The Roseland Multi Academy trust

Kindness
Responsibility
Ambition



www.theroselandmat.co.uk

Headteacher
of Falmouth School
The Roseland Multi Academy Trust
Applicant Pack

A Welcome from the Chief Executive Officer

Thank you for your interest in the position of Headteacher at Falmouth School.

The Roseland Multi-Academy Trust is entering an exciting new chapter. Through strong leadership, purposeful collaboration and an unwavering focus on improving outcomes for children and young people, our schools have secured significant success over recent years. With firm foundations now established, we are looking for an exceptional Headteacher to lead Falmouth School with confidence and ambition, working in close partnership with the Trust's Executive Team to shape the next chapter of its journey: from sustained success to becoming one of Cornwall's leading secondary schools.

This is a rare opportunity to build on genuine momentum. Falmouth School has been recognised by Ofsted as Good in all areas, with inspectors praising the school's ambitious curriculum, high expectations, positive relationships and the pride that pupils take in their school. They recognised a culture where pupils are known, supported and challenged to succeed, alongside a rich programme of personal development that prepares young people well for life beyond school.

As part of The Roseland Multi-Academy Trust, Falmouth School belongs to a family of schools united by a simple but ambitious vision: **to provide outstanding education for our communities, where everyone succeeds**. Our Trust comprises three secondary schools, two Sixth Forms, two primary schools, two nurseries and the OneCornwall/SWIFT Teaching School Hub (East). Collaboration, professional trust and investment in our people are central to everything we do, creating an environment where schools retain their individuality whilst benefiting from the strength of a supportive and ambitious Trust.

Whilst each of our schools retains its own identity, our leaders benefit from the collective strength of our Trust. We believe schools are strongest when Headteachers can focus on educational leadership, supported by experienced colleagues who share responsibility for strategic improvement, organisational excellence and the long-term success of every school.

We believe the best schools are deeply rooted within the communities they serve. Education does not happen in isolation; it is built through strong partnerships with families, employers, community organisations and local people. Falmouth School exemplifies this philosophy and has recently been recognised for its outstanding contribution to the communities it serves. We are immensely proud that the school is not only delivering excellent outcomes for young people but also enriching the lives of those within its community.

We are seeking a Headteacher who shares this vision: an authentic, values-led leader with strategic ambition, who inspires confidence through integrity and places children at the centre of every decision**.** You will inherit a school with strong foundations, committed staff, enthusiastic students and a clear trajectory towards excellence. Working alongside experienced Trust leaders, your role will be to harness that momentum, inspire the next phase of the school's development and ensure every young person leaves Falmouth School equipped to thrive in an ever-changing world.

If you believe in the transformative power of education, value collaboration and are excited by the opportunity to lead a school with enormous potential, we very much look forward to receiving your application.

Why Falmouth School?

Falmouth School is a school with a strong sense of purpose, optimism and ambition.

Situated in one of Cornwall's most vibrant coastal communities, the school occupies a unique place at the heart of the town. It serves families from a diverse range of backgrounds and is proud of its inclusive ethos, where every young person is encouraged to flourish academically, socially and personally.

Recent years have seen significant transformation. From our Trust improvement work and the school's latest Ofsted inspection there is recognition of the considerable progress made, highlighting the ambitious curriculum, the calm and purposeful learning environment, effective leadership, positive behaviour and the strong relationships that underpin daily school life. Inspectors recognised that pupils are proud to attend Falmouth School and benefit from a broad education that prepares them well for future success.

Falmouth School is a school with momentum. It has the confidence to celebrate how far it has come and the ambition to go even further, for its pupils, its staff and the community it serves.

As Headteacher, you will have the opportunity to shape the next chapter of that journey. You will have the autonomy to lead the day-to-day life of Falmouth School, while benefiting from the strategic support, expertise and collaboration that comes from being part of a high-performing and ambitious Trust. You will be empowered to innovate, develop your staff and continue building a culture where excellence is expected, kindness is valued and every child is known.

We are looking for a leader who sees education as a partnership with the community as much as a partnership with families; someone who understands that exceptional schools create opportunities far beyond the classroom and leave a lasting legacy for the young people they serve.

For the right candidate, this is an opportunity not simply to lead a successful school, but to shape the future of one of Cornwall's most important educational communities.

Chris Challis, Chief Executive Officer



A Welcome from the Chair of Trustees

Thank you for your interest in the position of Headteacher at Falmouth School.

This is an exceptional opportunity to lead a school with strong foundations, clear momentum and an exciting future. As Chair of Trustees, I am delighted that you are considering joining The Roseland Multi-Academy Trust and becoming part of a community that believes wholeheartedly in the power of education to transform lives.

Having spent many years working in education, I have seen first-hand the difference that inspirational, values-led leadership can make. Great Headteachers create cultures where young people flourish, staff are empowered to excel and communities take pride in their schools. We are seeking a leader who shares that belief and who will lead Falmouth School with ambition, integrity and compassion, working in partnership with colleagues across the Trust to realise the school's considerable potential.

Falmouth School has made remarkable progress in recent years and now stands at an exciting point in its journey. The school's latest Ofsted inspection recognised the strength of its education, the ambition of its curriculum and the positive culture that has been established for both students and staff. Alongside this, the school's commitment to serving its community has rightly been recognised, reflecting one of the defining characteristics of our Trust: that **our schools are firmly anchored within the communities they serve.**

Our Trust is also entering an exciting new chapter. After years of outstanding leadership, our Chief Executive Officer will retire at the end of the autumn term. This transition reflects the strength and maturity of our organisation. Craig Follett will take over as Chief Executive Officer in January 2027. With experienced Headteachers and Trustees working closely together, we are well positioned to build confidently on our achievements while continuing to provide stability, strategic direction and ambitious leadership across the Trust.

For our new Headteacher, this represents a unique opportunity to join a Trust with a clear vision, strong values and a collaborative leadership culture, helping to shape the next chapter of Falmouth School's success.

We are seeking a leader who will embrace the opportunity to lead Falmouth School whilst contributing to the wider success of our Trust. We see leadership as collaborative rather than isolated, and our Headteachers are supported, challenged and developed through strong professional partnerships.

Our values of **kindness, ambition and responsibility** underpin everything we do. They shape our relationships, our decision-making and our expectations of ourselves and each other. We believe deeply in collaboration, professional trust and developing exceptional people. Our schools support one another with openness and generosity while retaining their own distinctive identities and serving the communities at the heart of their work.

Education has never been more challenging, but it has also never been more important. We are looking for a Headteacher who will build on Falmouth School's progress, inspire confidence across the school community and lead with vision, authenticity and optimism. In return, you will find a

Trust that values its leaders, invests in their professional growth and provides both support and constructive challenge as you shape the future of the school.

Thank you again for your interest in this exciting opportunity. I hope this recruitment pack gives you a genuine sense of our ambition for Falmouth School and The Roseland Multi-Academy Trust. We look forward to receiving your application and wish you every success.

Lisa Michell, Chair of the Trust Board



Our Trust

Our Trust currently consists of three secondary schools (The Roseland Academy, Treviglas Academy, Falmouth School), two primary schools (Gerrans School, Tregony Community Primary School), OneCornwall/SWIFT (East) Teaching School Hub and our Central Team. Our settings incorporate nurseries, sixth forms and community sports venues.

The Roseland Multi Academy Trust is responsible for encouraging and supporting all our schools to conduct robust and honest self-evaluations, develop their practice and ensure our students have the best possible learning environments. The Trust has a Central Team to oversee the Trust's business, financial and regulatory compliance, empowering schools to achieve their goals and community engagement. We put our staff at the heart of everything we do to create a team spirit in our highly successful schools.



Mission, Vision and Values

Mission: *The Roseland Multi Academy Trust provides an outstanding education for our communities Where Everyone Succeeds.*

Vision: *To inspire a love of learning within environments that are happy, respectful and challenging where everyone feels valued and able to reach their full potential.*

Values: *Kindness - Responsibility – Ambition*

OneCornwall Teaching School Hub

Within the Trust we have been successful in establishing a Teaching School Hub through the recognised outstanding provision provided by The Roseland Academy. In Cornwall, the East Cornwall Teaching School Hub works in partnership with the West Teaching School Hub, creating OneCornwall Teaching School Hub. OneCornwall is now working in partnership with the South West Institute for Teaching, (SWIFT) to provide the golden thread of teacher development with our delivery partner the National Institute of Teaching, (NIoT). This is a very exciting collaboration supporting teacher development across the south west region.

The key functions are:
1. Initial Teacher Training
2. Early Career Teacher Entitlement
3. Appropriate Body services
4. NPQs

Trust Improvement

Since its establishment in 2016, the Trust has remained steadfast in fulfilling its mission and vision, underpinned by a clear set of values and an uncompromising commitment to continuous improvement. This is realised through a coherent, Trust-wide approach to school improvement, professional development and system leadership.

Our Trust Improvement Lead leads our internal CPD offer, “Where People Grow”. This programme is central to our People Strategy, ensuring sustained investment in staff development, leadership capacity and succession planning across the Trust.

Trust improvement forms a cornerstone of our current school improvement model. Our regular activities are carefully structured opportunities to bring colleagues together to rigorously review practice, evaluate impact and identify precise, evidence-informed priorities for development. Rooted in a culture of professional trust and accountability, these sessions enable leaders and practitioners to engage in disciplined, high-quality dialogue that both supports and constructively challenges practice.

Through collaborative working, colleagues share and refine best practice, drawing on expertise across phases and contexts. This not only strengthens the consistency and quality of provision, but also ensures that improvement is collective, sustainable and aligned with Trust-wide priorities, including curriculum quality, implementation and student outcomes.

The impact of this improvement model is seen in strengthened leadership at all levels, increased consistency in the quality of education and a growing culture of reflective practice and professional curiosity. Trust improvement plays a vital role in ensuring that all schools are supported and challenged, enabling the Trust to deliver sustained improvement and improved outcomes for all.

Ofsted Reports

Falmouth School
https://reports.ofsted.gov.uk/provider/23/137223

Gerrans School
https://reports.ofsted.gov.uk/provider/21/142662

The Roseland Academy
https://reports.ofsted.gov.uk/provider/23/136572

Tregony Community Primary School
https://reports.ofsted.gov.uk/provider/21/142668

Treviglas Academy
https://reports.ofsted.gov.uk/provider/23/145843



About the Role – Headteacher

We are seeking an exceptional educational leader to become the Headteacher of Falmouth School and lead the school through its next phase of development.

An ambitious 11–18 secondary school, serving students from across the local community and providing a broad educational experience from Key Stage 3 through to Key Stage 5. The school's Sixth Form plays an important role in supporting young people to achieve their aspirations beyond school, offering a strong range of courses within a supportive and aspirational environment. The school is also proud of its community sports hub, reflecting its commitment to being a valued and active part of the wider Falmouth community.

Falmouth School is a school with strong foundations, a proud identity and significant potential. The successful candidate will provide inspirational leadership for all aspects of school life, with a relentless focus on quality of education, safeguarding, student experience and outcomes. They will lead the strategic direction of the school, ensuring that students receive an exceptional education and that staff are supported to achieve their very best.

As Headteacher, the successful candidate will have clear responsibility for the educational leadership, culture and performance of Falmouth School. They will work closely with staff, students, families, governors and Trust colleagues to ensure high expectations are embedded and that the school continues to improve and flourish.

The role sits within a strong Trust structure, enabling the Headteacher to focus on educational excellence whilst drawing upon specialist expertise across the organisation. The Executive Team provides support and challenge across areas including school improvement, finance, HR, estates, governance, compliance and operations, ensuring that resources and systems are aligned to the school's priorities.

The Headteacher will be part of a collaborative network of leaders across The Roseland Multi-Academy Trust, working alongside other Headteachers and senior colleagues to share expertise, develop best practice and contribute to the collective success of our schools.

We are looking for a Headteacher who:

- places students at the heart of every decision and has the highest aspirations for every young person;
- is a visible and inspirational leader who builds trust, confidence and collective commitment;
- secures consistently strong teaching, learning and outcomes through effective leadership;
- develops people and creates a culture where staff thrive;
- understands the opportunities and responsibilities of working within a Multi-Academy Trust;
- values the role of schools as being central to the communities they serve.

The Roseland Multi-Academy Trust is committed to supporting leaders to succeed. We invest in professional development, value collaboration and believe that strong relationships and professional trust are central to achieving excellence.

Job Description

Job Title: Headteacher
Salary: L26-31
Contract: Permanent / Full-Time in line with STPCD
Phase: Secondary
Responsible to: Executive Team and Local Governance Committee

Role Summary

The Headteacher is responsible for providing outstanding educational leadership for Falmouth School, ensuring that every young person receives an exceptional education within a safe, inclusive and ambitious environment.

Working as part of The Roseland Multi-Academy Trust, the Headteacher will lead the strategic and operational development of the school, driving continual improvement in educational standards, safeguarding, curriculum, behaviour, attendance, inclusion and personal development. They will inspire a culture of high expectations where staff and students flourish, whilst ensuring that the school's distinctive character and strong community relationships continue to grow.

The Headteacher will work collaboratively with colleagues across our family of schools and benefit from our Trust's expertise and support in areas including finance, human resources, estates, governance, compliance and operations. This enables the Headteacher to maintain a relentless focus on what matters most: delivering an exceptional education for every child.

Key Responsibilities

1. Strategic Leadership

- Provide clear, ambitious and values-led leadership for Falmouth School in line with the Trust's vision and strategic priorities.
- Develop, implement and evaluate the School Improvement Plan, ensuring continuous improvement and sustainable excellence.
- Promote a culture of high expectations, inclusion, aspiration and continuous improvement for students and staff.
- Work collaboratively with the Executive Team and fellow Headteachers to contribute to the strategic development of the Trust.
- Represent the school positively within the local community and wider educational partnerships.

2. Quality of Education

- Lead the continual development of an ambitious, knowledge-rich curriculum that enables every student to succeed.
- Secure consistently high standards of teaching, learning and assessment across the school.
- Use evidence-informed practice, quality assurance and performance information to evaluate impact and drive improvement.

- Ensure all students, including those with additional needs or from disadvantaged backgrounds, achieve excellent outcomes.
- Promote a culture of professional learning, coaching and leadership development for all staff.

3. Safeguarding, Behaviour and Personal Development

- Ensure safeguarding remains the highest priority, embedding a culture where every member of staff understands their responsibility to keep children safe.
- Maintain effective safeguarding systems that meet all statutory requirements and reflect best practice.
- Lead highly effective strategies for attendance, behaviour and inclusion, ensuring students feel safe, valued and ready to learn.
- Champion students' personal development, wellbeing and enrichment, preparing them to become confident, responsible and successful citizens.

4. Leadership and People

- Lead, inspire and develop a high-performing Leadership Team and wider staff body.
- Foster a culture of collaboration, accountability and professional trust.
- Ensure effective workforce development, talent development and succession planning within the school.
- Build strong relationships with trustees, governors, families, students and the wider community.
- Work in partnership with Trust colleagues, recognising that the best outcomes are achieved through collective expertise and shared responsibility.

5. Operational Leadership

- Ensure the school operates efficiently, effectively and in accordance with Trust policies and statutory requirements.
- Draw upon the expertise of the Executive Team responsible for finance, HR, estates, IT and operations to ensure resources are deployed effectively in support of the school's educational priorities.
- Maintain rigorous oversight of risk, compliance and health and safety within the school.
- Ensure robust self-evaluation and quality assurance processes inform school improvement planning.
- Uphold the highest standards of governance, accountability and professional integrity.

General Responsibilities

- Demonstrate the Trust's values of Kindness, Ambition and Responsibility in all aspects of leadership.
- Promote equality, diversity and inclusion, ensuring every member of the school community feels respected and valued.
- Maintain the highest standards of professional conduct and confidentiality.
- Undertake such other duties as may reasonably be required by the CEO, commensurate with the level of the post.

Please note that this is not a comprehensive list of all tasks that the postholder will carry out. The post-holder may be required to do other duties appropriate to the level of the role. This job description may be amended at any time in consultation with the post-holder.

Person Specification

We know that exceptional leaders come from a range of backgrounds and experiences. If you believe you have the qualities, expertise and values to succeed in this role, we encourage you to apply, even if you do not meet every desirable criterion.

Qualifications and Professional Experience

Essential

- Qualified Teacher Status (QTS).
- A graduate-level qualification.
- National Professional Qualification for Headship or Senior Leadership (or a willingness to undertake an appropriate NPQ).
- Significant and successful senior leadership experience within a secondary school.
- A proven track record of securing sustained improvement in educational outcomes.
- Experience of leading whole-school improvement, including curriculum, teaching and learning, assessment and quality assurance.
- Experience of successfully leading, developing and inspiring staff to achieve high standards.
- Experience of creating a positive, inclusive culture where high expectations, strong relationships and student wellbeing are at the heart of school life.

Desirable

- Experience as a Headteacher, Head of School or Deputy Headteacher.
- Experience of working within a Multi-Academy Trust.
- Experience of leading successful school improvement through periods of change.

Professional Knowledge and Leadership

Essential

- An exceptional understanding of high-quality curriculum design, teaching, learning and assessment.
- A secure understanding of current educational research and evidence-informed practice.
- A thorough knowledge of safeguarding legislation and a commitment to ensuring safeguarding is embedded as everyone's responsibility.
- A strong understanding of behaviour, attendance, inclusion and personal development, and how these contribute to outstanding outcomes.
- A secure understanding of current statutory requirements and the education inspection framework.
- The ability to evaluate performance information intelligently and use evidence to drive continuous improvement.
- A sound understanding of workforce planning, managing performance and people leadership, with the ability to work in partnership with the Trust to build and sustain a high-performing staff team.

- A strong understanding of financial planning, budgeting and resource management, with the ability to set priorities, manage delegated budgets responsibly and work in partnership with the Trust to secure best value for the school.
- An understanding of the operational requirements of leading a successful school, including estates, health and safety, compliance and risk management, and the ability to work in partnership with the Trust to ensure these functions effectively support educational priorities.
- Outstanding communication and interpersonal skills, with the ability to inspire confidence and build positive relationships with students, staff, families, governors and the wider community.
- The ability to think strategically, make sound decisions and lead change with clarity and purpose.
- An appreciation of the value of collaborative working within a Multi-Academy Trust and the ability to maximise the expertise and support available across the Trust to deliver the very best outcomes for students.

Desirable

- Experience of developing future leaders through coaching, mentoring or professional development.
- An understanding of the opportunities and challenges of leading within a growing Multi-Academy Trust.

Personal Qualities

Essential

- An unwavering belief that every young person can succeed, regardless of background or circumstance.
- A visible commitment to the Trust's values of Kindness, Ambition and Responsibility**.**
- A values-led leader who demonstrates integrity, authenticity, resilience and humility.
- The ability to inspire, motivate and empower others through trust, high expectations and a shared sense of purpose.
- A collaborative leader who values partnership, welcomes challenge and contributes positively to a strong leadership culture.
- Excellent judgement, emotional intelligence and the courage to make difficult decisions in the best interests of young people.
- A commitment to developing others and creating a culture where staff are supported to flourish professionally.
- A genuine commitment to working with families and the wider community, recognising the school's role as a civic institution at the heart of Falmouth.
- High levels of personal accountability, optimism and professional credibility.
- A commitment to contributing to the wider work of The Roseland Multi-Academy Trust and supporting collaboration across our family of schools.

The postholder has a responsibility to safeguard and promote the welfare of children and young people and must adhere to all Trust safeguarding policies and procedures. The postholder will act in accordance with Keeping Children Safe in Education and contribute to maintaining a strong safeguarding culture across all Trust schools.

The Roseland Multi Academy Trust is committed to safeguarding and promoting the welfare of children, and expects all staff to share this commitment. All shortlisted candidates will undergo online searches as part of the recruitment process and the successful candidate will be required to undertake an Enhanced DBS check.

How to Apply

For further information or to arrange a visit to Falmouth School please contact Craig Follett, CEO Designate, on cfollett@theroselandmat.co.uk

An application form is available from our website: https://jobs.theroselandmat.co.uk/

Timeline

Closing date for applications: 9am - 20 January 2027

Shortlisting and interviews to be conducted prior to 31 January 2027

