forms part of the organisation.

Our headteachers are central to this mission. They shape the culture and strategic direction of their schools while benefiting from opportunities to collaborate with, challenge and support one another. Across the secondary phase, we empower our headteachers to lead their schools, but we don't expect them to take on this responsibility alone. Schools are provided with central support such as finance, HR, IT and operations. We do not chase trust-wide alignment for its own sake but adopt common systems where we are confident that we can achieve more by working together.

We have set ourselves an ambitious mission at BEP: to break down barriers to achievement and ensure equity of opportunity for every pupil. Achieving this requires leaders who can think boldly, act with integrity and bring people together around a shared purpose. If you have the skills, vision and determination to help us achieve these aims, then we would be excited to hear from you.





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Our shared belief in every child is both profound and very much evident in everything we do  
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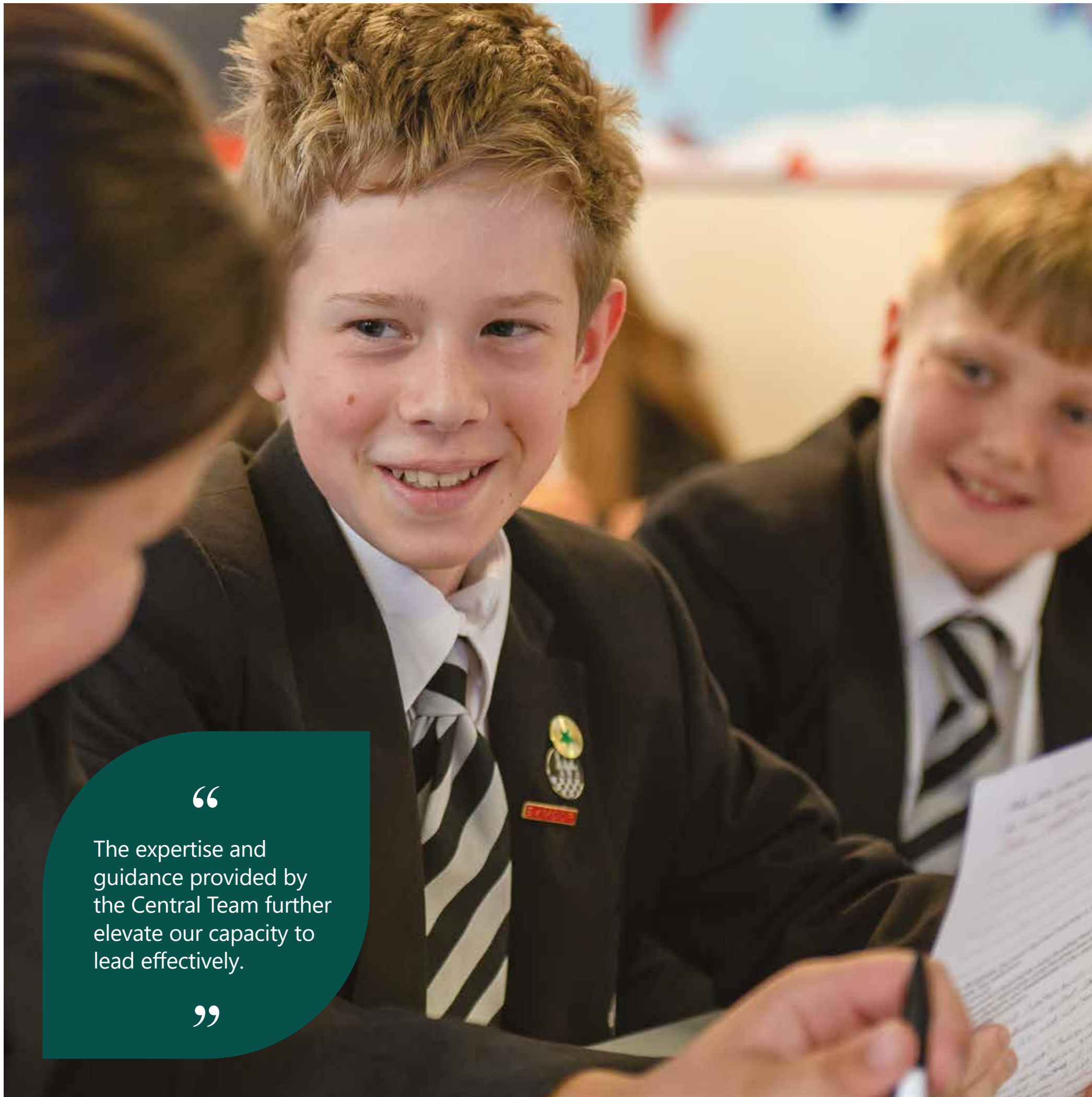
**James Loten**  
Headteacher  
Cullompton Community College



**WHY WORK FOR BEP:**

Working in a Trust such as BEP has been transformational to Cullompton Community College and has been of immense help to me in my first headship. Our shared belief in every child is both profound and very much evident in everything we do. Colleagues at the central team and other schools are generous in their support for school improvement work, HR issues, finance, estates and a multitude of other things. They are all just a phone call away which makes the challenging job of leading a school more manageable. Each school in the Trust is run by its headteacher according to the needs of each locality under the principle of aligned autonomy and recognition that each school has differing needs, idiosyncrasies and priorities. The experience of working as a BEP Headteacher has been an exceptionally positive and enriching one.





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 The expertise and guidance provided by the Central Team further elevate our capacity to lead effectively.  
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**Laura Jenkins**  
 Headteacher  
 Uffculme School



**WHY WORK FOR BEP:**

As the Headteacher of Uffculme School, leading within Blackdown Education Partnership, I value the rare balance of autonomy and collective strength that defines our work. I am empowered to lead my school with my own vision and values and approaches that align naturally with BEP’s shared commitment to excellence. One of the greatest strengths of our organisation is the exceptional network of headteachers I work alongside. We share ideas, challenge one another’s thinking, and offer support whenever needed. That sense of belonging, of never leading alone, is genuinely powerful. The expertise and guidance provided by the Central Team further elevate our capacity to lead effectively. Their breadth of knowledge and experience ensures that we are well-supported, while still enjoying the professional freedom to tailor decisions to the unique needs of our communities. For me, BEP offers the best of both worlds: autonomy to lead with authenticity, and a strong, collaborative team that brings out the best in each of us. It is a privilege to run a school within a trust unashamedly and fiercely devoted to delivering the very best educational experiences for every child.





**Alan Blackburn**  
Director of School Performance



### I SUPPORT OUR HEADTEACHERS BY:

As Director of School Performance my role involves using data intelligently to understand where schools, and collectively the Trust, are doing well and where there are areas we need to focus on for improvement. Large parts of my work therefore involve working with data to build a picture of the different aspects of each school, both in terms of curriculum and assessment, as well as pastoral areas such as attendance and behaviour.





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 My role is supporting headteachers and senior leaders across our Trust with safeguarding, behaviour, attendance and SEND.  
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**Jen Norris**  
 Director of Student Support



**I SUPPORT OUR HEADTEACHERS BY:**

Together we work relentlessly to develop, implement and review strategies ensuring we continuously maintain a safe, inclusive, and supportive learning environment for all our students. I support headteachers to promote and foster a strong culture of safeguarding vigilance and to improve attendance by truly understanding the barriers that exist for individual students.

An absolute highlight of my role is facilitating various network meetings for Headteachers, pastoral leads, DSLs and attendance champions. These meetings are a great opportunity for us all to come together to share best practice and resources, participate in ongoing professional development and offer support to each other. This fosters a deep sense of community and collaboration across our Trust.





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I help to ensure we are employing people who are skilled at what they do, are inducted properly, encouraged to develop and progress and they feel happy and valued.  
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**Lucy Hancock**  
Head of HR



**I SUPPORT OUR HEADTEACHERS BY:**

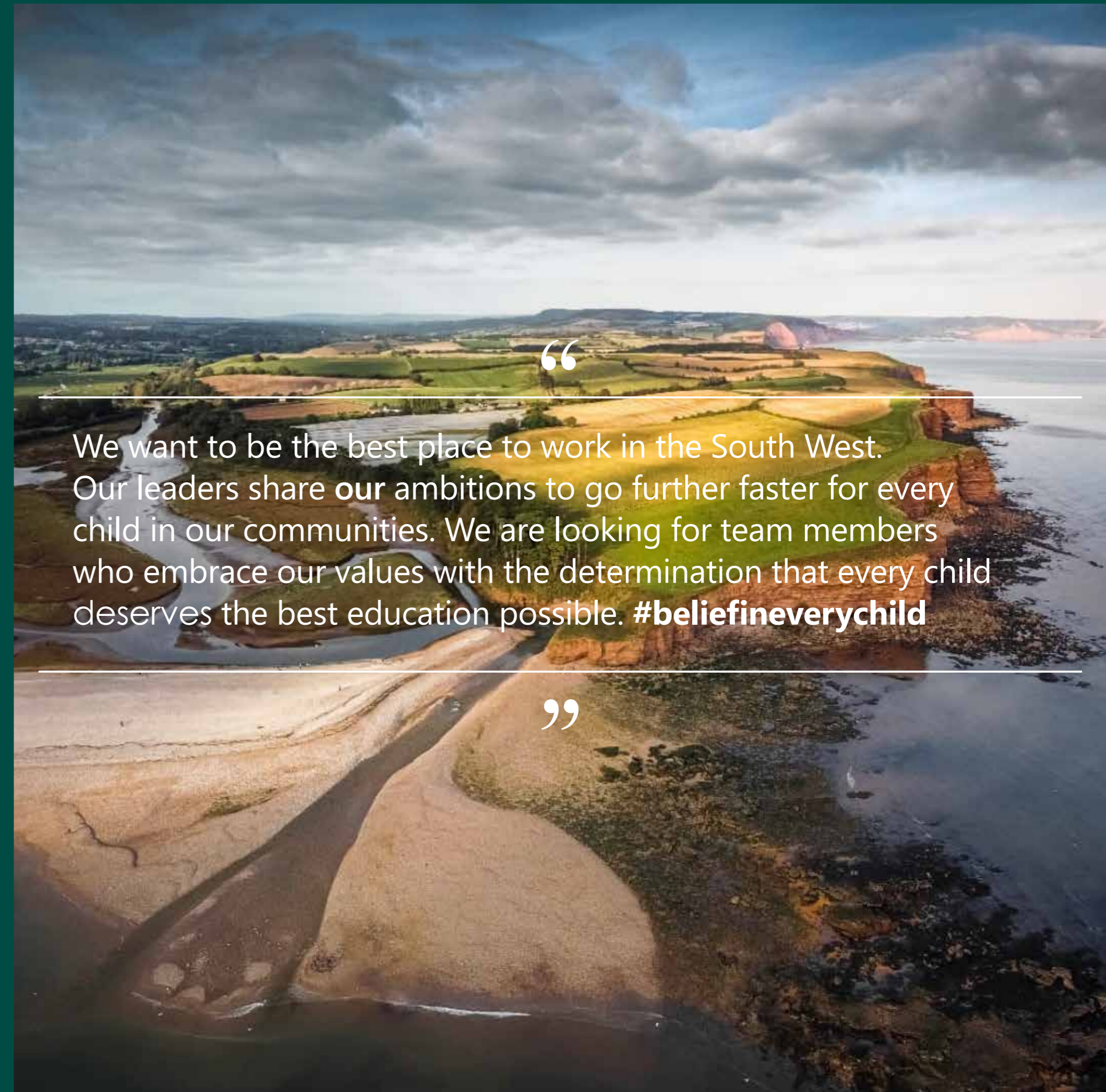
Our people at BEP are really important. The achievement of our objectives are realised through each individual’s contribution, it’s through this that collectively make us successful as an organisation. For our people to be good at what they do, they have to be committed and motivated and share our core values.

I work closely with leaders across BEP to support in all areas of people management, to help ensure we are employing people who are skilled at what they do, are inducted properly, encouraged to develop and progress and they feel happy and valued. That sense of fulfilment will translate into our pupil experience, positively enhancing the educational journey, giving us better capacity to fully meet the needs of all our children.



## WE HAVE A MISSION:

- To nurture and develop the ambition, talents and interests of every child
- To break down the barriers that inhibit the opportunities and achievements of disadvantaged pupils so that they can go on to lead lives of choice and opportunity
- To create a family of schools that are deeply and purposefully connected to their communities.



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We want to be the best place to work in the South West. Our leaders share our ambitions to go further faster for every child in our communities. We are looking for team members who embrace our values with the determination that every child deserves the best education possible. **#beliefineverychild**

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**BELIEF IN EVERY CHILD**



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I am so proud to be CEO of The Blackdown Education Partnership. We are on a mission to work together to ensure that every child in our trust goes to a school that is happy and safe, where children flourish and are successful. Our people are everything and growing great staff is part of that moral mission. We have fantastic teams of people working at every level in BEP and look forward to developing their careers with us. Joining our team of Secondary Headteachers would mean you are joining a team of talented, committed and ethical leaders whose support and generosity you could count on alongside that of other Trust staff. I look forward to hearing from you.

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**LORRAINE HEATH OBE, CEO**

[www.bep.ac/work-with-us](http://www.bep.ac/work-with-us)



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