



Part of the  
**Ted  
Wragg** TRUST

# Sidmouth College Headteacher Recruitment Pack

“Leading this wonderful school by continuing to believe in our children, inspire our community and support success is an amazing opportunity for a dedicated, compassionate and ambitious leader”

Lisa Whitworth,  
Headteacher,  
Sidmouth College



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# Key details

## Salary

L26 (£92,052) – L32 (£106,626)

## Location

Sidmouth

## Allowances

Up to £8k relocation package

## Interviews

10th February 2025

## Closing date

27th January, 2025 at 12pm

## Required from

September 2025

## How to apply

For an informal conversation about the position please email Katie Metherell to arrange a suitable time for a call at [katie.metherell@tedwraggtrust.co.uk](mailto:katie.metherell@tedwraggtrust.co.uk)

To arrange to visit to Sidmouth College please contact Charlotte Forrer at: [Charlotte.Forrer@sidmouthcollege.devon.sch.uk](mailto:Charlotte.Forrer@sidmouthcollege.devon.sch.uk)

Visits can be arranged on:

- Friday 17th January 2025
- Wednesday 22nd January 2025

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. Join the Ted Wragg Trust and make Sidmouth College one of the best schools to attend in the South West.



# About Sidmouth College



Sidmouth College is an incredibly special place to work. Visitors to the College always comment on how welcoming it is here; we have a focus on unconditional regard for all and this can be felt as soon as you walk in. The College is a school of choice, with a thriving sixth form.

We currently have 872 students, with 119 of those in sixth form. The majority of our students are from four local feeder schools, in Sidmouth, Sidbury, Newton Poppleford and Branscombe.

The College is set in the beautiful Sid Valley and the East Devon area of outstanding natural beauty. Our vision is for vibrant and inspirational teaching that raises aspirations; challenges and engages, and prepares every student for lifelong learning.

At Sidmouth College our learners believe they can succeed, staff work hard to inspire and everyone strives to be the best that they can be. We were delighted to be again judged as Good in the most recent Ofsted report in 2022, which recognised our continuous improvement in achieving positive outcomes for all students

The College sits within an attractive 13 acre campus and staff take every opportunity to make use of the natural environment on our doorstep to support students' learning and creativity. In January 2021 we moved into our new building which was part of the Government's Priority Schools Building Programme. The majority of our 1960s buildings have been replaced with modern, state of the art facilities, including classrooms, technology workshops and seven new science laboratories and preparation facilities which create a fantastic modern learning environment.

## Our curriculum

Our aim is to provide students with a rich curriculum which builds a lifelong love of learning and meets the needs of the young people within Sidmouth College. The intent of our curriculum is to inspire all students to succeed and ensure they are prepared for adult and working life. This is achieved through a learning journey that provides knowledge, skills and opportunities for all students to become responsible global citizens with positive life chances.

Our curriculum supports students who are numerate and literate to become confident and resilient learners and who engage with the wider community. Our students feel challenged and know what success feels like for them as an individual. Our teachers and co-professionals support our curriculum and ensure that all students regardless of ability, age or background, develop curiosity and critical thinking, as well as fostering aspiration.



# 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 Sidmouth College. 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



# Headteacher development

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

We recognise that when headteachers flourish, they are able to create learning and working environments where staff and students can thrive too.



“  
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. The opportunity to positively influence students, teachers, our community and society and then witnessing the impact and celebrating the successes is deeply gratifying”  
”

Paula Smith, Queen Elizabeth's School

## Our Headteachers ...

Love coming to work



At Ted Wragg, we are a team – and each member of that team offers expertise, support and kindness that help make the world, and our headteacher's worlds, a better place.

From our attendance and safeguarding expert, to our curriculum and timetabling team, our schools and headteachers have the support, ideas and challenge of people that make coming to work feel **energising, purposeful and rewarding**.

Across our family of schools, our **'All Heads' network** is a collaborative, supportive group which is valued universally by our headteachers. These three-weekly meetings, provide a forum for our community of like-minded leaders to share insights, exchange ideas and learn from one another.

But it's about so much more than strategy. It also provides a **safe space** for working through the toughest times, as well as celebrating the most beautiful.

“  
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



Experience high quality development



We grow great people through a range of development opportunities and support that facilitates **locally enabled leadership**. Our headteachers are kept informed and up to date through our weekly **Trust Leader Update** and they receive regular **leadership masterclasses** to further develop their knowledge and skills.

As part of our **annual study tour**, our headteachers spend three days visiting exceptional and thought-provoking schools. These schools never fail to inspire, providing stimulus that helps our headteachers to plan for the challenges faced across the educational landscape.

Our headteachers receive bespoke **leadership coaching** which allows them to clarify their thoughts, unthread complex problems and reflect on their own beliefs, feelings and leadership priorities. We believe this coaching space is crucial for leaders who are always striving to better understand, better reflect and better lead their schools with confidence and clarity.

Inspire others



Our headteachers are not just school leaders; they are also the **role-models** that people across our trust aspire to be. That's why, as part of their role, our headteachers develop others, leading networks, delivering masterclasses and sharing great practice.

Our headteachers have the opportunity to influence beyond their own school, **inspiring the teachers of the future** through our Ted Wragg Teacher Training Partnership and growing leaders of the future through delivering NPQs and seminars through our own Ted Wragg Institute.

At Ted Wragg, we develop headteachers to become the **leaders that others want to be, that others need them to be, and that others want to be with**. Essentially, at Ted Wragg, we invest in your leadership journey so that you can become a headteacher who transforms lives, nurtures potential, and leaves a **lasting legacy**.



“

*“We are privileged to lead schools, and thus teams, of truly passionate professionals. The joy in enabling them to grow and flourish, often to move on and lead with love elsewhere, is just 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

# 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



# #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**.



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/workwith us](http://www.tedwraggtrust.co.uk/workwithus)



# 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



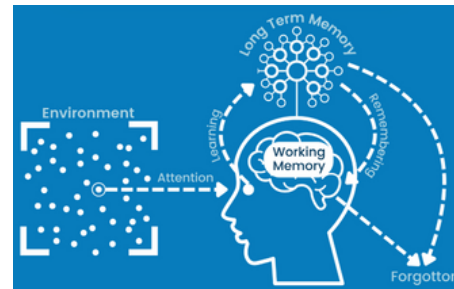
Thrives in a complex system



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

- |  |   |  |
|--|---|--|
| <ul style="list-style-type: none"> <li>• sleep well</li> <li>• eat breakfast</li> <li>• follow school rules and routines</li> <li>• attend school regularly</li> </ul> | <p><b>Family</b></p> <ul style="list-style-type: none"> <li>• healthy sleep patterns</li> <li>• nutritional diet including breakfast</li> <li>• Online safety parental controls</li> <li>• adequate housing</li> <li>• clean clothing</li> <li>• Support school policies</li> <li>• Protect from dangers</li> <li>• attend medical appointments</li> <li>• Ensure attendance is good</li> </ul> | <p><b>School</b></p> <ul style="list-style-type: none"> <li>• Behaviour, Health and Safety, Accessibility, Safeguarding, Supporting Pupils with Medical Conditions and Anti-Bullying Policy</li> <li>• Online Safety lessons and workshops for parents/carers</li> <li>• Early Help support</li> <li>• First Aid trained staff</li> <li>• Attendance Engagement Officer and Attendance Policy</li> <li>• Nutritional lunches and free breakfast</li> <li>• Foodbank support</li> <li>• Wrap around care</li> </ul> |
|--|---|--|

### 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

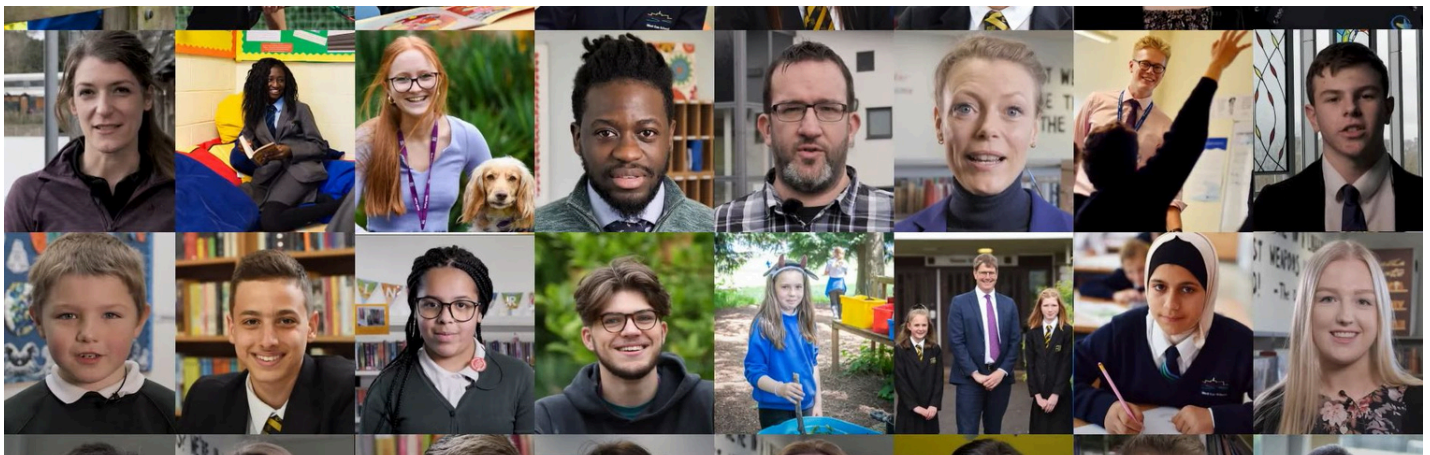
- Keeping Children Safe in Education
- Teacher Standards
- Devon and Plymouth Children's Social Services
- 0-25 SEND Team
- Virtual School

# 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:

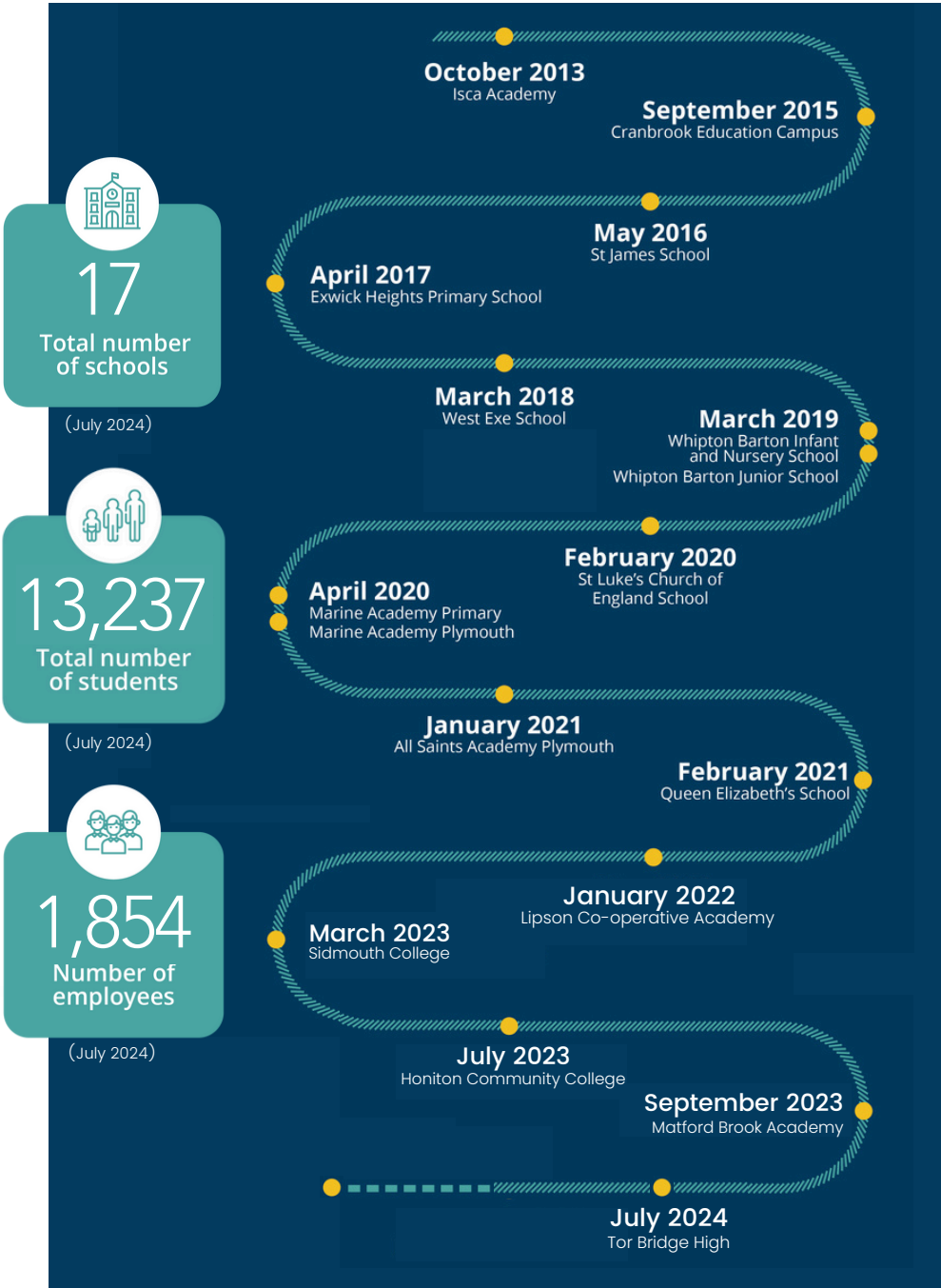
 <p>Exceptional development and networking opportunities</p>	 <p>Cost of blue light cards can be claimed through expenses</p>
 <p>Free annual flu jab, eye test and allowance for glasses</p>	 <p>Exclusive discounts, cashback and vouchers</p>
 <p>Free, confidential employee helpline. Available 24-7 through Health Assured</p>	 <p>Access to Wisdom app to support your mental health</p>
 <p>Up to 10% off all Pure Gyms</p>	 <p>up to the value of £2,000.</p>
 <p>Up to 2 days paid emergency time off for dependants</p>	 <p>Generous public sector pension schemes for all staff</p>
 <p>Timetabled instructional coaching for all teachers</p>	 <p>Family friendly policies and flexible working opportunities</p>



# 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

