



academies for character and excellence

Recruitment Pack | **Headteacher**



Community Collaboration Equity Uncompromising Excellence Integrity



Welcome from Cheryl Weyman, CEO

The Academies for Character and Excellence

Dear Applicant,

Thank you for your interest in joining The Academies for Character and Excellence. I hope that the information provided will interest you and help with the application process.

So, what are we looking for?

Firstly, we wish to appoint positive people who want to make a difference. Being a leader within our Trust means understanding the importance of the softer skills of leadership such as the ability to communicate well, collaborate and influence a range of internal and external stakeholders. Our leaders are achievement-focused, with a strong belief in collaboration. You will be passionate and highly driven and will have the opportunity to play a significant role in the next exciting phase of the Trust's development.

We wish to appoint people who understand and believe in our guiding principles and values. If successful, you will be joining our Trust at an integral time of growth and your involvement with these key projects will bring its own personal rewards.

Simply, we are uncompromising in our desire to grow an exceptional Trust. It is a privilege to lead the ACE Trust where learners are at the heart of all we do.

I hope that this introductory letter and information pack provides a sense of our culture and ethos as well as our direction of travel. I am excited to receive your application.



Cheryl Weyman, CEO and National Leader of Education





Message from the Local Advocate Board

Thank you for your interest in the position of Headteacher at Castle Cary Primary School.

Local Advocates are very proud of Castle Cary Primary School and the values, opportunities and facilities we offer. Set in the thriving market town of Castle Cary in the heart of the Somerset countryside, we are an important part of the local community and we pride ourselves on the friendly and welcoming atmosphere in our school, where our pupils feel valued and safe. We are committed as a school to provide academic excellence and character education through an innovative curriculum “where learning is an adventure.”

We want to ensure that through our gateways of Citizenship, Leadership, Expression, Exploration and Flourishing, all pupils and adults are shown how to be Compassionate, Forgiving, Determined and Honest individuals, who act with integrity and responsibility.

We aim for everyone in our school to be happy, successful, confident and responsible learners. Our learning values of independence, collaboration and creativity develop:

Independent learners – children are encouraged to: be confident, think for themselves, take risks, persevere, ask questions, make decisions, solve problems, make connections and communicate their ideas.

Collaborative learners – children are encouraged to: communicate, listen, cooperate and work together as a team with equal responsibility and with clear roles. They are responsible for both their own learning and that of their team members.

Creative learners – the children are encouraged to question and challenge. They will make connections and see relationships, envisaging what might be, exploring ideas and keeping options open, reflecting critically on ideas, actions and outcomes.

Our school is a special place, striving to meet and exceed the needs of our learners and our local community. We would love for you to visit our school and see for yourself why we believe that our school is a wonderful place to learn and grow.





We work together in collaborative partnerships to achieve excellence through cultivating character, sharing talents and pursuing innovation.

Our Schools & Pre-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



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



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 successes.

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.



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 at all stages. We offer a wide variety of professional development opportunities that allow individuals to progress even as a Headteacher.

We do this in a number of ways including:

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

Recruitment Pack | **Headteacher**



Job Title:	Headteacher – Castle Cary Primary School
Reporting to:	Excellence Director
Salary Grade:	L8 – L13
Actual Salary:	£59,167 – £66,919
Closing Date:	Monday 28th April 2025
Start:	1st September 2025
Interview dates:	19th May 2025



Job Description | **Headteacher**

Primary School	Castle Cary Primary School
Banding	L8 – L13
Starting Scale	L8

A headteacher's job description adheres to the conditions laid down in the School Teachers' Pay and Conditions Document (STPCD) and for Church schools the Diocesan guidelines. In addition to this, headteachers undertake to develop children and staff using their understanding and knowledge of their professional qualifications, skills, 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 promote character education, which is a values-led approach. Our Trust values and ethos enable us to fulfil our mission of transformation through making a positive difference to ourselves, others and the world around us.

Job Purpose

To secure outstanding outcomes for all pupils in the Multi-Academy Trust through leadership of a single school and shared strategic leadership of the Trust

Key Responsibilities

To be accountable to the Excellence Director for:

- The learning, teaching, progress and outcomes for the pupils of the school
- The effective day-to-day management of the school including budget management and health and safety
- The effective implementation of agreed Multi-Academy Trust mission, vision, principles and policies
- Promoting and embedding the mission, vision and principles of the Multi-Academy Trust within the school

Strategy and Improvement

Anticipate and analyse changes in the external strategic environment e.g. political, social, technological, economic and environmental and apply findings to your own school improvement plans

Develop an evidence-based organisational strategy, deploying critical thinking and statistical analysis, in collaboration with the local governing board

Lead a successful whole-school change programme, based on research into and examples of the effective leadership of change

Teaching and Curriculum Excellence

Lead and grow excellent teaching and learning in the school:

- a. By researching the leadership of excellent teaching, nationally and internationally, including the national standards of excellence for Headteachers
- b. By capitalising on the benefits of involvement in initial teacher training in terms of teaching quality (for example, through extended mentoring opportunities)
- c. By implementing the ACE curriculum intent and pedagogy
- d. By prioritising and developing further the the Trust's commitment to character education
- e. By developing a range of tools and techniques to improve teaching (for example coaching and mentoring, facilitating and deploying champion teachers across the MAT, identifying and sharing best practice through the MAT's teaching and learning toolkit)

Ensure that pupils of all backgrounds, abilities and particular needs in the Trust achieve high standards, including children in receipt of Pupil Premium, SEND, EAL and the most able pupils:

- a. To draw on research of whole-school improvement strategies in relation to progress, attainment and behaviour, drawn from a range of schools, including interventions targeted at disadvantaged pupils or those with particular needs e.g. EEF's toolkit on teaching and learning
- b. To know the implications of the Equality Act 2010 for all pupils
- c. To ensure that the school meets its requirements to publish a SEND information report
- d. To know the best practice in planning, commissioning and monitoring alternative provision for vulnerable children, including in-school alternative provision e.g. nurture units where required

Job Description | **Headteacher**

Systematically review the cumulative impact of initiatives on teacher workload and make proportionate and pragmatic demands on staff in line with the Trust policy

Leading with Impact

Distribute responsibility and accountability throughout the school to improve performance

Be an inspiring leader by adapting leadership style to lead effectively in different situations e.g. in response to different stakeholders, time pressures or priorities

Communicate and negotiate with different people effectively to make progress on objectives:

- a. Develop techniques to gather and analyse perspectives, priorities and motivations of stakeholders
- b. Conduct research into negotiation and persuasion techniques/strategies

Working in Partnership

Use different models of partnership working to improve educational provision

Lead an effective partnership which brings benefits to the school and wider education system for example developing a strong relationship with the leaders across the Trust

Increasing Capability

Hold all staff to account for performance using performance management. Know statutory requirements, flexibilities and supporting guidance on setting teachers' pay and conditions e.g. making pay recommendations to pay committee

Create and sustain an environment where all staff are encouraged to develop their own knowledge and skills, and support each other

Contribute to high-quality professional development within and outside of the school, beyond formal professional development programmes

Anticipate potential emerging issues or gaps in the school and design strategies to fill them e.g. staff leaving, educational resources



Person Specification | Headteacher

	ESSENTIAL	DESIRABLE
QUALIFICATIONS Evidenced in: Application form	<ul style="list-style-type: none"> • Degree • Qualified Teacher Status 	NPQH or equivalent
EXPERIENCE Evidenced in: <ul style="list-style-type: none"> • Letter of application • Interview/assessment • Reference 	<ul style="list-style-type: none"> • Proven successful leadership within a primary setting with evidence of impact • Demonstrable experience of successful line management and staff development • Involvement in school self-evaluation and improvement planning 	<ul style="list-style-type: none"> • Experience of working within an Academy Trust • Experience of working in a school with a wide range of ability
PROFESSIONAL KNOWLEDGE, UNDERSTANDING AND SKILLS Evidenced in: <ul style="list-style-type: none"> • Letter of application • Interview/assessment • Reference • Impact of Leadership (learning walk) 	<ul style="list-style-type: none"> • Understanding of highly effective pedagogy, based on evidence, and having the ability to model this for others and support others to improve • Excellent behaviour management strategies to support a range of needs • Aspirational for the achievement of disadvantaged pupils based on evidence • Achieving and sustaining standards of excellence throughout the setting • Excellent organisational skills • Knowledge and understanding of the principles behind Safeguarding, Equal Opportunities and Inclusion policies • Effective analysis of data and the ability to use this to set targets and identify weaknesses 	<ul style="list-style-type: none"> • Understanding of school financial management and funding sources
CURRICULUM Evidenced in: <ul style="list-style-type: none"> • Letter of application • Reference 	<ul style="list-style-type: none"> • Seek innovative approaches to curriculum and pedagogy and be able to inspire others to do so • Be prepared to lead on the ACE curriculum in school and work with others across the Trust to develop it further • Know and understand the relevant statutory and non-statutory frameworks including those provided through the National Curriculum 	
PROFESSIONAL VALUES Evidenced in: <ul style="list-style-type: none"> • Letter of application • Interview/assessment • Reference 	<ul style="list-style-type: none"> • A commitment to the mission, vision and ethos of the school and Trust • Develop positive relationships with colleagues, Headteachers and the Executive team • Work collaboratively with others across the Trust contributing to the development of all schools • Be open to and actively seek support and professional development • Model the highest expectations of self and others • Take responsibility for improving teaching and learning throughout the school • Commitment to the personal welfare and safeguarding of both children and staff 	
PERSONAL QUALITIES Evidenced in: <ul style="list-style-type: none"> • Letter of application • Interview • Reference 	<ul style="list-style-type: none"> • Personal values which align with Trust values • Ability to work collaboratively within a team both at school and Trust level • Reflective and evaluative approach to your personal performance • Display warmth, care and sensitivity when interacting with children, colleagues and parents • Ability to prioritise and manage time well • Excellent interpersonal/communication skills • Openness, sense of humour, energy, enthusiasm and an ability to inspire confidence in others • Ability to build positive, respectful relationships with parents, pupils, staff, governors, directors and the wider community 	

Employment Vetting Checks

It is a condition of employment at The Academies for Character and Excellence that every applicant who accepts the offer of a job will be subject to legally required safer recruitment checks. This will include criminal background checks, documentary evidence to confirm their identity and right to work in the UK and checks to ensure they are not prohibited from working in such a position within a school environment. The checks will be carried out at the Trust's expense.

References will be taken up, including those from previous employers.

Safeguarding Children

It is the post-holder's responsibility to promote and safeguard the welfare of children and young persons for whom they are responsible or with whom they come into contact. The post-holder will adhere to and ensure compliance with the Safeguarding Policy Statement at all times. If, in the course of carrying out the duties of the post the post holder becomes aware of any actual or potential risks to the safety or welfare of children in the school they must report any concerns to the Safeguarding and Inclusion Lead, the Headteacher and/or DSL/DDSL.

If you decide to apply please complete our application form and return it to Andrea Johnson at recruitment@acexcellence.co.uk by 9am on Monday 28th April.

Interviews to be held on 19th May.

We will ask you to bring documents with you to your interview, as this supports our pre-employment checks.

We would welcome and encourage you to visit our school, and you can arrange this by contacting Andrea Johnson at recruitment@acexcellence.co.uk

We look forward to hearing from you!

