



HEADTEACHER LUDGVAN ACADEMY

APPLICATION PACK

ADVERT



HEADTEACHER VACANCY AT LUDGVAN SCHOOL

Location: Ludgvan School, Cornwall
Salary: L11-16
Closing date: Wednesday 5 March 12pm
Interview date: Monday 17 March (3.30pm start) & Tuesday 18 March
Start date: 1 September 2025

The Role:

Leading Edge Academies Partnership, together with the Local Academy Committee of Ludgvan school, are seeking to recruit an exceptional, dynamic, and inspiring Headteacher to lead our school in continuing its journey of development. The successful candidate will share our commitment to providing every child with the highest standard of education in a supportive, inclusive, and engaging environment. This is a particularly exciting time for the school, as the Trust prepares to join Truro and Penwith Multi Academy Trust (TPAT).

As Headteacher, you will be responsible for providing strong, strategic leadership, ensuring high standards of teaching and learning, and promoting the wellbeing of both staff and pupils. You will work closely with the Trust, the Local Academy Committee, staff and parents to create a positive and enriching school culture, and you will drive the development of the school to meet the needs of the children and community.

The ideal candidate will be:

- A passionate, innovative leader with a proven track record in primary education.
- An excellent communicator with the ability to lead by example and inspire others.
- Strong organisational skills with a focus on improving outcomes for all pupils.
- A commitment to nurturing both the personal and academic growth of every child.
- Able to demonstrate vision, drive, and strategic thinking.

Key responsibilities:

- Lead, inspire and motivate a committed staff team to deliver outstanding education.
- Develop and implement strategies to raise pupil achievement and maintain high standards of teaching and learning.
- Ensure the emotional, social and academic needs of all children are met in an inclusive environment.
- Foster strong partnerships with parents, the Local Academy Committee, the Trust and the local community to support pupil development.
- Oversee the management of school resources, safeguarding and financial planning.
- Promote a culture of professional development and support for all staff.

We offer:

- A supportive and friendly school environment with a committed staff team.
- Opportunities for continuous professional development and career growth.
- A chance to lead a school at the heart of the community and make a real difference.
- An employee assistance programme and other wellbeing initiatives

INTRODUCTIONS

A MESSAGE FROM THE TRUST CEO

Dear Applicant,

I would like to start by wishing you a warm welcome to 'Leading Edge' and thank you for your interest in working with us. This is an exciting opportunity for an exceptional individual to take up the role of Headteacher at Ludgvan School from September 2025.

We are currently a group of six distinct and unique schools located in beautiful coastal and island settings in Cornwall and the Isles of Scilly. We are lucky enough to include a mix of primary and secondary schools, as well as an all-through school with boarding provision and off island bases. This diversity makes for a dynamic and varied perspective. In the Autumn 2024 term we began the formal consultation process for Leading Edge to join Truro and Penwith Multi-Academy Trust (TPAT) in 2025. This role offers the chance to be a key part of this ongoing journey.

Our current trust values and ethos are central to everything we do, and we believe that the vision and culture of TPAT aligns seamlessly with our own. We see this transition not as a shift in direction, but as an exciting opportunity to strengthen our impact, broaden our support network, and further enhance the educational experience for all of our learners.

We are looking for a Headteacher who shares our commitment of excellence, inclusion, and a forward-thinking approach to education. You will play a pivotal role in shaping the future of our school, building upon our achievements, and leading a team of talented and dedicated staff to even greater success. Both Leading Edge and TPAT have a strong sense of moral purpose, which helps to create an environment within which all leaders take collective responsibility for all pupils in our care.

As Headteacher, you will have the opportunity to work in a supportive environment that values collaboration and professional development. You will be joining a leadership team that is driven by a shared vision of ensuring that every child thrives, regardless of their background or individual needs. You will also be supported in your leadership by a wider network of professionals within the trust, allowing you to share best practices, engage in joint ventures, and contribute to the broader educational landscape.

This candidate pack provides some information about the role and Ludgvan school itself. If you share our passion for education and are ready to embrace the challenges and rewards of this role, we look forward to hearing from you.

A handwritten signature in black ink, appearing to read 'Kelley Butcher'.

Kelley Butcher, CEO



A MESSAGE FROM THE CHAIR OF GOVERNORS



Dear Applicant,

On behalf of the Local Academy Committee of Ludgvan Academy, I am delighted that the position of Headteacher at our wonderful school has met with your interest. This is a rare and exciting opportunity for a passionate, dedicated leader to shape the future of our school that sits at the heart of its community.

Ludgvan Academy, part of the Leading Edge Academies Partnership, is a school where children are encouraged to aim high, develop a love of learning, and grow into confident, well-rounded individuals. We are immensely proud of our dedicated staff, engaged families, and supportive community, all of whom contribute to the warm and inclusive environment that makes Ludgvan so special.

What we've got:

- A vibrant, happy, and ambitious school with a strong community ethos.
- A team of committed and talented staff who are passionate about providing an excellent education.
- A thriving school with well attended breakfast and after school clubs, Broadway-show productions, on site school farm and forest-based learning, fantastic nursery and on site pre-school.
- The support and resources of Leading Edge Academies Partnership, offering professional development and collaboration opportunities.
- A stunning location in West Cornwall, providing a fantastic environment for work and life.

What you should bring:

- Inspiration and innovation to allow us to build on our achievements and drive the school forward with energy and a commitment to excellence.
- Communication and team building skills to engage and inspire staff, pupils, and the wider community.
- Champion the highest standards of teaching and learning while fostering a culture of kindness, respect and aspiration.
- Passion to creating an outstanding learning environment where every child can thrive.
- Vision to turn the opportunities and assets at our disposal; from the school farm and local community centre ownership, to the wider natural environment of West Cornwall and an engaged collaborative team spirit, into continued growth and success.

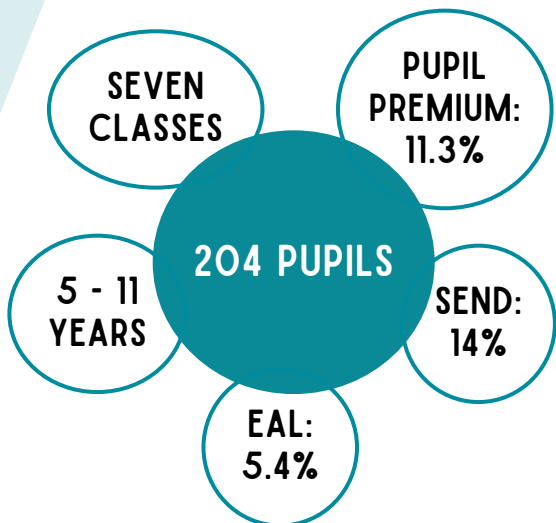
As a team of governors, we are seeking a leader who shares our commitment to excellence, innovation and the development of every child. If you believe you have the passion, experience, and commitment to lead Ludgvan Academy into its next chapter, we would love to hear from you. We welcome visits to the school so you can see first-hand the vibrant and inspiring learning environment we have created and we look forward to meeting you.

Yours sincerely,
Emily Kent

Chair of Governors
Ludgvan Local Academy Committee



MORE ABOUT LUDGVAN SCHOOL



WHAT MAKES US UNIQUE?			
OASIS-ONSITE NURSERY	HIVE NURTURE PROVISION	SCHOOL FARM	COMMUNITY CENTRE
WORKING COLLABORATIVELY TO BENEFIT ALL	SMALL, FOCUSED NURTURE GROUPS	CARING FOR ANIMALS AND HOW TO LIVE MORE SUSTAINABLY	OPPORTUNITIES TO BUILD CLOSE COMMUNITY RELATIONSHIPS
OFFERING AFTER SCHOOL PROVISION TO LUDGVAN FAMILIES	SHORT ATTENTIVE SESSIONS WORKING ON 'NOW' AND 'NEXT'	FINANCIAL UNDERSTANDING OF COST OF PRODUCE, GROWING AND MAINTENANCE	ACCESS TO ADDITIONAL SPORTS AND RECREATION FACILITIES AT NO COST TO THE SCHOOL

OUR VALUES:



"The school has high expectations for pupils to achieve their best"

Official Ofsted grading: Good

WHAT DID OFSTED SAY AT OUR RECENT INSPECTION?

"Pupils are proud to belong to this friendly and welcoming school"

"Pupils, including those with special educational needs and/or disabilities (SEND), benefit from positive and supportive relationships with the adults in the school"

JOB DESCRIPTION

The job description is subject to the general conditions of service for a headteacher as set out in the current School Teachers Pay and Conditions Document. Headteachers are expected to demonstrate consistently high standards of principled and professional conduct.

Headteachers uphold and demonstrate the Seven Principles of Public Life at all times. Known as the Nolan principles, these form the basis of the ethical standards expected of public office holders:

SELFLESSNESS INTEGRITY OBJECTIVITY ACCOUNTABILITY OPENNESS HONESTY LEADERSHIP

SHAPING THE FUTURE

The Headteacher should be able to demonstrate the ability to develop a shared vision, which inspires and motivates pupils, staff and all other members of the school's communities. This vision should include core educational values, moral purpose and be inclusive of all stakeholders' beliefs and values.

DUTIES & RESPONSIBILITIES

A) STRATEGIC DIRECTION AND DEVELOPMENT OF THE SCHOOL

To work with the Trust and Local Academy Committee (LAC), to develop a strategic view for the school in their communities and analyse and plan for the future needs and further development of the school within the local, national and international context:

1. To formulate overall aims and objectives for the school and policies for their implementation
2. To create an ethos and provide educational vision and direction which secures effective teaching, successful learning and achievement by pupils and sustained improvement in their spiritual, moral, cultural, mental and physical development and prepare them for the opportunities, responsibilities and experiences of adult life
3. To implement, and develop where required, policies relevant to the needs of the school
4. To implement the Trust policies on equal opportunities issues, promoting and providing for equal opportunities for all staff and pupils in relation to gender, race, disability, special educational needs and other forms of educational disadvantage
5. Secure the commitment of parents and the wider community to the vision and direction of the school to create and implement a strategic plan, underpinned by sound financial planning, which identifies priorities and targets for ensuring that pupils achieve high standards and make progress, increasing teachers' effectiveness and securing school improvement
6. To ensure that all those involved in the schools are committed to the aims, motivated to achieve them and involved in meeting long, medium and short term objectives and targets which secure the educational success of the school
7. To ensure that the management, finance, organisation and administration of the school support their vision and aims
8. To ensure that policies and practices take account of government legislation, national, local and school data and inspection research findings
9. To monitor, evaluate and review the effects of policies, priorities and targets of the school in practice and take action if necessary
10. To arrange for a deputy headteacher or other suitable person to assume responsibility for the discharge of the headteacher's functions at any time when absent from school.

B) LEADING AND TEACHING

To work with the Trust to secure and sustain effective teaching and learning throughout the school and to monitor and evaluate the quality of teaching and standards of pupils' achievement, using benchmarks and setting targets for improvement.

1. To ensure that all pupils receive a good quality education through a programme designed to promote a stimulating style of learning in a safe and healthy school environment
2. To ensure a consistent and continuous school-wide focus on pupils' achievement, using data and benchmarks to monitor progress in every child's learning
3. To ensure that learning is at the centre of strategic planning and resource management
4. To establish creative, responsive and effective approaches to learning and teaching
5. To ensure a culture and ethos of challenge and support where all pupils can achieve success and become engaged in their own learning
6. To be able to demonstrate and articulate high expectations and set stretching targets for the whole community
7. To be able to implement strategies which secure high standards of behaviour and attendance
8. To be able to determine, organise and implement a diverse, flexible curriculum and implement an effective assessment framework
9. To be able to take a strategic role in the development of new and emerging technologies to enhance and extend the learning experience of pupils
10. To monitor, evaluate and review classroom practice and promote improvement strategies to ensure that underperformance is challenged at all levels and ensure effective corrective action and follow up is undertaken
11. To fulfil the headteacher's duty under the 1988 Education Reform Act in relation to the National Curriculum and Religious Education
12. To make appropriate arrangements for a daily act of collective worship in accordance with the 1988 Act.

C) LEADING AND MANAGING STAFF

To lead, motivate, support, challenge and develop staff to secure improvement:

1. To participate in the selection and appointment of teaching and non-teaching staff in the school
2. To maximise the contribution of staff to improve the quality of education provided and standards achieved and ensure that constructive working relationships are formed between staff and pupils
3. Lead, manage and develop the staff, including appraising and managing performance
4. To plan, allocate, support and evaluate work undertaken by groups, teams and individuals, ensuring clear delegation of tasks and devolution of responsibilities in a manner consistent with their conditions of service, ensuring a reasonable balance for teacher and other members of staff, in work carried out in school and work carried out elsewhere and helping to maintain a reasonable work life balance
5. To assess whether a teacher at the school who requests an assessment has passed the threshold, subject to the approval of the assessment arrangements by an assessor, and where requested to do so providing assistance to an assessor in relation to threshold assessments at the school
6. Develop clear arrangements for linking appraisal to pay progression and advise the relevant body on pay recommendations for teachers, including on whether a teacher at the school who applied to be paid on the upper pay range should be paid on that range
7. To participate in arrangements for headteacher performance management
8. To ensure that trainees and newly qualified teachers are appropriately trained, monitored, supported and assessed in relation to the standards for Qualified teacher Status, the Career Entry Profile and standards for induction.

D) EFFICIENT AND EFFECTIVE DEPLOYMENT OF STAFF AND RESOURCES

To deploy people and resources efficiently and effectively to meet specific objectives in line with the school's strategic plan and financial context:

1. To allocate, control and account for those financial and material resources of the schools which are delegated to the headteacher by effectively managing the school's budgets and material resources
2. To work with the LAC and senior colleagues to recruit staff of the highest quality available
3. To work with senior colleagues to deploy and develop all staff effectively in order to improve the quality of education provided
4. To advise the Trust and implement decisions in relation to staffing
5. To advise the LAC on the adoption of effective procedures to deal with the competence and capacity of staff
6. To work with the Trust on appropriate priorities for expenditure, allocate funds and to ensure effective administration and control
7. To manage and organise accommodation efficiently and effectively, to ensure that it meets the needs of the curriculum and health and safety regulations
8. To make arrangements, if so required, for the security and effective supervision of school buildings, contents and grounds, ensuring that any lack of maintenance is reported to the Trust
9. To undertake responsibilities as defined in the Trust's Health and Safety Policy and to be aware of and work in accordance with the school's child protection policies and procedures in order to safeguard and promote the welfare of children and to raise any concerns relating to such procedures which may be noted during the course of duty
10. To ensure that appropriate risk assessments are undertaken before sanctioning and participation in any potentially hazardous activity
11. To manage, monitor and review the range, quality, quantity and use of all available resources in order to improve the quality of education, improve pupils' achievements, ensure efficiency and secure value for money
12. To ensure that staff are encouraged to attend INSET which increases their knowledge and understanding of their roles and responsibilities.

E) ACCOUNTABILITY

To be accountable for the efficiency and effectiveness of the school to the Trust, the Local Authority, the LAC, pupils, parents, staff, local employers and the communities:

1. To report to the Trust on all matters relating to education, staffing and finance as required and to seek advice from Trust officers to ensure an efficient and effective school
2. To liaise and co-operate with education officers and support services in the evaluation, monitoring and inspection of the schools according to such arrangements as may be required by or agreed with the local authority
3. To provide information, objective advice and support to the LAC to enable it to meet its responsibilities for securing effective teaching and learning and improved standards of achievement and for achieving efficiency and value for money
4. To report to the LAC on the discharge of the headteacher's functions and the affairs of the school
5. To create and develop an organisation in which all LAC members and staff recognise that they are accountable for the success of the school
6. To present a coherent and accurate account of the school's performance in a form appropriate to a range of audiences, including parents, the LAC, the LA, the local community, OFSTED and others, to enable them to play their part effectively
7. To ensure that parents and pupils are well-informed about the curriculum, attainment and progress and about the contribution that they can make to achieving the school's targets for improvement

8. To report to the Trust on the professional growth of teachers at the school in relation to the Trust policy based on the School Teachers Pay and Conditions document
9. To provide information about the work and performance of staff where it is relevant to their future employment.

F) STRENGTHENING COMMUNITY

1. To be able to build a school culture and curriculum which takes account of the richness and diversity of the school's communities
2. To create and promote positive strategies for challenging racial and other prejudice and dealing with, and reporting, racial harassment
3. To ensure learning experiences for pupils are linked into and integrated with the wider community
4. To ensure a range of community-based learning experiences
5. To work in partnership with other agencies in providing for physical, academic, spiritual, moral, social, emotional and cultural well-being of pupils and their families
6. To seek opportunities to invite parents and carers, community figures, business or other organisations into the schools to enhance and enrich the school and its value to the wider communities
7. To be able to contribute to the development of the education system by, for example, sharing effective practice, working in partnership with other schools and promoting innovative initiatives
8. To co-operate and work with relevant agencies to safeguard and protect children
9. To ensure that the school promotes effective links with the local community and continue the development of close liaison with other local primary and secondary schools.

G) PUPIL CARE

1. To ensure that provision in the school safeguards all pupils in line with the statutory guidance in Keeping Children Safe in Education
2. To arrange for effective induction of pupils entering the school and transferring to the next phase of education or to another provider mid-year
3. To determine, organize and implement, in concert with other appropriate persons or bodies, a policy for the personal, social development of pupils including pastoral care, guidance and an understanding and appreciation of British values
4. To determine and arrange means to promote among pupils' self-discipline and a proper regard for authority; to encourage good behaviour and seek to secure acceptable standards of conduct at all times when pupils are on school premises or under school direction while out of school
5. To handle individual disciplinary cases, including power to exclude pupils in accordance with provisions of the latest legislation.

JOB SPECIFICATION

EDUCATION AND TRAINING	ESSENTIAL	DESIRABLE
Honors degree or equivalent and Qualified Teacher Status	Y	
Evidence of recent professional development, at senior leadership level	Y	
Experience of being a Designated Safeguarding Lead and trained to Tier 3	Y	
A higher qualification in leadership and/or education		Y
NPQH		Y
PROFESSIONAL EXPERIENCE		
Successful leadership and management experience in a primary school	Y	
Proven track record of raising standards and school improvement	Y	
Teaching experience or effective operational knowledge of Early Years and Key Stages 1 and 2	Y	
Understanding of high-quality teaching based on evidence, and the ability to model this for others and support others to improve	Y	
Experience of monitoring, evaluating and taking action on the effectiveness of teaching and learning	Y	
Evidence of developing excellent working relationships with all staff and other stakeholders	Y	
Experience of clear systems and protocols for the performance management of staff	Y	
Evidence of effective use of assessment data to inform action plans for school improvement	Y	
Understanding of budgeting and financial control	Y	
Evidence of leading on curriculum design, implementation and management		Y
Sound knowledge of current educational thinking and educational developments		Y
PROFESSIONAL SKILLS		
Successful management of change from conception to completion	Y	
An inspirational leader with drive, foresight and energy	Y	
Sound knowledge of safeguarding and child protection policies	Y	
High quality classroom practitioner	Y	
Outstanding all-round communication, advocacy and presentation skills	Y	
Skills, experience and ability to model and promote high quality learning and teaching to meet the needs of all learners	Y	
Ability to forge positive relationships with pupils, staff, governors, parents, the local community and other schools, particularly those within the multi-academy trust	Y	
Ability to recruit, deploy, develop and motivate staff	Y	
Excellent ICT skills and accustomed to promoting new technologies/other innovative methods to enhance learning		Y
Excellent analytical skills		Y
PERSONAL QUALITIES		
Passionate about primary education and the development of ALL children	Y	
Proactive and solution-focused with the ability to manage challenges effectively	Y	
A commitment to innovative teaching and learning practices.	Y	
An inspirational role model with the ability to lead by example	Y	
Personal integrity and honesty	Y	

HOW TO APPLY



To apply for the position please download and complete an application form and email this to vrees@leadingedgeacademies.org. Please ensure that your name and position title are within the email subject line. Please note we are unable to accept CV's.

The closing date for applications is: Wednesday 5 March 12pm. Applications received after the closing date will not be considered.

Interviews are to be held on Monday 17 March (late afternoon) and Tuesday 18 March 2025.

If you would like to explore the role in more detail ahead of applying, please contact Kelley Butcher (our CEO) at kbutcher@leadingedgeacademies.org or Dom Cook (Strategic Leader for School Improvement) at dcook@leadingedgeacademies.org.

SAFER RECRUITMENT

We are an equal opportunities employer and committed to safeguarding and promoting the welfare of children and young people. The Trust expects all staff and volunteers to share this commitment. All offers of employment are subject to the satisfactory completion of safer recruitment checks and references including an enhanced DBS check.

Safer recruitment is central to the safeguarding of children and young people. Our recruitment and selection procedures are based on current legislation, guidance, and best practice. We expect all applicants to review the policies and procedures relating to our safer recruitment practices.

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