

**EGGBUCKLAND**  
COMMUNITY COLLEGE



**Recruitment**  
**Principal of**  
**Eggbuckland**  
**Community College**

**Stronger Together...**  
**Every Child in a**  
**Great School**

**Life-changing Learning**



**WESTCOUNTRY**  
SCHOOLS TRUST



# Dear Applicant

Thank you for your interest in our vacancy of Principal at Eggbuckland Community College, which is proud to be part of Westcountry Schools Trust (WeST); a bright, vibrant and thriving cross-phase multi-academy trust serving over 14,000 children and young people across Devon, Plymouth and Cornwall.



**Iain Grafton, MBE**  
Chair of Board of Trustees  
Westcountry Schools Trust

WeST has recently undergone a change to its governance arrangements, and from 1 January 2023 schools in WeST belong to one of four Hubs. Each Hub is supported by a Hub Advisory Board (HAB) which serves to provide a connection between the Trustees, schools and their communities. As Principal you will be a member of the HAB. This meets three times a year to consider reports from executive leaders and matters arising from HAB members' visits to school. After each HAB meeting the Chair and Vice-Chair of the HAB meet with CEO and Chair of Trust, ensuring a flow of local knowledge and oversight from the HAB to the Trust Board.

Please find enclosed a range of information that will assist you in preparing your application. We would encourage visits to the school in support of research that will be facilitated by our Director of Education, who will be pleased to answer any questions you may have.

If you wish to discover more about this exciting opportunity, need any further information or you wish to have an informal discussion, please contact Karl Sampson, Director of Education, as follows:

**[ksampson@westst.org.uk](mailto:ksampson@westst.org.uk)**

Once again, thank you for your interest in WeST. We look forward to receiving your application.





# From the Trust

**This is an extremely exciting time at WeST. Should you wish to join us, you do so at a time when we are making considerable investment in our school improvement capacity to ensure that our work brings additional value in a sustainable fashion.**

We are seeking to appoint a passionate, experienced leader with a proven track record of having a positive impact on the children in their care. We hope that the opportunity to join the leadership team at Eggbuckland Community College is one you would relish. We believe that the prospect of being a leader at a school such as



**Rob Haring**  
CEO  
Westcountry Schools Trust

Eggbuckland is rare, and as such our expectation of the successful candidate is extremely high.

WeST is an outward-looking, multifaceted Trust that operates in partnership with the Regional Director's Office, Teaching School Hub Council, numerous schools, Higher Education Institutions and employers across the South West and beyond. Indeed, we are proud that within WeST there is a former cohort 1 Teaching School that has been effectively supporting children beyond our own boundaries for nearly a decade.

WeST is a cross-phase family of local schools that share a commitment to improving the lives of young people in our community. Collaborative working with other schools in our Trust offers many benefits for students and staff; sharing best practice in teaching and learning, curriculum collaboration, extra-curricular opportunities, staff development, finance and human resources, legal services, school improvement structures and governance arrangements. We also believe that by working together we can make our money go further and keep school funding focused on teaching and learning. Whilst the educational landscape has changed significantly in recent years we have always kept abreast of developments and responded in a manner that ensures our children always receive a first-class education. This does not mean that we jump to the tune of the latest 'fad' or initiative, but filter through what we believe will improve and enrich the experience our students enjoy.

For the right individual, this is an exceptional leadership opportunity. The right candidate will have no better chance of working with wonderful pupils, super staff and taking a great school further forward.

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**I look forward to hearing from you.**





# Why work for the Trust?

WeST is a close-knit family of schools with a common mission of giving children the best start to life. . . with a vibrant staff community who care passionately about each other and what they do.

**“Staff want to come and work in WeST schools, they want to work because of the investment in them as a professional. They also want to come and work at WeST schools because of the ethos and principles that underpin the way that we work.”**



# Our Vision, Mission and Values

While all our schools retain their own identity, we are a united family who share a common Vision, Mission, and Values. We believe that by working collectively, we are stronger and can provide the very best education for our children.



### Vision

Every child in a great school



### Mission

Empowering children to impact positively on society



### Values

Collaboration, Aspiration,  
Integrity, Compassion



# Working for Egguckland Community College

**We believe that Egguckland Community College is a truly unique and special place to work. Our objective is simple – we want to achieve excellence through curriculum and culture to empower all children and young people to succeed, make outstanding progress and contribute positively to our community and society.**

Egguckland Community College is a non-selective comprehensive college with a PAN of 960 students in Years 7 to 11, with a Sixth Form that caters for around 125 young people. Students join Egguckland Community College from about 12 primary schools, the vast majority from our seven official feeder primaries. We continue to be a very popular choice with local parents/carers and are significantly and increasingly oversubscribed.

Curriculum is at the heart of what we do at Egguckland. We focus on designing and developing subject curricula that are ambitious, rich in knowledge and well sequenced to provide all students with the opportunity to know more, remember more, to be able to do more. Our curriculum is built on the principle of Social Justice and powerful knowledge, ensuring our students get the very best of what has been said, written and created. How we implement this powerful curriculum is based on the Rosenshine principles. We insist that staff have the highest expectations of every child, regardless of background, and use evidence-based practice in the classroom.

Our school improvement priorities are focused on:

- Culture of Curriculum
- Culture of Reading
- Culture of SEND
- Purposeful Assessment
- Culture of Excellence

These improvement priorities are common across the seven WeST secondary schools. The great benefit of all seven WeST secondaries being geographically close, is that partnership, co-construction, support,

help and challenge is a daily reality, not an empty rhetoric. Egguckland has proudly been part of WeST since June 2021, and the Trust has supported our rapid, sustained and positive transformation.

We take workload seriously and have reduced the volume of meetings, addressed marking/feedback load, eliminated low-level disruption and importantly we listen to staff feedback and make positive changes wherever possible.

Our college community is built on strong, positive and trusting relationships between staff, students, our families and our feeder schools. We expect leaders to prioritise the wellbeing of our staff so that they are happy. Morale is good - people want to work here.

If you are still interested, there are a number of questions we need you to consider next.

Are you someone who...

- Is looking for the next challenge within their leadership journey?
- Is a champion for children and young people, regardless of background or circumstance?
- Believes that achieving excellence is focused on continuous improvement
- Is prepared to invest the time and energy into supporting students?
- Is positive, committed and has the character to not give up when times are tough?
- Prioritises the team?
- Leads with a moral purpose?
- Has the ability to grow and develop others?

If you can say yes to all of these and want to work in an exciting and dynamic environment, with a wonderful group of students and a top-quality team of staff, then Egguckland Community College is for you and we would warmly welcome your application.

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**Our standards of discipline are extremely high, there is rarely any disruption and consequently teachers really can teach and flourish at our college. This culture enables teachers to be creative in their pedagogy and practice.**

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# About Eggbuckland Community College

**Eggbuckland Community College is an 11-18 non-selective college, and continues to be a popular choice with parents and carers and is significantly oversubscribed.**

Eggbuckland is a suburb of Plymouth and lies approximately two miles to the North-East of the city. It is within easy access of the A38, and our staff commute from Cornwall, Dartmoor and the South Hams. Most students live in the Eggbuckland area. We are lucky to have 44 acres of land with enough space to comfortably fit an astroturf, two hard court areas, five football pitches and a rugby pitch. We are currently benefiting from an investment of £1.2 million to improve our fire safety and infrastructure.

Visitors to Eggbuckland Community College are always impressed with the outstanding atmosphere and positive learning climate they experience around the campus and how courteous and welcoming our students and staff are. Students take pride in their college and respond positively to the extremely high standards expected of them. All staff promote a can-do attitude among students, encouraging them to aspire to attain their highest academic and personal goals.

The atmosphere here is characterised by outstanding behaviour for learning and energetic, innovative teaching. Learning opportunities nurture creativity and enterprise. Our staff are dedicated to sustaining a college where excellent teaching enables students to develop their abilities to the full. High expectations and a sharp focus on learning and achieving are successfully combined with a pervading sense of care and support for individuals.

Relationships between staff and students are excellent; staff are committed, and devote time to giving students individual help outside of timetabled classes as well as numerous extra-curricular activities. We are proud to be a fully comprehensive college and have higher than local and national averages of disadvantaged students. We are as proud of our students who overcome disadvantage to achieve success as we are of our successful Oxbridge applicants. We have a large student leadership team and an excellent, proactive and very influential Student Council and Sixth Form Council. Our college and community recognises, reinforces and rewards tenacity, integrity, compassion and knowledge.

A very well-designed curriculum exerts a powerful influence on learning. Students follow a broad and balanced curriculum, about 26% of students in Year 10 are studying for the English Baccalaureate, a figure that, because of curriculum changes and our options model, will incrementally rise in future years.

We are very clear in our belief that our staff are our best resource, and invest a lot of time and resources in continuous professional development. We work closely with our partner schools in WeST. We place a great deal of importance on supporting Initial Teacher Education (ITE) through our established partnership with the WeST Learning Institute. We offer all our staff a continuous training programme as their career enters different stages from ECT through to preparation for middle and senior leadership, and then on to headship. Our philosophy as a college, and as a Trust, is to identify and nurture talent, and train our own staff who can then model to, coach and lead others.

Our ambition is to provide the best possible education for our students to enable them to have the best opportunities in life when they leave Eggbuckland Community College. Our careers and life education, recognised for its consistent record of near-zero NEETs, is a testament to this ambition and an endorsement of our education of the whole person. Year 10 and 12 students participate in work experience. Our Sixth Form offers a wide programme of A level, Applied and Technical Awards, broadened still further through close consortium working with other Trust schools and accredited training providers.

We are very proud of the breadth of our curriculum with many opportunities for enrichment as part of the Sixth Form, which prides itself on being a thriving community of its own. We have a rich extra-curricular programme which is always changing and always developing. We run many sports teams who achieve county and national success, and stage concerts and drama productions throughout the year. Other clubs and activities range from surfing to trips abroad. We hold an Enrichment Week during the Summer Term where all students have the opportunity to develop both resilience and empathy, experiencing an activity that may take them a little out of their comfort zone!





# Advertisement

**Principal at Eggbuckland Community College**, required for 1st September 2023

## Who WeST are:

Westcountry Schools Trust (WeST) is seeking to appoint an exceptional individual with vision, energy and inspirational leadership to the position of Principal at Eggbuckland Community College.

WeST is a tight-knit family of schools based around natural geographical proximity in the south west. Initially formed as a small multi-academy trust of only two schools in 2011, the Trust as we know it today was launched in 2017 and now comprises 26 schools, of which 7 are secondary and 19 primary. We are ambitious and hold high expectations for the children in our care. We strive consistently to perform in the top 20% nationally.

WeST holds a firm belief in giving each child every opportunity to learn and succeed in all that they do. Whilst we are a family of schools who share common values and beliefs, all our schools are unique and hold their own identity. We believe that by working collectively, sharing what works well and jointly developing best practice, we are stronger together and can provide the very best education for our children in our geographical area.

## The Role:

The new Principal of Eggbuckland Community College will lead the school through its next phase of development and improvement. This is an incredibly exciting opportunity since the conditions for further improvement are securely established. The school benefits from a surplus budget position, KS4 outcomes are strengthening and attendance has improved.

The successful applicant will have a proven track record of success and school improvement in the secondary phase with significant experience of working at whole school level. The ideal candidate will have the interpersonal skills to build confidence and excellent relationships, and the drive and determination to secure successful outcomes for all students. If having read the job description and person specification, you believe you have the skills and attributes to successfully take on this exciting new role and make a real difference to the outcomes for our young people, then we warmly welcome your application.

**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 disclosure is required for this post.

## How to apply:

Further details about the Trust and an application form can be found on our website ([www.westst.org.uk](http://www.westst.org.uk)) or our TES page.

Completed applications should be submitted to [recruitment@westst.org.uk](mailto:recruitment@westst.org.uk), or via our TES page, by 9am on Monday 30th January 2023.

The assessment process will take place on Tuesday 21st and Wednesday 22nd February 2023.



# Job Description

Job Description:	Principal of Eggbuckland Community College
Location:	Eggbuckland Community College
Reports to:	WeST Director of Education
Salary:	L31 - L37

## Job Purpose

- To provide and model outstanding leadership for Eggbuckland Community College to secure its continued improvement journey, ensuring high quality education for all its students and improved standards of achievement.
- To build strong relationships and inspire all members of the school community to achieve their very best in carrying the vision forward.
- To support the Chief Executive Officer and Directors of Education in the efficient and effective delivery of the Trust's vision, strategic aims and corporate plan; to uphold and model the Trust's values and to provide outstanding leadership across WeST.

## Key Accountabilities

- Effective leadership of staff with a relentless focus on raising standards.
- Maintain and develop an unrelenting focus on high standards and excellence for our young people supported by a first rate curriculum.
- Secure the school's continuing development by building upon the work already undertaken to secure improvement.

In doing so, you will have the full support of a committed team of enthusiastic and dedicated staff and senior leaders, and be fully supported in your role through professional development opportunities and by the Trust's Chief Executive Officer, Director of Education and those in governance.

## Main Duties

### Strategic Leadership and shaping the future

- Ensure the Trust's ethos is embedded in Eggbuckland Community College.
- Ensure the vision for the school is clearly articulated, shared, understood and acted upon effectively by all staff.
- Demonstrate the vision and values in everyday work and practice.
- Develop a talented and motivated Senior Leadership Team (SLT) at Eggbuckland Community College to drive the school forward.
- Support and ensure improvements in achievement for all children but, working closely alongside the Director of Inclusion, with a heightened vigilance on the performance of disadvantaged children.

## Curriculum, Teaching and Assessment

- Maximise the achievement of all students through a high quality curriculum supported by excellent teaching and assessment which motivates, challenges and empowers all who work and learn here.
- Ensure high quality teaching is at the heart of strategic planning and resource management. Facilitate and encourage a learning experience that enables teachers to flourish and provides students with the opportunity to achieve the highest standards.
- Ensure the curriculum is broad, balanced and effective whilst meeting national expectations. Provide effective, collaborative and inspirational leadership, building strong and focused teams that constantly seek to further enhance teaching and learning.
- Ensure all staff benefit from appropriate teaching and leadership professional development that supports professional growth.
- Empower students to take an active part in their own learning.
- Implement strategies that secure high standards of behaviour and attendance.
- Monitor and evaluate the quality of teaching and standards of learning and achievement.
- Build an effective partnership with parents and other stakeholders to support and enhance the achievement and personal development of all students.
- Work to recruit staff of the highest calibre.
- Challenge underperformance at all levels and ensure effective support and evaluation.

## Managing the school

- Ensure the school is financially viable and operates within its delegated budgets at all times.
- Promote the school to a variety of audiences to raise the profile within the local community and south-west region.
- Work closely with the Chief Executive Officer and Director of Education to create and review structures that reflect the Trust's values and enable the delivery of exceptional education for all.
- Produce and implement clear, evidence based improvement plans.
- Produce policies and practices that take into account the Trust's values and are in line with national guidelines and legal requirements.
- Promote and develop a safer working practice culture to ensure all staff and students are supported and safe.
- Treat people fairly, equitably and with dignity and respect to create and maintain a positive culture.
- Work as a positive team player, demonstrating mutual respect and integrity for others whilst maintaining open and effective communication at all levels in the school.
- Develop and maintain effective strategies and procedures for staff induction and professional development.
- Develop and maintain a culture of high expectations for self and others and take appropriate action where necessary.
- Regularly review own practice.



### Securing accountability

- Develop a collective ethos in the school that enables everyone to work collaboratively, share best practice, celebrate success and accept responsibility for outcomes.
- Ensure individual staff accountabilities and responsibilities are clearly defined, communicated, understood and agreed.
- Work with the Director of Education to develop and implement suitable quality assurance systems which are fit for purpose.
- Present a clear, coherent and accurate account of performance to a range of audiences including those in governance.

### Strengthening community

- Create and promote positive strategies for challenging discrimination.
- Collaborate with external agencies to provide a holistic approach to well-being of staff, students and their families.

### Other

- The role of Principal is of critical interest to the school and its wider community and the appointee will be held as its moral compass; this is a huge responsibility and demands unimpeachable personal credibility and requires high standards of professional conduct and personal appearance.
- To comply with and promote all Trust policies, including Safeguarding, Health and Safety, and Equality and Diversity.
- This job description does not constitute an exhaustive list; the post holder may, from time to time, be required to undertake other duties commensurate with the responsibility and remuneration of the post.





# Person Specification

E = Essential      D = Desirable

Method of Assessment - The table indicates the possible method/s by which the skills/knowledge/level of competence in each area will be assessed.	Essential or Desirable	Application Form	Interview (or other section activity)
Qualifications:			
Proven evidence of success and relevant professional development across career	E	X	X
Appropriate educational and professional qualifications including graduate status and Qualified Teacher Status	E	X	X
Experience:			
Demonstrate track-record of success in leading change and improvement in a comparable organisation	E	X	X
Track record of achievement in raising standards and outcomes and achieving excellence in secondary schools	E	X	X
Developing high quality leadership capacity and accountability	E	X	X
Successful promotion and implementation of innovation in teaching and learning	E	X	X
Using evidence-based information about effective learning and assessment for learning	E	X	X
Developing excellent relationships with young people and adults	E	X	X
Working successfully with governors, local community, external agencies and stakeholders	E	X	X
Successful use of target setting, data analysis and curriculum innovation to improve performance	E	X	X
Leading strategic resources, with an understanding of estates, finance, HR and ICT	E	X	X
Knowledge, skills and abilities:			
Up-to-date knowledge of school development planning and evaluation	E	X	X
Strategic and creative leadership, developing a school vision with learning achievement at the core	E	X	X
Detailed understanding of current educational issues, including national policies and priorities	E	X	X

Method of Assessment - The table indicates the possible method/s by which the skills/knowledge/level of competence in each area will be assessed.	Essential or Desirable	Application Form	Interview (or other section activity)
In-depth knowledge of effective strategies for maintaining and developing high standards of attainment, behaviour and attendance	E	X	X
Detailed knowledge of quality assurance systems (including self-evaluation and performance management)	E	X	X
Commitment to developing choice and flexibility to meet the learning needs of every student	E	X	X
Knowledge and understanding of legal issues relating to managing a school including Child Protection, Equality and Health and Safety	E	X	X
Personal qualities:			
Strong team leadership philosophy, sets priorities, agrees and achieves ambitious goals and targets	E		X
Thinks creatively to anticipate and solve problems	E		X
Acknowledges excellence and challenges poor performance	E		X
Inspires, motivates and empowers staff and students	E		X
Enjoys working with and understands the needs of young people from all backgrounds	E		X
Works collaboratively with others, delegating appropriately	E		X
Seeks and acts on feedback from others	E		X
Adaptable and creative in changing circumstances	E		X
Resilient and decisive under pressure	E		X
High level of perseverance and enthusiasm for the school	E		X
Willing to be involved in all aspects of school life	E		X



# Additional Information

Westcountry Schools Trust is committed to safeguarding and promoting the welfare of children and we expect all staff to share this commitment. This post is exempt from the Rehabilitation of Offenders Act 1974; pre-employment checks will be carried out, references will be sought and successful candidates will be subject to an enhanced DBS check and other relevant checks with statutory bodies.

## Equal Opportunities

In fulfilling its aims and objectives, Westcountry Schools Trust actively seeks to achieve equality of opportunity and treatment for all members of the school community.

We will continuously strive to ensure that everyone is treated with respect and dignity. Each person in our school will be given fair and equal opportunities to develop their full potential regardless of their gender, ethnicity, cultural and religious background, sexuality, disability or special educational needs and ability. The school works actively to promote equality and foster positive attitudes. WeST is committed to combatting all forms of discrimination by implementing positive policies and practices in compliance with the Equality Act 2010.

## Procedures

All appointments are subject to pre-employment checks. That means:

- Your identity will be confirmed by sight of original, official documents such as a Birth Certificate, Passport, etc. in line with the Asylum and Immigration Act 1996.
- Original documents relating to all the qualifications you have listed on your application form must be supplied.
- Your employment history will be thoroughly examined and clarification will be sought where there are gaps or other discrepancies arising from information provided either by you as the candidate or your referee.
- References will be used to check dates of employment and your relevant experience. A minimum of two written references will be taken up and these references will be requested before the interview. References should cover the last 3-5 years' work history, as a minimum.
- An online search of shortlisted candidates will be conducted in accordance with Part Three 'Safer Recruitment' of Keeping Children Safe in Education statutory guidance.
- The identity of referees and information relating to disclosures will be verified.
- You will be required to provide details of any relevant unspent or spent convictions in accordance with the Rehabilitation of Offenders Act 1974 (Exceptions) (Amendment) Order 1986.
- An enhanced Disclosure and Barring Service (DBS) check will be requested. This check will be cross referenced against the Protection of Vulnerable Adults list (PoVA), the Protection of Children Act (PoCA) list and List 99. These lists contain details of people deemed unsuitable to work with children or vulnerable adults. Please note that it is an offence to apply, offer or accept to do any work with children (paid or unpaid) if disqualified from working with children. Applicants will be challenged where inconsistencies exist. Please be aware that a firm offer of appointment will only be made after receipt and verification of all satisfactory checks. Westcountry Schools Trust and Eggbuckland Community College will carry out these checks and should you fail these checks, our offer of employment will be withdrawn.





