



THINKING SCHOOLS  
ACADEMY TRUST

**INVESTORS IN PEOPLE®**  
We invest in people Standard  
**INVESTORS IN PEOPLE®**  
We invest in wellbeing

# Are you ready to Transform Life Chances?



**Could you be our  
next leader at  
the Plympton  
Academy?**

*We are looking for a.....*

# Headteacher of Plympton Academy



**Salary - £87,253 - £101,067**

**Location - Plympton, Plymouth**



**Applications close - 15th September**

**Interview dates - 23rd and 24th September**

We are seeking an experienced leader who believes in our culture, values and that a cognitive-based curriculum is the vehicle to transform life chances.

**What you will need to succeed:**

- A strong track record of transformational leadership or leading significant school improvement
- Understand how to create a culture of aspiration and a supportive learning environment for students that allows them to achieve their academic potential
- Hold high expectations for academic achievement by all students regardless of their prior attainment and socio-economic backgrounds
- Be a champion, someone who is passionate and visible advocate for our school within the wider community
- Have high levels of emotional intelligence
- Have highly developed people skills and previous experience in leading teams effectively

104  
Dedicated staff

1,150  
Young minds

1 of 7  
Schools in the South  
West

# Our Trust

## Mission

At the Thinking Schools Academy Trust we work hard to provide a stimulating learning environment for all where everyone feels safe to explore knowledge and understanding. We are our best when staff are motivated, clear about expectations in their work and behaviour, feel valued, secure and confident, are challenged and receive constructive feedback about their performance.



## Aspire

By nurturing aspirations and cultivating excellence, we believe that with the 'Thinking' philosophy, every student and member of the Trust can aspire and aim high to unlock personal and professional growth.



## Challenge

Our Trust empowers individuals by presenting challenges through a cognitive framework that shapes their minds, fosters aspiring attitudes and habits, allowing every member of our Trust to be the master of their own destiny.



## Achieve

Our community is encouraged to achieve and embody the highest levels of cognitive abilities and habits. We aim for our pupils to be naturally curious, excelling in both independent and interdependent prowess.



# Our story so far...

In 2010, The Rochester Grammar School (RGS) embarked on a transformative journey, envisioning a shift to Academy status. Embracing collaboration, RGS sought partnership with All Faiths School (AFS), to form a cross-phase Multi-Academy Trust in 2012 - The Thinking Schools Academy Trust.

Since the beginning, our Trust has been dedicated to enhancing educational opportunities and outcomes through a cognitive-based curriculum for students across the regions. In 2013, Portsmouth marked the outset of our sponsorship endeavours, igniting a trajectory of growth and collaboration. From supporting schools to new ventures, our Trust has continually expanded its impact to ensure every child receives the best opportunities regardless of their background.

In 2014, we extended our support to schools in Medway, sponsoring Holcombe Grammar School and Gordon Children's Academy. Together, we embarked on a journey with the surrounding community by creating our first free school, New Horizons Children's Academy. The footprint of the Thinking Schools Academy Trust steadily expanded across Kent and Portsmouth. In 2021, Plymouth High School for Girls proudly joined our network, followed by collaborative efforts in Devon. By 2023, the unification of the Devon region stood as a testament to our growth, accompanied by the establishment of Lodestar Academy, our first alternative provision school.

Driven by a passion for excellence, we have established four regional hubs across the South West, South, South East and East of England. These hubs serve as pillars of support, offering expert assistance from early years to sixth form education. Our holistic approach extends beyond traditional schooling, as evidenced by the launch of Little Thinkers in 2022, our first childcare and pre-school provision initiative.



We recognise the importance of sharing our expertise and resources with others in the education sector. We established the trading subsidiary, Thinking Solutions for Education in 2020. Our aim is to empower schools and academies beyond our network, facilitating their growth and success through access to our extensive network and resources.

At The Thinking Schools Academy Trust, innovation, collaboration and academic excellence are not just aspirations but guiding principles. We extend a warm invitation to join us in shaping the future of education, united in our commitment to progress and collective impact.

# Our Regions



## South West

- Plymouth High School for Girls
- Plympton Academy
- Brixham College
- Curledge Street Academy
- Furzeham Primary & Nursery School
- Kings Ash Academy
- Lodestar Academy
- Paignton Academy

## South

- New Horizons Primary School
- Penbridge School
- The Portsmouth Academy
- Meon Way Federation

## South East

- All Faiths Children's Academy
- Cedar Children's Academy
- Gordon Children's Academy
- Holcombe Grammar School
- Maritime Academy
- New Horizons Children's Academy
- The Rochester Grammar School
- The Victory Academy
- Colchester Royal Grammar School
- Goodwin Academy

# In Summary

One Trust working together to Transform Life Chances

Proudly accredited by Investors in People and Investors in Wellbeing

2000 dedicated members of staff

16,000 young people

15 Accredited Thinking Schools

13 Accredited Artsmark Schools

26 Academies connected over 4 regions



# Our School



At Plympton Academy we believe in inspiring a culture of success for all. The Arts have always been prominent and important part of our school and an area for success both within and beyond the curriculum. However, we recognise the need for this to be balanced alongside strong academic success so that young people can maximise their opportunities and pathways. Our ethos centres around developing a love of learning and a resilience and determination to tackle all the challenges that our students will meet.

In this way our students become successful and fulfilled lifelong learners. Our students are involved in every aspect of Academy life beyond the classroom; extra-curricular clubs and trips are always available, but our students also take an active role in shaping the future of the Academy through a wide range of student leadership activities

Plympton Academy is the cornerstone of a thriving community that is stronger through collaboration. We foster innovation and promote opportunity, creating resilient learners with a love of challenge.

Five Core Principles:

**Teaching and learning:**

Students love the challenge of learning and are resilient to failure

**Leadership:**

Leaders inspire a culture of success for all

**Community:**

We are the cornerstone of a thriving community that is stronger through collaboration

**Learning environment:**

A learning setting that stimulates, fosters innovation and promotes opportunities

**The Person:**

Individuals are equipped to achieve their dreams and take pride in their success



# Our Curriculum

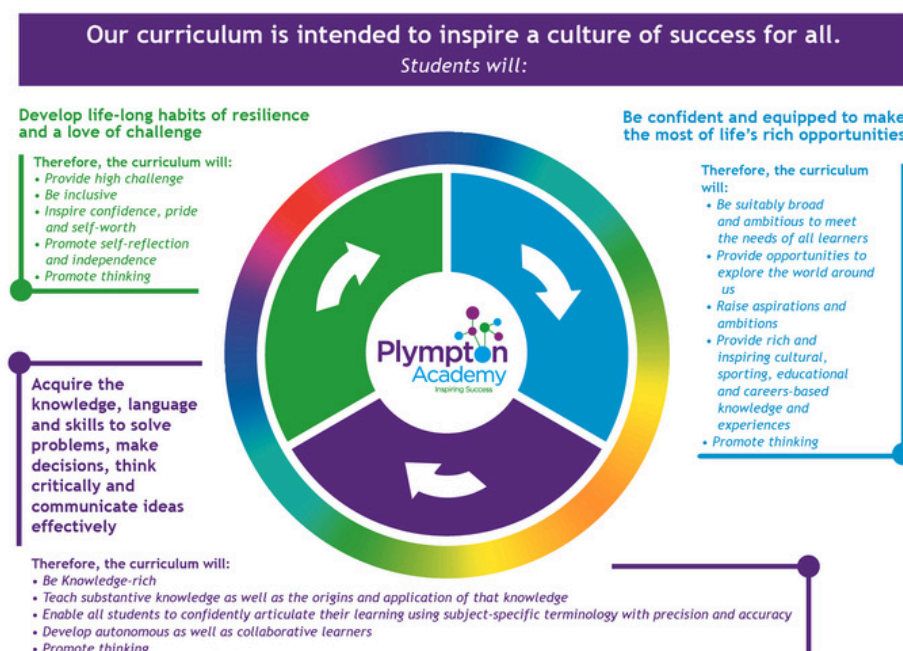


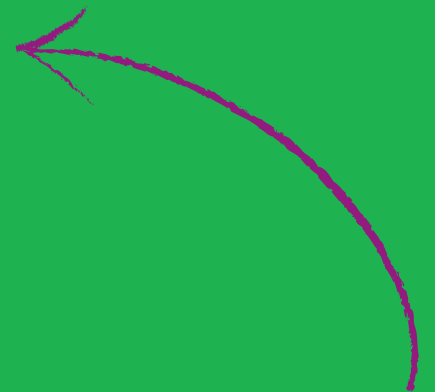
The curriculum at Plympton Academy encompasses planning, assessment, feedback, ethos, and attitudes and provides students with a rich and flourishing learning experience, to foster a love of learning and skills to increase life opportunities.

Our aim is to provide an extensive board and balanced curriculum which meets the needs of our learners and enriches their future pathways.

The curriculum has two principal aims:

- To provide opportunities for all students to learn and achieve to their highest potential, and to become successful lifelong learners
- To promote students' spiritual, moral, social and cultural development and prepare them to become responsible citizens





**Book a tour of  
the **school** and  
see it for  
yourself**

# Job specification

## Strategic Leadership

- Develop the shared vision and strategic plan for the Academy, which is responsive to the communities they serve. At the core of this should be the educational and personal development of the students
- Work with the Chief Executive, Regional Directors, Board of Directors and members of the MAT, Governors and staff to define and implement the Academy's vision and strategic direction so that it is understood and acted upon by all stakeholders
- Creating a culture of raising aspiration, achievement and attainment, which is achieved through an inclusive, sustainable and innovative lifelong education environment
- Ensure the Academy achieves their performance targets
- Promote the Academy to a range of audiences and secure the commitment of parents/carers and the wider community to the vision and direction of the academies.
- Work with all stakeholders to generate enthusiasm and commitment
- Challenge, motivate and empower others to attain ambitious outcomes.
- Ensure the Academy is an active member of the regional primaries group, sharing policies, practices and be an advocate for all children in our Medway primaries. Ensure all staff work collaboratively.

## Leading Learning and Teaching

- Secure and sustain effective teaching and learning throughout the Academy by ensuring sound strategies for monitoring and evaluating the quality of teaching and standards of students' achievement are in place, using benchmarks and setting targets for improvement. This should include those with special educational or linguistic needs in order to set and meet challenging, realistic targets for improvement
- Promote excellence in teaching and learning, ensuring a continuous and consistent academy wide focus on students' achievement and development (moral, spiritual, physical and social, as well as academic)
- Embrace cognitive education and ensure the school operates within the culture and ethos of an accredited Thinking School
- Ensure that a high-quality educational experience is available for all children and young people
- Create a culture of challenge, support and high expectations
- Ensure that effective and appropriate pastoral support is available to students
- Through monitoring and evaluation, identify and act on areas of improvement in relation to the curriculum and assessment
- Develop an inclusive and supportive approach so that each Academy is a place where all students feel welcome

## Raising aspiration, achievement and attainment

- Ensure that the needs and aspirations of each student is addressed through personalised learning and mentoring
- Ensure that assessment data is used to set challenging targets
- Challenge practice to ensure a stimulating learning environment
- Ensure Academy-wide priorities are consistently and effectively implemented

## Developing Self and Working with Others

- Treat everyone within each Academy fairly and equitably
- Develop a culture of personal responsibility that recognises both excellence and supports appropriate strategies to deal with under performance
- Ensure a high standard of professional development for all staff and for self
- Work with all staff to build effective teams
- Sustain their own motivation and that of other staff 6. Motivate and enable all staff to carry out their respective roles to the highest standard, through high quality continuing professional development based on assessment of needs

# Job specification

## Leading the Organisation

- Provide dynamic, consistent and motivational leadership, ensuring the successful delivery of the vision, ethos, aims and objectives of the academies
- Lead by example, be personally visible and committed whilst adopting a strong and flexible leadership style
- Establish collaborative and open relationships with all stakeholders
- Critically evaluate each Academy's performance
- Ensure that communication channels exist enabling all staff to receive information they need in order to carry out their professional duties effectively
- Ensure structures deliver students progression, attainment and achievement
- Oversee the implementation of a firm and fair performance management framework for all staff

## Securing Accountability

- Work with the Regional Director to enable him/her to meet their responsibilities
- Ensure all staff have clearly defined responsibilities and accountabilities
- Support the Academy to establish strong middle leadership roles within a distributed leadership structure
- Secure robust Academy self-evaluation and quality assurance procedures

## Leading in the Community Through Collaboration

- Support the Regional Director in developing community engagement, promoting a continuous culture of change and nurturing creativity for all
- Create and maintain an effective partnership with parents/carers
- Maintain the Academy's commitment to being an Artmark school
- Strengthen the Academy's positive image in the wider community
- Develop the Academy's extended school provision
- Actively support the diversity of the Academy's communities and students



# Benefits and support

Our comprehensive staff benefits program designed to support your wellbeing and enhance your overall working experience with us. We are dedicated to creating a positive and rewarding work environment for all. Whether it's through our Cycle to Work Schemes, Gym Memberships, or specialised assistance programs, we strive to ensure that you have access to everything you need to thrive.

## Join a Thinking School:

- Benefit from an internationally accredited pedagogy approach to thinking and learning, which has been proven to enhance classroom practice.
- Benefit from a collaborative working approach with 7 other local Southwest schools and 26 schools across the trust as a whole. You will work closely with our SW Regional Director, Jay Davenport to share best practice and maximise opportunities for success within and beyond our region.

## Professional Growth:

- Our in-house CPD provision, Thinking Horizons, offers clear pathways and goals to guide your aspirations;
- As an accredited Chartered Teacher organisation you can become a recognised Chartered Teacher;
- Grow your skills with opportunity for Trust-funded apprenticeships and training courses;
- Regular MAT meets alongside our regional hub model offers a network of collaboration for staff to share best practice.

## Financial:

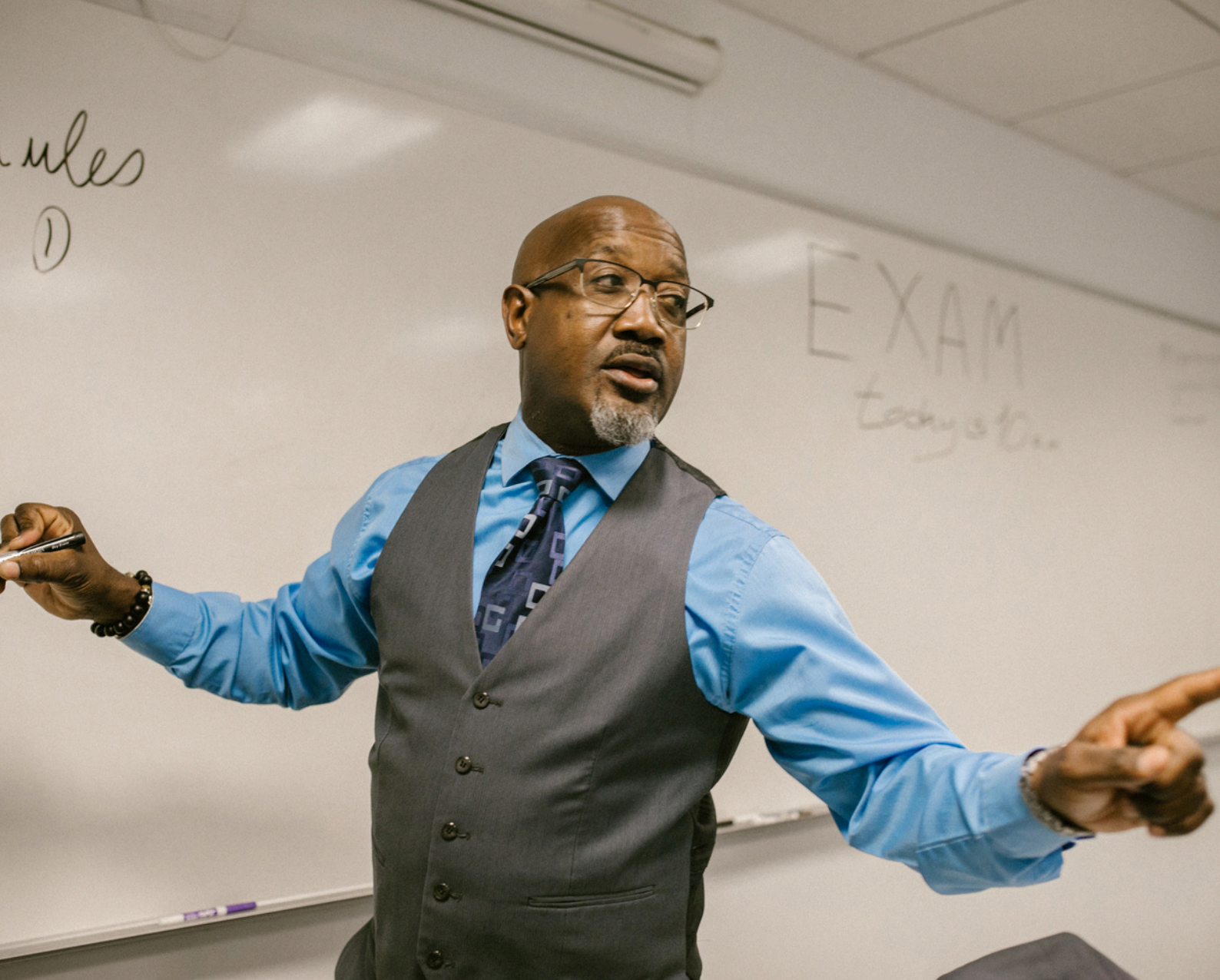
- Competitive salary bands with opportunity for growth via annual pay reviews, as part of our Professional Growth policy;
- Generous employer contribution to the Teachers' Pension Scheme;
- Refer a Friend incentive scheme; earn monetary rewards for successful employee referrals;
- Support staff have access to 'Discount for Teachers' scheme that offers a huge range of money saving deals and vouchers;
- Free car-parking on all school sites and support service offices.

## Wellbeing:

- A pro-rata annual leave entitlement of 27 days, increasing to 31 after 5 years of service;
- Health and Wellbeing benefits including access to Thinking You - A 24/7 employee assistance programme for legal, financial, emergency health or lifestyle support;
- Discounted gym memberships at our on-school fitness suites in Medway, Plympton and Brixham;
- Culture of appreciate exemplified by our TSTARS colleague recognition scheme, includes seasonal rewards;
- Trust and School level wellbeing initiatives, including Mental Health Awareness week in May;
- We are accredited 'Investors in Wellbeing' by Investors in People for our commitment to staff wellbeing.







# Contact Information

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THINKING SCHOOLS  
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