

Lipson Co-operative Academy

Headteacher Designate

If you want to lead a school that aims to be truly great, you will need to share our passion for wanting to improve the life chances of the children who live within the community we serve

Martin Brook,
Headteacher



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This is an exciting and unique opportunity for an inspirational leader to shape the future of Lipson Co-operative Academy.

The start date is negotiable as the successful candidate will have the opportunity to begin as Headteacher Designate as early as September 2025, working closely with the current leadership team to ensure a smooth and impactful transition. The substantive Headteacher role will formally commence in September 2026.

Key details

Salary

L30 (£101,533) – L36 (£117,601)

Location

Plymouth

Relocation

Up to £8k

Interviews

25 and 26 June 2025

Closing

16 June 2025

From

Start date negotiable

How to apply

For an informal conversation please contact Katie Metherell at katie.metherell@tedwraggtrust.co.uk

To arrange a visit please contact Amy Humphries at amy.humphries@lipson.plymouth.sch.uk

An application pack can be found at <https://www.tedwraggtrust.co.uk/vacancy> or click on the apply now button



We believe the single biggest factor in ensuring we transform lives and strengthen our communities to make the world a better place, is our headteachers.

About Lipson Co-operative Academy



Welcome to Lipson Co-operative Academy, a school at the heart of its community trying to ensure that every single student is given the best possible opportunity to reach their true potential. We put culture first and believe that everything else follows.

At Lipson we pride ourselves on providing an environment where students are happy and love coming to school, but are also successful, as well as one in which staff are valued and cherished, but also challenged to continually improve themselves as teachers.

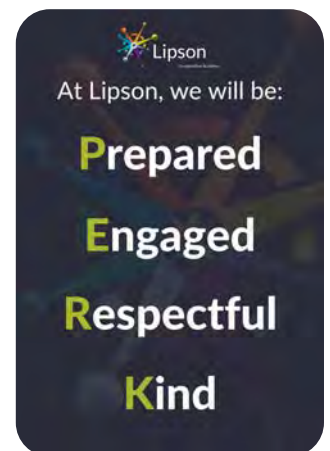
Do you want to lead a school that already aims to be truly great? Do you want to lead a group of staff who have a real passion for wanting to improve the life chances of the children who live within the community we serve. You will need to be relentless, positive and kind and lead in a way that will make a genuine difference to those around you.

If you join Lipson, you would be entering an environment of mutual trust and respect, heading up a team of brilliant leaders, where egos are left at the door and everyone can thrive in their own and collective space.

The role is a fantastic opportunity for the right person to ensure that the foundations laid by the current leadership of the school can be developed into a legacy. Lipson is a special place. We are looking for a special person to lead us into a new era and help us become truly great.

We would strongly encourage a visit to the school-or, at the very least, a virtual conversation-in order to explore the potential of this opportunity and gain a better understanding of not just what we do, but how we do things.

Martin Brook Headteacher



A warm welcome from our CEO



An ambitious and inclusive Trust of schools strengthening our communities through excellent education.



Moira Marder, OBE

On behalf of the Ted Wragg Trust, I would like to thank you for your interest in the role of Headteacher at Lipson Co-operative Academy. This is an excellent opportunity for an inspirational leader to join the Ted Wragg Trust and lead in one of our 16 schools.

In our **ambitious** and **inclusive** Trust of schools we know that our Headteachers are pivotal in achieving our collective mission to **transform lives, strengthen communities** and **make the world a better place**.

Our values driven, growing 2-18 Trust, has the highest expectations for every child, every day, with social justice at our core. In this pack you will find out more about how we **support, develop** and **grow our Headteachers**.

Our Headteachers are enabled to provide **excellent leadership**, within their **own unique school community**, to **enable high standards** and a **warm, happy and successful school**.

This is a hugely exciting time for our Trust as we continue to grow, embed, improve and innovate to **improve the life chances of all children** in the South West.



We demonstrate our love through our values

How we will succeed



#lifeattedwragg

We know that our people are our **greatest asset** and research tells us that happiness at work is directly linked to student happiness and consequently **student outcomes**.

We are working hard to make sure that all our employees **love coming to work**.



Tamsin Frances

**Executive Director of People,
Infrastructure and Innovations**



Our Trust is dedicated to fostering an environment where employees can **reach their full potential, with dignity, respect, and equal opportunities for all**. We value the unique contributions of each individual, recognising that **diversity strengthens our community and makes our Trust a positive place to work and grow**. We are committed to excellent employment practices that attract and retain talent from a variety of backgrounds and communities.

The aim of our people strategy is to be the **greatest place to work in the South West**. We know that to realise our ambitious aim we must **welcome, retain and develop our great people** who work day in day out to **transform the lives of the children in our Trust**.



#lifeattedwragg is focussed on ensuring all our employees:

- **Love coming to work** and have a strong sense of belonging
- **Experience high quality development** through our dedicated development curriculums delivered by the Ted Wragg Institute
- **Inspire others** with their open and collaborative approach

To find out more about what it is like to work at the Ted Wragg Trust, explore our development curriculums and hear from our employees please visit our website at www.tedwraggtrust.co.uk/workwithus

Love coming to work



Experience high quality development



Inspire others



Our Headteachers



Tim Rutherford

**Deputy Chief
Executive**

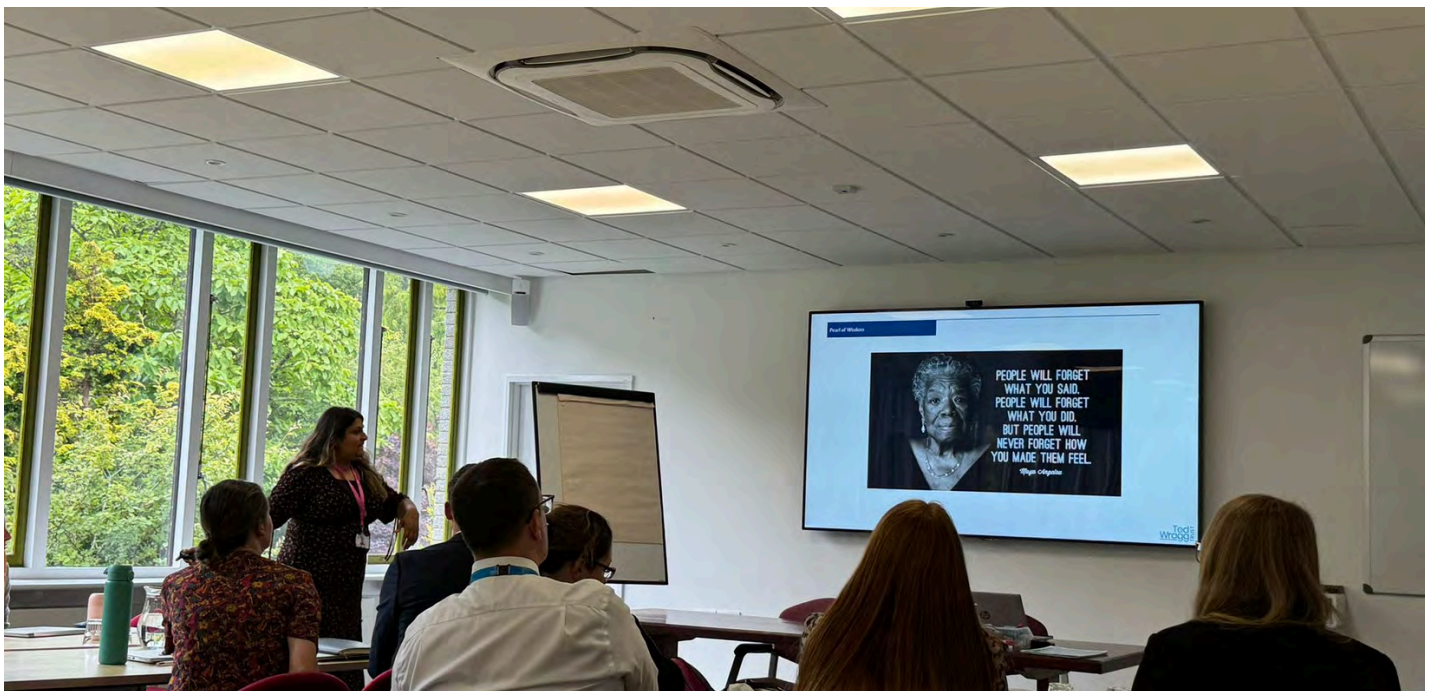
At Ted Wragg we believe that every headteacher deserves the opportunity to thrive and lead with excellence.

Our unique and unrivaled headteacher offer ensures that headteachers receive the support and development they need to become their very best professional selves and supports them to unlock their excellence.

Our bespoke development plans are tailored to each headteacher's unique strengths and aspirations. We recognise that when headteachers flourish, they are able to create learning and working environments where staff and students can thrive too.

We deliberately reduce workload, allowing headteachers to focus on what truly matters: shaping the future of their school community. Our Ted Wragg Standard provides the information, guidance and checks and balances necessary for headteachers to effectively plan and lead. At our Trust, it's about more than just ticking boxes; it's about strengthening and sustaining a stable core across our family of schools to enable schools and our Trust to develop their disruptive edge through research-informed sector-leading innovations

Our All Heads meetings provide a forum for our community of like-minded leaders to share insights, exchange ideas, and learn from one another. It's a space where collaboration fuels innovation. Our tailored CPD events dive deep into topics relevant in today's educational landscape, from developing inclusive leaders to understanding budgets and finance. We invest in your leadership journey so that you can become the headteacher who transforms lives, nurtures potential, and leaves a lasting legacy.



Our Headteacher Offer

Our support and development opportunities are tailored to enable excellence in your unique setting.

Support

- Structured and regular line management with a Director of Education
- Termly confidential Executive Leadership coaching
- Termly confidential supervision
- A bank of Trust educational and business experts
- School development reviews with holistic and targeted support
- Weekly Trust leaders update
- Annual headteacher consultation day



Siobhan Meredith

**Executive Director of Education
and
Headteacher development
cohort leader**

Development

- Three weekly All Heads meetings
- 4 Leadership masterclasses per year
- Annual Investment week
- Annual Headteacher study tour of exceptional, thought-provoking schools
- School development reviews with holistic and targeted support
- Annual Education leadership conference
- Annual school leaders conference



Hear from our Headteachers

Hear from our current Headteachers about what it is like to be a Headteacher in our Trust



"Being in a Trust of schools means that leadership isn't a lonely pursuit: where there is pressure, there is support; when we face anger, we are bolstered by love. As a team of leaders we can feel – and be – the joy in ever more demanding environments".

Scott Simpson-Horne, All Saints Academy, Plymouth

"I love being a school leader, it is a genuine privilege. It is one that, of course, comes with challenges alongside many moments of joy. We are lucky that every day we get to laugh and have fun together, whilst challenging ourselves to provide the best educational experience we can for our students".

Emily Harper, St James School



"The very reasons why I became a teacher in the first place are still the reasons why being a headteacher is such a joy. Knowing that I can have a positive influence on the lives of young people fills me with both joy and pride. The joy in enabling our teams to grow and flourish is one of the greatest parts of the job. I feel very lucky that I get to do what I love every day".

Julie Fossey, West Exe School

"As a school leader you thrive with a close support network. The sense of fun, empathy and camaraderie between headteachers in our Trust is palpable and one of the joys of the role is regularly spending time with them. Educational leaders have the power and autonomy to create positive change in everything they do. The opportunity to positively influence students, teachers, our community and society and then witnessing the impact and celebrating the success of the things we initiate as headteacher is deeply gratifying".

Paula Smith, Queen Elizabeth's School



Job description

Key purpose of the role

To enable the Trust to realise its mission to transform lives, strengthen communities and make the world a better place by ensuring that all aspects of the school are highly effective and flourishing

Your responsibilities

Reporting to a Director of Education you will:

- Ensure all aspects of safeguarding are in place at all times
- Set out a clear vision, aligned to your context, that is well communicated and enables the Trust mission and values to thrive
- Provide leadership which enables the highest standards across the school
- Develop and encourage a warm, happy and successful school community
- Ensure excellent outcomes for all students
- Ensure attendance for employees and students is at least in line with national averages
- Ensure that behaviour is excellent and well managed
- Embed all aspects of the Ted Wragg Standard

Your key objectives

To support your students to:

- Love coming to school
- Achieve well
- Live a life of opportunity

To support your teams to:

- Love coming to work
- Enjoy high-quality development
- Inspire others

To support your communities to:

- Love our schools
- Value working together
- Make the world a better place



Person Specification

Experience

- Senior leader experience in a good or rapidly improving school
- Highly successful classroom practitioner with consistently outstanding teaching as evidenced through excellent student achievement
- An understanding of key educational challenges
- Proven track record of implementing and sustaining school improvement strategies resulting in excellent outcomes and underpinned by good quality assurance processes

Qualifications

- Good honours degree, PGCE and QTS
- Evidence of further professional study e.g. MA/NPQH (desirable)
- National leader in education (desirable)
- Level 3 safeguarding trained (desirable)

Key skills

- Effectively able to identify and grow great people
- Able to build and sustain high-functioning teams
- Able to build excellent relationships which inspire and motivate
- Excellent leadership skills underpinned by strong operational knowledge

Values

- **Ambitious:** Leading by example, has the highest standards, is curious and smart, brave and bold and hard working
- **Selfless:** Leading through others, is self aware, emotionally intelligent and gets joy from seeing others flourish
- **Collaborative:** Leading with others, is energising, unifying and a strong communicator



Our Ted Wragg Standard



Our Ted Wragg Standard provides a **minimum set of high standards** across all our schools to establish clear structures, implement effective processes and hold each other to account **to enable excellence**. It is based on our three key concepts: Leadership, Education and Every Child Succeeds.

Key Concept: Leadership



We believe that great leadership:



Fiercely educates



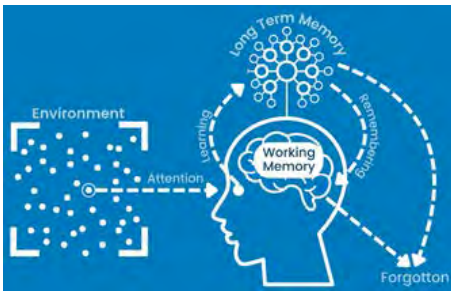
Thrives in a complex system



Is locally enabled

Key Concept: Education

We have a clearly defined and articulated learning model that is understood by all teaching staff. This model of the learning process uses the concepts of Working Memory and Long-Term Memory. It draws on ideas from Cognitive Load Theory and the work of Daniel Willingham.



Key Concept: Every Child Succeeds



We believe individual development is well explained using Maslow; that an individual grows in an ecosystem and can be interpreted using Bronfenbrenner's work, and that we are interdependent.

We believe that to enable our children to live a life of opportunity, we need to understand what true inclusion means. To us, our model is based on Maslow's hierarchy of needs and the Bronfenbrenner's ecology of inclusive education.

Microsystem

Child

- sleep well
- eat breakfast
- follow school rules and routines
- attend school regularly

Family

- healthy sleep patterns
- nutritional diet including breakfast
- Online safety parental controls
- adequate housing
- clean clothing
- Support school policies
- Protect from dangers
- attend medical appointments
- Ensure attendance is good

School

- Behaviour, Health and Safety, Accessibility, Safeguarding, Supporting Pupils with Medical Conditions and Anti-Bullying Policy
- Online Safety lessons and workshops for parents/carers
- Early Help support
- First Aid trained staff
- Attendance Engagement Officer and Attendance Policy
- Nutritional lunches and free breakfast
- Foodbank support
- Wrap around care

Mesosystem

- We endeavour to provide a safe and welcoming environment for pupils and their families.
- We listen to our pupils and families and take seriously what they tell us.
- We work in partnership with other agencies such as CAMHs and Early Help

Macrosystem

- Keeping Children Safe in Education
- Teacher Standards
- Devon and Plymouth Children's Social Services
- 0-25 SEND Team
- Virtual School

Our benefits

A critical part of our People Strategy is to ensure that we welcome and retain our great employees and ensure that they are supported both at home and at work.

When you join our Ted Wragg family we are here for you every step of the way. Here are some of the benefits we offer:



Exceptional development and networking opportunities



Cost of blue light cards can be claimed through expenses



Free annual flu jab, eye test and allowance for glasses



Exclusive discounts, cashback and vouchers



Free, confidential employee helpline. Available 24-7 through Health Assured



Access to Wisdom app to support your mental health



Up to 10% off all Pure Gyms



up to the value of £2,000.



Up to 2 days paid emergency time off for dependants



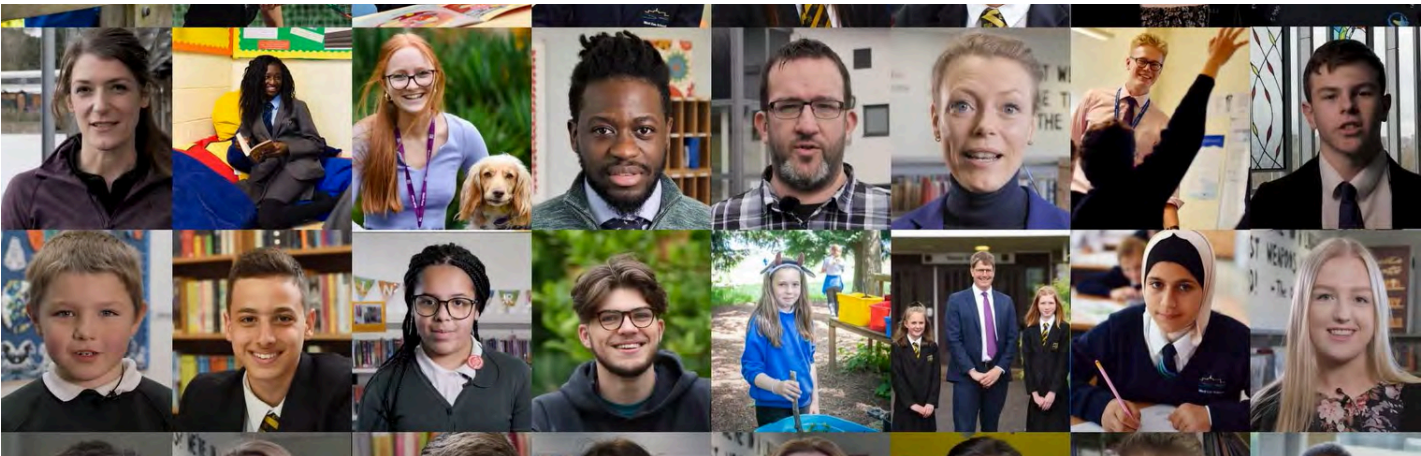
Generous public sector pension schemes for all staff



Timetabled instructional coaching for all teachers



Family friendly policies and flexible working opportunities



Our Trust Journey



Professor Ted Wragg, in whose memory the Ted Wragg Trust is named, was passionate about how education can transform young people's futures.





Part of the
**Ted
Wragg** TRUST

Thank you for your
interest in becoming a
Headteacher in our
Trust

