

# HEADTEACHER RECRUITMENT PACK

**St Marychurch CofE Primary School,  
Torquay**





<b>Job Title:</b>	Headteacher
<b>Salary Grade:</b>	L12-17 (£55,338 - £62,570)
<b>Benefits:</b>	Teacher Pension Scheme, Standard Teacher Pay & Conditions
<b>School Name:</b>	St Marychurch CofE Primary
<b>Location:</b>	Torquay
<b>Closing Date:</b>	Wednesday 26 <sup>th</sup> January, 9am
<b>Interviews:</b>	10 and 11 <sup>th</sup> Feb 2022
<b>To Start:</b>	September 2022



# Welcome from

## Jo Evans

Chief Executive Officer

Thank you for taking an interest in applying for this Headteacher position at St Marychurch CofE Primary School, Torquay. I hope that the information we have made available gives you a sense of the school and the Trust.

I am the proud CEO of St Christopher's Trust, 18 primary schools across Devon, Plymouth and Torbay. St Marychurch has had a successful and long standing reputation as an excellent school in Torbay as a result of its great leadership. As the current Headteacher is becoming a School Improvement Lead in the Trust, this fantastic opportunity has arisen. A new headteacher will be able to influence the current practice and, building on the great foundations, secure the direction of the school.

As everyone says, we want an inspirational leader, someone who will focus on ensuring outstanding provision relevant to the community it serves, which in turn will lead to great pupil outcomes. The school truly holds its ethos and values at the heart of all it does and has strong links to the church with a genuine sense of community.

The Trust central team provide support in all sorts of ways but mostly in working alongside the school's middle and senior leaders. The word 'alongside' is really important – we want to see all our schools be successful, wonderful places of learning for both pupils and staff so our model is one that flexes depending on what comes out of discussion and time spent in school. It's no easy task but by utilising the full range of gifts and talents and working in true collaboration, we flourish.

So, as the CEO of the Trust I am seeking a leader with a genuine interest in building community, prepared to get stuck and make a difference. You need to be passionate about inclusion and be clear about how your leadership makes a difference to pupils and staff. If this sounds like it could be you, please get in touch, come and see the school and put an application in.

With very best wishes,

Jo Evans, Chief Executive Officer

# About the Trust

St Christopher's Trust is a family of 18 Church and Community Schools spanning three local authorities; Devon, Plymouth and Torbay.

Central to our Trust is the spirit and principle of collaborative working which underpins all that we do along with our values of Collaboration, Humility, Respect, Inclusion, Stewardship, Trust. It is through these values and the way we work together that enables us to achieve our mission of Flourishing Communities.

The Trust provides a network of collaboration at many levels. We seek to ensure that within our values framework, schools have enough autonomy to make local decisions that best support the uniqueness of each school community whilst also encouraging a sense of collective responsibility and partnership.

We are an outward-facing Trust and constantly seek to and work with a range of strategic partnerships which include our local Maths and English Hub, Teaching School, ITT partners and Local Authorities to ensure that every pupil has the best possible provision and is taught by a skilled teacher.



- Be part of a supportive and learning based Trust
- Work with a dedicated Central Team who have providing the very best for pupils at the heart of everything they do
- Join 600+ colleagues across the southwest
- Support for Headteachers through professional coaching and personal supervision sessions - a first for any South West Trust
- Opportunity to lead whole school change in spacious modern buildings
- Idyllic location in Torbay at the heart of beautiful Devon beaches thriving community



# Our Team

We have a strong central team who work with schools to navigate the challenges of school improvement. This includes HR support, financial management, premises, H&S as well as our team of School Improvement Leaders.

We have a rich programme of CPD that supports leaders, teachers, governors, support staff and aspiring professionals at their various stages of leadership development. This programme is ever-growing and changing in response to needs and includes:

<p><b>Headteacher Leadership Network</b></p> <p>An opportunity to learn with and from other Headteachers in the Trust.</p>	<p><b>Early Headship Support</b></p> <p>A network for those new to Headship or in the first years of the profession to access a bespoke program of support.</p>	<p><b>Middle Leadership Skills Network</b></p> <p>Includes skills such as coaching, building teams, action planning, monitoring teaching and learning.</p>	<p><b>Subject Leadership Network</b></p> <p>Science, Maths, English, EYFS, Humanities</p> <p><b>Lead Practitioners</b></p> <p>Humanities, EYFS, Phonics</p>	<p><b>SEND Leadership Networks</b></p> <p>Regular opportunities for leaders of SEND to come together, share, and develop practice.</p>
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The health and wellbeing of staff and children is one of our strategic priorities for us; in July we finished the end of our year-long supervision trial for Headteachers with Talking Heads, 90% of our Heads report that supervision is beneficial for them as leaders and that it also benefits the wider staff team, impacting positively on the children in their school. Following the positive outcome of this trial, we are delighted to announce that supervision will continue to be provided for Headteachers across St Christopher's Trust in partnership with Talking Heads.

# Our People

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// I was fortunate to be appointed as the Headteacher of Lady Modiford's Primary School, Walkhampton from September this year. I have been warmly welcomed and fully supported from day one by the entire team across the Trust. Running a small village school can have its challenges and I have always been able to turn to the Trust for guidance and support. I am proud to be the headteacher of a school whose Trust is committed to each and every member of the school community flourishing.

**Louise Scott, Headteacher**  
**Lady Modiford's, Walkhampton**

If you would like to speak to Louise for an informal discussion about her experience as a new Headteacher at St Christopher's Trust then please get in touch by:

email: [louise.scott@stcmat.org](mailto:louise.scott@stcmat.org) or call: 01822 853277

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We would encourage any applicants to arrange a discussion about the role with our Director of School Improvement, Sean Millar by emailing [sean.millar@stcmat.org](mailto:sean.millar@stcmat.org) to arrange a suitable time.

**Sean Millar, Director of School Improvement**  
**St Christopher's Multi Academy Trust**



Chris is Headteacher of St Matthew's in Plymouth having previously held the role at St Peter's and St Rumon's, Tavistock. If you would like to have an informal discussion with Chris about what it is like to be part of our supportive and learning based Trust then please do call 01752 395969

**Chris Conners, Headteacher**  
**St Matthew's, Plymouth**

# About the School

## Description of the School

St Marychurch Primary and Nursery School has been in existence since 1878 and is situated in the idyllic area of Torquay close to Babbacombe Bay. The school has a capacity of 315 and around 290 pupils on roll, plus a nursery.

The school has a dedicated nursery which aims to nurture an environment which makes a real difference to children's early lives and foster supportive relationships with their families. At St Marychurch we focus on nurturing minds and fulfilling lives and support an inclusive approach for all children and abilities. The school also benefits from having a small nurture unit for those that need additional support.

The school has extensive grounds, hidden from the front, and is well resourced to support the broad curriculum of the school. We have a thriving focus on reading for pleasure and great outdoor education links.



## Ethos and Values

We are a school inspired by Christian values and driven by the promise that "The Lord your God is with you wherever you go" (Joshua 1:9), and we are supported by St Marychurch Church and its Parish Priest. Our school's mission is that we want all our children to know that God is with us on our journey together as we become the best learners we can be, nurture a safe and welcoming school for all, placing worship at the heart of all we do. This is supported by the school's distinctive vision "Nurturing Minds, Fulfilling Lives".

We believe that all children can achieve regardless of their background; alongside securing academic success and developing a rounded personality, we aim to help children understand the Christian faith and develop their own understanding of God.



## Catchment

The school serves a diverse areas of the country.

Torquay has some of the most deprived wards in the South West, and whilst St Marychurch isn't one of those, it is an attractive school of choice for pupils in the area and wider. The school averages at around 30% pupil premium and offers a good SEN provision for those with additional needs.

Torquay is known for its outstanding beauty with a high tourism sector. This represents the challenge of the Torbay area in having pockets of real deprivation, impacted by the positive activities from community action in the area. St Marychurch is known for being inclusive.



## Community

St Marychurch Church works closely with the whole school to build collaborative partnerships with other community groups and to develop the role of the school within the parish. The school benefits from the regular weekly services held at the church and has in turn served its community, particularly through the pandemic in distributing food parcels. We have also built great partnerships with Southwest Family Values and offer a range of events in the community.

# Person Specification

	Essential	Desirable	Tested by
<b>Professional Qualifications</b>	<ul style="list-style-type: none"> <li>• Qualified teacher with Qualified Teacher Status</li> <li>• Evidence of continuing professional development relating to school leadership and curriculum development</li> <li>• Enhanced DBS</li> </ul>	<ul style="list-style-type: none"> <li>• Church of England Professional Headship Qualification</li> <li>• NPQH or equivalent</li> </ul>	<ul style="list-style-type: none"> <li>• Application</li> <li>• Document inspection</li> <li>• Interviews</li> </ul>
<b>Relevant experience</b>	<ul style="list-style-type: none"> <li>• Significant experience at a Senior Leadership level in a primary school</li> <li>• An understanding of, and commitment to, promoting the safeguarding and welfare of pupils</li> <li>• A commitment to protect and enhance the Anglican ethos, working with the Church and guided by Christian values.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working within a Multi-Academy Trust</li> <li>• Experience as a Headteacher</li> </ul>	<ul style="list-style-type: none"> <li>• Application and supporting letter</li> <li>• Interviews</li> </ul>
<b>We are looking for you to demonstrate how you:</b> <ul style="list-style-type: none"> <li>• Hold a clear, personal vision for the curriculum, knowing what you want to be taught and how.</li> <li>• Want the very best provision for every pupil, celebrating their uniqueness and working through others to overcome barriers where they exist. Be able to give clear examples of how you have improved provision and therefore outcomes for all or some pupils.</li> <li>• Are a thoughtful leader, open to learning and recognise and draw on a range of skills to meet the demands of running a small school with a wonderful community.</li> <li>• Maintain a relentless focus on supporting all staff to be the best they can be, whatever their role.</li> <li>• Build productive relationships with the entire school community in order to fulfill the school's vision and values.</li> <li>• Nurture the school's culture and ethos, informed by the Church of England's vision and expectations of its schools.</li> </ul>			<ul style="list-style-type: none"> <li>• Supporting letter</li> <li>• Interviews</li> </ul>

# Relocating?



- Opportunity to live and work in the South West, one of the most beautiful parts of the UK
- Set in the heart of the English Riviera, close to two thriving cities of Plymouth and Exeter
- History, culture, hospitality, sports, landscape - Devon has it all
- Plentiful activities - cycling, walking, sea swimming, climbing, surfing
- Great transport links with the rest of the country (M5, Exeter Airport, Train)



# How to Apply

For further details about our school please visit:  
[www.st-marychurch-primary.org.uk](http://www.st-marychurch-primary.org.uk)

For further details about our trust please visit:  
[www.stchristophersmat.org](http://www.stchristophersmat.org)

To arrange an informal discussion about the role with our Director of School Improvement please email Sean Millar: [sean.millar@stcmat.org](mailto:sean.millar@stcmat.org) to arrange a time.

Completed applications should be returned to the HR team: [HR@stcmat.org](mailto:HR@stcmat.org)

St Marychurch School and St Christopher's Multi Academy Trust are committed to equal opportunities. If you require any adjustments as part of the recruitment process, please make these known through the cover email of your application.



## Address

St Marychurch Church of England Primary and  
Nursery School

Hartop Road

St Marychurch

TQ1 4QH

The Trust are committed to safeguarding and promoting the welfare of all children and young people and expect all staff and volunteers to share this commitment. An enhanced DBS check is required for all successful candidates. Candidates are encouraged to read our safeguarding policy before applying.

## Trust Contact details

[www.stchristophersmat.org](http://www.stchristophersmat.org)

[HR@stcmat.org](mailto:HR@stcmat.org)

01392 241576