



**THE THREE TREES  
ACADEMIES**



# The Three Trees Academies | Headteacher

**Candidate Recruitment Pack**





# Welcome to The Three Trees Academies

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Firstly, thank you for taking the time to consider joining us as the Headteacher of The Three Trees Academies. The setting is truly unique - technically two schools (an Infant community school, and a Junior Church of England school) that share the same building, staffing, and operate for all intents and purposes as one entity, despite having separate URNs.

We don't hide behind the fact the school has been on a journey - rather we celebrate where it has come from, and look forward to where it still needs to go. Situated in Woodville, the school has changed dramatically in the last few years, including it's name, approach to education, and overall vision for pupils and the community.

Joining Rise MAT in September 2023, the renewed focus on ambition, equity, and an unwavering commitment to striving for excellence has been our focus. We believe in a foundation of shared purpose and collaboration where each member of the team is given the tools to enable all to flourish and succeed.

This is your invitation to join a team not afraid to be bold, not afraid to pursue what they think is right, and that always strives for the best for our pupils and our people. Together, we work to shape a future where every child succeeds, and your leadership will be at the heart of that journey.

***Are you ready to make a difference where it is needed most?***

Leading a school that is on a journey can be tough - but you would never be alone, and the hard days are hugely outweighed by the support and difference you would be making to childrens' lives every single day you were in post.

Supported by an ambitious leadership team, and an experienced and knowledgeable central team, everybody is committed to the success of the school - the final piece of the puzzle to lead the school to greatness could be you...

We can only give so much detail on paper and would encourage you to make contact to speak to a member of the team or arrange a visit to get a sense of what it is like and experience the school firsthand.



**"For the tree is known by its fruit" Matthew 12:33**

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## About Us: The Three Trees Academies

After joining Rise Multi Academy Trust in September 2023, the new name for the two schools was chosen to reflect the school's position in the National Forest, to signify growth and strength and to draw on the Christian folktale of the Three Trees. In this well known tale, three trees each have a dream to become something aspirational. By the end of the story, each tree becomes something that is of huge value to the Christian faith. They achieve something far better than they could ever have aspired to. This is something we wish for our pupils, families, staff and the wider community.

### Our Ethos

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**Just as three strong trees stand tall and resilient together, our ethos is to:**

- **Aspire** - Everyone in the school community is encouraged and challenged to have big dreams for their future. They know and understand that they will be supported and that they have been created for a good purpose and plan. Just like the trees in the folktale the possibilities for pupils and staff at Three Trees is limitless.
- **Belong** - We believe that belonging comes from recognising that we all have different talents, skills and abilities and that we use them wisely to bring joy and to flourish as a school community. Everyone's talents, skills and abilities are needed and valued. Just like trees, our pupils and staff are rooted in their community, we belong to the school, to the multi-academy trust, to the Diocese of Leicester and the Church of England for our Junior School and to the wider education system.
- **Achieve** - As we belong together in love and encourage one another to dream big, all can achieve, and succeed knowing they are loved by their school community, just as God loves us. Our aim is to ensure that our pupils have choices as they leave our school. We are committed to ensuring all pupils achieve academically and that staff receive high-quality professional development to be the best they can be.



## The Three Trees Academies At A Glance

### Pupil Make Up:



Infants: 203

Juniors: 306

Pupil Premium: 49% Infants | 55% Juniors

SEND: 22.7% Infants | 33% Juniors



### Staffing:

23 Teachers

20 classes

### Culture, Vision & Ethos:



As a Church of England school, we are serious about upholding our Christian ethos, and living this out for our pupils, staff, and community.



### Outcomes:

GLD: EYFS 70%

Phonics: Y1 Phonics 73%

KS2: Y6 R 60%, W 64%, M 64% | RWM 49%

MTC: Average score 17.7% | Full Marks 12%

## Key Headteacher Responsibilities



**Strategic leadership of school improvement initiatives**, ensuring appropriate, evidence-led, improvements have impact on pupil outcomes.



**Building and strengthening partnerships**, with a range of stakeholders, both internally and externally.



**Ensuring Christian distinctiveness** in our Church of England school while embracing diversity and inclusion across all settings.



**Development and implementation of school staff development programmes**, ensuring CPD is focused on improving provision.



**Line management, support, and coaching** of senior leaders to foster a climate of positive transformation.



**Leading the day-to-day operations of the school**, ensuring an efficient, effective, and positive culture & climate for pupil and staff learning.



**Success, Ambition, Grace and Equity**

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## **About Us: Rise Multi-Academy Trust**

At Rise, we have a simple yet powerful vision: to enable all pupils, staff, and communities to flourish and succeed. We are a diverse trust with both Church of England and community schools, united in our belief in the power of education for the common good. Our work is driven by the CofE's vision for education and by an unwavering commitment to equity and inclusion.



Rise is a community of 26 schools across the East Midlands, working together within three geographic cluster groups. Our trust brings together a rich mix of Church of England and community primary schools, creating strong partnerships that celebrate both individuality and shared values. With schools located across Leicestershire, Leicester City, and South Derbyshire, we are committed to enabling every child to flourish and succeed within their local community.



## What We Offer



### A passionate, collaborative team

- A group of school leaders committed to making a difference, personally and professionally.



### High-quality CPD

- Access to high-quality CPD, mentoring, networks, and the opportunity to lead system-wide initiatives.



### Supportive Colleagues

- Support from colleagues who understand the reality of school leadership and are ready to help you succeed.

## Our Beliefs and Approach



### Unapologetically ambitious

- We are unapologetically ambitious for every child, every family, and every member of staff.



### We believe in success

- Not just academic, but personal, social, and emotional growth for all.



### Equity is at our core

- We work tirelessly to remove barriers and ensure every pupil is ready for the world they step into each day.



### Alignment matters

- We believe in approaches like Teach Like A Champion, explicit instruction, well-structured lessons, and a common curriculum, because children deserve both consistency and rigour.



# Headteacher Job Description

**This job description outlines the key responsibilities of the Headteacher, in addition to the general duties of a headteacher. The role sits within the central senior education team while also serving as the substantive headteacher of a trust school, with placement determined by school needs and practical considerations.**

## Job Purpose:

- Lead a School to Excellence: Take the helm as Headteacher, setting high standards and fostering a culture where every pupil flourishes.
- Drive School Improvement: Collaborate with other Headteachers and the trust education team to raise pupil outcomes, accelerate school effectiveness, and deliver the very best educational experience.
- Ensure The Vision Lives: "For the tree is known by its fruit" are not just words to us, they are our guiding vision underpinned by our values of 'Aspire. Belong. Achieve.'
- Quality Assurance: Ensure robust systems are in place to monitor and evaluate the effectiveness of the school.
- Lead with Innovation and Research: Further embed evidence-based practice in every aspect of school improvement, ensuring strategies are rooted in valid and reliable research.

## Your Skills & Experience

- An excellent school leader with a proven track record of sustained improvement.
- Experienced in leading teams of diverse individuals, ensuring all feel they belong and are valued.
- Knowledgeable about the latest educational research and effective classroom practice.
- Committed to safeguarding, diversity & inclusion, and the nurturing of talent.
- Resilient, self-aware, optimistic — and ready to lead through challenge and change.
- Skilled in developing and delivering sustainable improvement strategies alongside supportive materials to ensure they are successful.

# Key General Responsibilities

## School Improvement:

- Ensure the school is set on a clear, ambitious and achievable trajectory of sustained improvement, informed by accurate self-evaluation and high expectations for all.
- Design and lead high-quality staff development programmes that directly address identified priorities and build collective capacity across the school.
- Embed evidence-informed practice, ensuring that school strategy, teaching and improvement activity are grounded in robust and reliable educational research.
- Provide strong, consistent leadership during periods of change or challenge, ensuring continuity and momentum in school improvement at all times.
- Lead the school with integrity, vision and ambition, securing the highest possible standards in education, safeguarding and pupil outcomes.
- Develop and implement highly effective systems to evaluate the impact of additional funding, including pupil premium and SEND funding, ensuring it improves outcomes for all pupils, particularly those who are most vulnerable.

## Line Management and Support:

- Inspire, coach and develop staff to create a positive, purposeful culture in which continuous school improvement can thrive.
- Develop and implement strategies that manage workload effectively and actively promote staff wellbeing, ensuring a sustainable and supportive working environment.
- Quality assure teaching, learning and leadership across the school, ensuring consistency, accountability and continuous improvement.
- Identify, nurture and deploy talent within the school, developing future leaders and securing strong succession planning.
- Lead and support the school confidently through external inspection, ensuring the school is inspection-ready at all times and that leaders and staff are well prepared.

## Partnerships:

- Strengthen collaboration within the school and with external partners, drawing effectively on collective expertise to improve outcomes for pupils.
- Work closely and constructively with the governing board, ensuring governors are well informed and equipped to fulfil their statutory responsibilities, including through the provision of clear, accurate and timely pupil performance information.
- Build respectful, professional and highly effective relationships with all staff, fostering a culture of trust, shared accountability and collective responsibility for school improvement.



# Key General Responsibilities

## Partnerships:

- Work in close partnership with the Diocesan Board of Education to ensure the school fully lives out and delivers the Church of England Vision for Education.
- Act as a positive ambassador for the school, promoting its work and ethos and engaging constructively with other schools, organisations and partners within the wider community.

## Targeted Improvement:

- Lead targeted school improvement initiatives that raise standards and improve outcomes for pupils across the school.
- Develop and implement clear improvement strategies, with robust monitoring and evaluation to measure impact and secure sustained progress.
- Work flexibly across all aspects of school leadership, leading key improvement priorities while contributing to the delivery of the school's overall educational vision and strategy.

This job description is indicative of some of the main responsibilities of the post and is not exhaustive. It is expected that anything reasonably requested by your line manager would be included in your responsibilities, in keeping with the seniority of the post within the organisation.



# Person Specification

Qualifications and Training	Essential	Desirable
Qualified Teacher Status		
Degree		
NPQEL		
Ofsted trained		
SIAMS trained		
Experience and Knowledge		
Exemplary school leader with a proven track record of sustained improvement within a headteacher role		
Leading school improvement		
Building collaboration and partnership across more than one school		
Building capacity through strong coaching and mentoring		
Strong knowledge of current educational research, and what effective classroom practice looks like		
Strong understanding of effective curriculum design and implementation		
Creating a strong culture of safeguarding across at least one institution		
Experience of developing others and managing talent		
Strong knowledge of the educational landscape and how this impact on MATs and schools		
Strong track record of inspection outcomes		
Understanding of and commitment to the Church of England vision for education		
Knowledge and experience of developing and delivering effective CPD in a range of areas		

# Person Specification

Skills		
Highly effective verbal and written communicator - with a wide range of audiences		
Ability to quickly build strong relationships with staff at all levels within the organisation		
Ability to foster and cultivate strong relationships beyond your immediate context		
Ability to motivate and empower others		
Ability to work well under pressure inc. effectively manage your workload and that of others as required		
Interpret wide sources of information to distil and disseminate salient points to others		
Ability to plan for and manage change effectively, including being able to diagnose accurately what has not worked and why		
Personal Attributes		
High levels of personal resilience		
Strong self-awareness and humility		
A passion for and commitment to inclusion		
Special Requirements		
Occasional evening work such as Board meetings and/or delivering CPD		
Full driving licence and access to a vehicle to allow for travel as needed		

## Ready to Apply?

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If you are an ambitious leader ready to shape the future as our Headteacher, we want to hear from you.

**To speak directly to our CEO or Deputy CEO (Education) for more information, email [admin@risemat.co.uk](mailto:admin@risemat.co.uk)**

Together, we will create an environment where every pupil can flourish and succeed.

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**Thank  
you**