



HEADTEACHER RECRUITMENT PACK

**All Saints Babbacombe
Primary School, Torquay**





Job Title:	Headteacher
Salary Grade:	L8-12 (£50,151- £55,338)
Benefits:	Teacher Pension Scheme, Standard Teacher Pay & Conditions
School Name:	All Saints Babbacombe
Location:	Torquay
Closing Date:	Monday 14 th February, 9am
Interviews:	3 rd and 4 th March 2022
To Start:	September 2022



Welcome from

Jo Evans

Chief Executive Officer

Thank you for taking an interest in applying for this Headteacher position at All Saints Babbacombe Primary School, Torquay. I hope that the information we have made available gives you a sense of the school and the Trust.

I am the proud CEO of St Christopher's Trust, 18 primary schools across Devon, Plymouth and Torbay. All Saint's Babbacombe is a thriving church school which offers a new headteacher the opportunity to influence the current practice and secure the direction of the school, within the supportive environment of St Christopher's.

Our Trust seeks inspirational leaders, who focus on ensuring outstanding provision relevant to the community it serves, as we know this leads to great pupil outcomes. All Saints shows a real heart for its pupils with a building sense of being a hub of the local community.

The Trust central team provide support in all sorts of ways but mostly in working alongside the school's middle and senior leaders. The word 'alongside' is really important – we want to see all our schools be successful, wonderful places of learning for both pupils and staff. Our model is one that flexes depending on what comes out of discussion and time spent in school. It's no easy task but by utilising the full range of gifts and talents and working in true collaboration, we flourish.

So, as the CEO of the Trust I am seeking a leader with a genuine interest in progressing All Saint's improvement journey, prepared to fully immerse in the community and make a difference. You need to be passionate about inclusion and be clear about how your leadership makes a difference to pupils and staff. If this sounds like it could be you, please get in touch, come and see the school and put an application in.

With very best wishes,

Jo Evans, Chief Executive Officer

About the Trust

St Christopher's Trust is a family of 18 Church and Community Schools spanning three local authorities; Devon, Plymouth and Torbay.

Central to our Trust is the spirit and principle of collaborative working which underpins all that we do along with our values of Collaboration, Humility, Respect, Inclusion, Stewardship, Trust. It is through these values and the way we work together that enables us to achieve our mission of Flourishing Communities.

The Trust provides a network of collaboration at many levels. We seek to ensure that within our values framework, schools have enough autonomy to make local decisions that best support the uniqueness of each school community whilst also encouraging a sense of collective responsibility and partnership.

We are an outward-facing Trust and constantly seek to and work with a range of strategic partnerships which include our local Maths and English Hub, Teaching School, ITT partners and Local Authorities to ensure that every pupil has the best possible provision and is taught by a skilled teacher.



- Be part of a supportive and learning based Trust
- Work with a dedicated Central Team who have providing the very best for pupils at the heart of everything they do
- Join 600+ colleagues across the South West
- Support for Headteachers through professional coaching and personal supervision sessions - a first for any South West Trust
- Opportunity to lead whole school change in spacious modern buildings
- Idyllic location in Torbay at the heart of beautiful Devon, close to beautiful beaches and part of a thriving community



Our Team

We have a strong central team who work with schools to navigate the challenges of school improvement. This includes HR support, financial management, premises, H&S as well as our team of School Improvement Leaders.

We have a rich programme of CPD that supports leaders, teachers, governors, support staff and aspiring professionals at their various stages of leadership development. This programme is ever-growing and changing in response to needs and includes:

Headteacher Leadership Network	Early Headship Support	Middle Leadership Skills Network	Subject Leadership Network	SEND Leadership Networks
An opportunity to learn with and from other Headteachers in the Trust.	A network for those new to Headship or in the first years of the profession to access a bespoke program of support.	Includes skills such as coaching, building teams, action planning, monitoring teaching and learning.	Science, Maths, English, EYFS, Humanities Lead Practitioners Humanities, EYFS, Phonics	Regular opportunities for leaders of SEND to come together, share, and develop practice.



The health and wellbeing of staff and children is one of our strategic priorities; in July we finished the end of our year-long supervision trial for Headteachers with Talking Heads. 90% of our Heads report that supervision is beneficial for them as leaders and that it also benefits the wider staff team, impacting positively on the children in their school. Following the positive outcome of this trial, we are delighted that supervision will continue to be provided for Headteachers across St Christopher's Trust in partnership with Talking Heads.

Our People



// I was fortunate to be appointed as the Headteacher of Lady Modiford's Primary School, Walkhampton from September this year. I have been warmly welcomed and fully supported from day one by the entire team across the Trust. Running a small village school can have its challenges and I have always been able to turn to the Trust for guidance and support. I am proud to be the headteacher of a school whose Trust is committed to each and every member of the school community flourishing.

//
Louise Scott, Headteacher
Lady Modiford's, Walkhampton

If you would like to speak to Louise for an informal discussion about her experience as a new Headteacher at St Christopher's Trust then please get in touch by:

email: louise.scott@stcmat.org or call: 01822 853277

We would encourage any applicants to arrange a discussion about the role with our Director of School Improvement, Sean Millar by emailing sean.millar@stcmat.org to arrange a suitable time.

Sean Millar, Director of School Improvement
St Christopher's Multi Academy Trust



Chris is Headteacher of St Matthew's in Plymouth having previously held the role at St Peter's and St Rumon's, Tavistock. If you would like to have an informal discussion with Chris about what it is like to be part of our supportive and learning based Trust then please do call 01752 395969

Chris Conners, Headteacher
St Matthew's, Plymouth

About the School

Description of the School

All Saints Babbacombe Primary School has been in existence since 1868 and is situated in the idyllic area of Torquay by Babbacombe Bay. The school has a capacity of 214 and around 200 pupils on roll.

At All Saints we focus on inviting children to start their lifelong journey of learning by being part of the All Saints Babbacombe Family. We pride ourselves on our pastoral care for all children and the wider community. We have great grounds ready to support outdoor education and we are well resourced to enable a board curriculum. We are proud to have a thriving sports partnerships taking part in many local tournaments and matches.



Ethos and Values

We are a school inspired by Christian values, based on John 10:10 'living life in all its fullness'. The school vision is 'Living, loving and learning forever; being the best you can be as we journey together'.

We want children to know God's love for them and that He is with us as we become the best learners we can be, that we nurture a safe and welcoming school for all, placing worship at the heart of all we do.

We show children what values look like in action through our values shown through the 'High 5' hand symbol: Love, Joy, Courage, Forgiveness, Respect and Hope.



Catchment Area

The school serves a diverse area of the country. Torquay has some of the most deprived wards in the South West, and whilst Babbacombe and Ellacombe aren't in that category, it is an attractive school of choice for pupils in the area and wider, with 22% of the pupils attracting pupil premium funding.

Torquay is known for its outstanding beauty with a high tourism sector. This represents the challenge of the Torbay area in having pockets of real deprivation, impacted by the positive activities from community action in the area.



Community Links

All Saints celebrates having close links with All Saints Babbacombe Church. The school has also supported the local foodbank, particularly during the pandemic. The school has great links with sports clubs in the area, gaining the Sainsbury's Platinum Award – a celebration of those schools who have shown consistently high-levels of enthusiasm and commitment to school sport.

Person Specification

	Essential	Desirable	Tested by
Professional Qualifications	<ul style="list-style-type: none"> • Qualified teacher with Qualified Teacher Status • Evidence of continuing professional development relating to school leadership and curriculum development • Enhanced DBS 	<ul style="list-style-type: none"> • Church of England Professional Headship Qualification • NPQH or equivalent 	<ul style="list-style-type: none"> • Application • Document inspection • Interviews
Relevant experience	<ul style="list-style-type: none"> • Significant experience at a Senior Leadership level in a primary school • An understanding of, and commitment to, promoting the safeguarding and welfare of pupils • A commitment to protect and enhance the Anglican ethos, working with the Church and guided by Christian values. 	<ul style="list-style-type: none"> • Experience of working within a Multi- Academy Trust • Experience as a Headteacher 	<ul style="list-style-type: none"> • Application and supporting letter • Interviews
<p>We are looking for you to demonstrate how you:</p> <ul style="list-style-type: none"> • Hold a clear, personal vision for the curriculum, knowing what you want to be taught and how. • Want the very best provision for every pupil, celebrating their uniqueness and working through others to overcome barriers where they exist. Be able to give clear examples of how you have improved provision and therefore outcomes for all or some pupils. • Are a thoughtful leader, open to learning and recognise and draw on a range of skills to meet the demands of running a small school with a wonderful community. • Maintain a relentless focus on supporting all staff to be the best they can be, whatever their role. • Build productive relationships with the entire school community in order to fulfill the school's vision and values. • Nurture the school's culture and ethos, informed by the Church of England's vision and expectations of its schools. 			<ul style="list-style-type: none"> • Supporting letter • Interviews

Relocating?



- Opportunity to live and work in the South West, one of the most beautiful parts of the UK
- Set in the heart of the English Riviera, close to two thriving cities of Plymouth and Exeter
- History, culture, hospitality, sports, landscape - Devon has it all
- Plentiful activities - cycling, walking, sea swimming, climbing, surfing
- Great transport links with the rest of the country (M5, Exeter Airport, Train)



How to Apply

For further details about our school please visit:
<https://www.allsaintsbabbacombe.org/>

For further details about our trust please visit:
www.stchristophersmat.org

To arrange an informal discussion about the role with our Director of School Improvement please email Sean Millar:

sean.millar@stcmat.org to arrange a time.

Completed applications should be returned to the HR team: HR@stcmat.org

All Saints Babbacombe and St Christopher's Multi Academy Trust are committed to equal opportunities. If you require any adjustments as part of the recruitment process, please make these known through the cover email of your application.

Address

All Saints Babbacombe Primary School
Quinta Road
Torquay
Devon
TQ1 3RN

Trust Contact details

www.stchristophersmat.org

HR@stcmat.org

01392 241576



The Trust are committed to safeguarding and promoting the welfare of all children and young people and expect all staff and volunteers to share this commitment. An enhanced DBS check is required for all successful candidates. Candidates are encouraged to read our safeguarding policy before applying.

