



HEADTEACHER APPLICATION PACK



Welcome from The Chief Executive Officer

Thank you for taking an interest in applying for the headteacher role at Tidcombe Primary School. I hope that the information we have made available gives you a sense of the school and the Trust. As St Christopher's CEO I am genuinely excited that we have the opportunity to welcome in a new headteacher.

Tidcombe is a great school with welcoming staff and delightful pupils that are eager to learn. For an aspiring or current headteacher, this is a great opportunity to reinvigorate current practice and secure the direction of the school.

The Trust central team works alongside every school's middle and senior leaders and we have a great professional development offer. We want to see all our schools be wonderful places of learning for both pupils and staff and we work with you to achieve this. It's no easy task but we all bring a wide range of gifts and talents to the table and when we work in true collaboration, we flourish.

So, as the CEO of the Trust I am looking for someone with a genuine interest in building community, a willingness to get stuck in to making a difference and with a passion for learning. If this could be you, then talk to one of our school improvement leaders, visit the school and put an application in.

I wish you the best of luck in your leadership journey and who knows, I may well see you at interview.

Jo Evans

Chief Executive Officer of St Christopher's Multi Academy Trust



Job Title:	Headteacher
Salary Grade:	L8-13 (£50,151 - £56,721)
Benefits:	Teacher Pension Scheme, Standard Teacher Pay & Conditions
School Name:	Tidcombe Primary School
Location:	Tiverton, Devon
Closing Date:	9am on 26 th September 2022
Interviews:	4 th and 5 th October 2022
To Start:	January 2023 Or as soon as possible thereafter

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, learning based Trust
- Work with a highly skilled Central Team for HR, finance, estates and operations
- Join 600+ colleagues across the South West who are proud to be St Christopher's
- Professional coaching and personal supervision support for headteachers - a first for any South West Trust
- Located on the outskirts of Tiverton, Devon and 30 mins from Exeter, within beautiful countryside
- At the heart of a 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, business improvement, 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:

Headteacher Leadership Network

An opportunity to learn with and from other Headteachers in the Trust.

Early Headship Support

A network for those new to Headship or in the first years of the profession to access a bespoke program of support.

Middle Leadership Skills Network

Includes skills such as coaching, building teams, action planning, monitoring teaching and learning.

Subject Leadership Network

Science, Maths, English, EYFS, Humanities

Lead Practitioners
Humanities, EYFS, Phonics

SEND Leadership Networks

Regular opportunities for leaders of SEND to come together, share, and develop practice.



The health and wellbeing of staff and children is one of our strategic priorities; 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 that supervision will continue to be provided for Headteachers across St Christopher's Trust in partnership with Talking Heads.

Person Specification

	Essential	Desirable	Tested by
Professional Qualifications	<ul style="list-style-type: none"> • Qualified teacher with Qualified Teacher Status • Evidence of continuing professional development relating to school leadership and curriculum development • Enhanced DBS • Willingness to undertake NPQH or equivalent. 	<ul style="list-style-type: none"> • NPQH or equivalent. 	<ul style="list-style-type: none"> • Application document inspection.
Relevant experience	<ul style="list-style-type: none"> • Been in a school senior leadership position and made a positive impact. • Promoted and safeguarded the welfare of pupils • Developed positive and productive relationships with parents and the wider community. 	<ul style="list-style-type: none"> • Experience of working within a Multi-Academy Trust • Designated safeguarding lead or Deputy 	<ul style="list-style-type: none"> • Application and supporting letter • Interviews.
<p><i>We are looking for you to demonstrate that you:</i></p> <ul style="list-style-type: none"> • Hold a clear, personal vision for the curriculum and can support others in developing a rich offer for all pupils in all subjects • Want the very best provision for every pupil and work through others to overcome barriers where they exist. • Can give clear examples of how you have improved provision and therefore outcomes for all or some pupils. • Are a thoughtful leader, open to learning • Maintain a relentless focus on supporting all staff to be the best they can be, whatever their role. • Build productive relationships with the entire school community in order to fulfil the school's vision. • Nurture the school's culture and ethos within the vision and values of the Trust. 			<ul style="list-style-type: none"> • Supporting letter. • Through Interview.



Our People



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 or call: 01822 853277

We would encourage any applicants to arrange a discussion about the role with one of our School Improvement Leaders, Sian Lane.

Email: sian.lane@stcmat.org Tel: 01392 241576

Sian Lane, School Improvement Leader

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 in Tavistock. If you would like to have an informal discussion with Chris about what is it 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

Tidcombe is a one form entry community school in a beautiful area of Tiverton, Mid Devon. Described as a **'lovely, friendly school'** for families in the local area, the school puts significant emphasis on the personal development, wellbeing and pastoral support of its children and families.

With a capacity of 210 pupils plus a nursery, the school accommodates pupils aged 3-11 years. The staff know all the children well and make sure they do their best to develop their learning in a happy, safe, secure and rights-respecting environment.

The school seeks to develop pupils understanding and respect for themselves and the wider world thorough a broad and balanced curriculum. The school uses the facilities in the local community as much as possible, to enrich children's learning experiences.

The pupils come from a diverse range of backgrounds and 12% of the current number on roll, are PPG eligible. The school was judged 'good' in its 2019 OFSTED inspection.

The school is now looking for a substantive headteacher to drive the curriculum experience forward and build on the positive culture within the school. A new leader will be challenged to lead the community forward whilst maintaining the highest aspiration and expectation of the children.

Embracing All Learning

Tidcombe School has many strengths and the children achieve good standards of learning at Early Years, Key Stage 1 and Key Stage 2 in line with primary schools nationally. The school embraces the Arts and PE and the staff team work hard to deliver a rich curriculum that includes residential trips for every child in Key Stage 2, day trips out, participation in competitive sports and a range of after school clubs facilitated by school staff and sports coaches.

Aims and Values

The school has a clear set of aspirational aims developed with the pupils, staff and the governing body. These are aims that underpin learning and curriculum design. Our focus is to develop learners who have the dispositions of **"empathy, aspiration, resilience, confidence and enquiry."**

It is fundamental to our thinking that the best learners have these behaviours and make the most of all the opportunities that education and life present. Click on this link, for more information and our school video. [Home | Tidcombe Primary School](#)



Message from The Outgoing Headteacher

It's been an absolute joy to teach at Tidcombe these past years, but the time has come for me to move on to new challenges and opportunities (outside of teaching.)

Tidcombe is a delightful school with a loyal and hardworking staff serving a lovely community on the rural edge of Tiverton, next to the Great Western Canal.

A significant proportion of pupils come from the school's catchment, whilst a very large majority come from those in the town and area making the active choice of Tidcombe for their children. The pupils generally attain in line with, or better than national by the end of KS2 and this trend has continued in 2022.

The surrounding area is beautiful countryside with excellent communication links via the North Devon Link Road, the M5 motorway, and the Exeter to Bristol railway, with a station at Tiverton Parkway.

All schools have their challenges and in this case the challenge is to take on a successful school and take it further. You'll be well supported by St Christopher's Trust which is a MAT with a strong moral compass, collegiate style, and dedication to meeting the needs of learners and communities.

Although the support is there, this will definitely look and feel like Tidcombe School, and you will be able to manage it as just that.

I would love to see my replacement take on the school and maintain children, knowing pupils and parents by name, with a strong focus on inclusion, care and kindness.

If you are that right person, then I do hope that you apply. I have really loved this role and I'm sure that you could too.

Simon Green

Headteacher, Tidcombe Primary School



How To Apply

For further details about our school please visit:

<https://www.tidcombe.devon.sch.uk>

For details about the trust please visit:

<https://www.stchristophersmat.org/>

School Visits

If you would like to visit the school, please contact the school office on the telephone number below, to book a visit time with Sian Lane, during any of the following:

**Monday 12th September at 2:45pm and
Wednesday 2nd September at 9:15am**

Making your application

Please email completed application forms to **HR@stcmat.org**

Tidcombe Primary School and the St Christopher's C of E (Primary) 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 coveremail of your application.

Address

Tidcombe Primary School, Marina
Way, Tiverton, Devon, EX16 4BP

Contact details



www.tidcombe.devon.sch.uk



hr@stcmat.org



01884 252 973

We are committed to safeguarding and promoting the welfare of 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.