



# Recruitment Pack

## Senior Leader – Maths Secondary

Cranbrook Education Campus

Closing Date: 9am, 4th March 2024  
Interview Date: w/c 11th March 2024

**Ted  
Wragg** TRUST

# Ted Wragg Trust



We are an ambitious and inclusive Trust of schools



Welcome from the Ted Wragg Trust  
CEO, Moira Marder



On behalf of the Ted Wragg Trust, I would like to thank you for your interest in working with us. The Ted Wragg Trust (TWT) is an **ambitious** and **inclusive** Trust of schools **strengthening our communities** through **excellent education**. Our values driven, rapidly growing 2-18 Trust has the highest expectations for every child, every day, with social justice at our core.

This is a hugely exciting time for us as a growing Trust who work closely with other local schools and Trusts across Devon.

We demonstrate our love through our values



How we will succeed



# Cranbrook Education Campus



**Steve Farmer**  
**Head of Campus**

Thank you for your interest in working and leading at Cranbrook Education Campus. We are seeking to recruit a Senior Leader to lead Maths who shares our Campus vision of transforming lives, strengthening communities and making the world a better place.

We are looking for a Senior Leader who can contribute to the continued improvement of our Maths department in our unique all-through school, which is rooted in its community where aspirational learning and opportunities transform the lives of our pupils.

At CEC, We have the highest of expectations and we have strong, non-negotiable standards of discipline that we expect from all pupils. Learning is at the core of what we do. Our pupils value their education, take ownership of it and show pride, self-worth and self-efficacy to ensure all future doors are open to them. We do this by living our values of 'the PERKS of being #Crantastic'. We are Proud, Engaged, Ready, Kind and Safe in everything that we do.

At CEC, we take pride in our all-through nature and the consistent habits we've embedded. Our recent Trust safeguarding audit yielded a purple level of effectiveness, the highest possible recognition. Likewise, our school attendance boasts some of the highest rates in the county, a testament to our cross-campus relational approaches - an area of our practice that has positively benefited from our relationship with peers in the South West and our national work in the Reach Cradle to Career programme.

As we strive for excellence, we are actively seeking the right Senior leader to elevate the standard of Maths across the Campus, from intent to implementation and impact. This pivotal role requires a leader with a passion for quality of maths education, and is someone who can drive positive change - ensuring our commitment to transforming lives through excellent education permeates every aspect of our school.

At both Cranbrook Education Campus and the Ted Wragg Trust, we invest in our staff as part of our Trust Grow Great People strategy. As a growing school, in a growing town, we are committed to growing you into the best leader possible. We will support you to apply for and participate in the groundbreaking SW100 course, provide opportunities for further qualifications such as NPQs, support visits to schools across the region, and collaborative networking, particularly in areas such as Raising Standards, supporting pupils from under-resourced backgrounds, safeguarding - all in addition to a second-to-none commitment to coaching. This encompasses both 'instructional coaching' for teaching and 'leadership coaching' to foster the development of our teams and the continuous improvement of our Campus. If you're interested in shaping a learning environment where consistency and excellence go hand in hand, and you are keen to continue growing in your leadership journey, I'd love to hear from you.

# Key Details

Job Title: Senior Leader – Maths

Location: Exeter, Devon

Salary: L1 (£47,185) – L5 (£52,074)

Closing Date: 4th March 2024

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We believe that having the highest of standards will allow children to achieve beyond their wildest dream.



leadership is no longer a lonely endeavor.

”



We are stronger together because in a challenging moment, we have been met with proactive and generous support that has been shared with kindness.

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## How to apply

Application forms and further information are available can be found on our website: [www.cranbrook.education](http://www.cranbrook.education).

We invite you to explore our campus and connect with the Head of Campus, Steve Farmer, during our scheduled sessions on:

- Monday 19th February, from 09:00 to 10:00
- Friday, 23rd February, from 09:00 to 10:00

For an informal conversation about the role, or to book a visit please contact Scott Deeming via email: [scott.deeming@tedwraggtrust.co.uk](mailto:scott.deeming@tedwraggtrust.co.uk).



# Our culture at CEC

We are a school rooted in its community where aspirational learning and opportunities transform the lives of our pupils.

## Our Mission

To transform **lives** and strengthen our **communities** to make the **world** a better place.

## Our Values

- Proud
- Engaged
- Ready
- Kind
- Safe



## How do we behave?

- We are Proud by having clear expectations for all pupils which motivate and challenge them.
- We are Engaged by taking ownership for all pupils and their progress; and being continually self-reflective and actively engaged in professional development.
- We are Ready by modelling professionalism through punctuality, professional dress, classroom environment, integrity and ethical behaviour
- We are Kind by providing the best possible support for pupils' wellbeing and education.
- We are Safe by safeguarding all our pupils at all times.

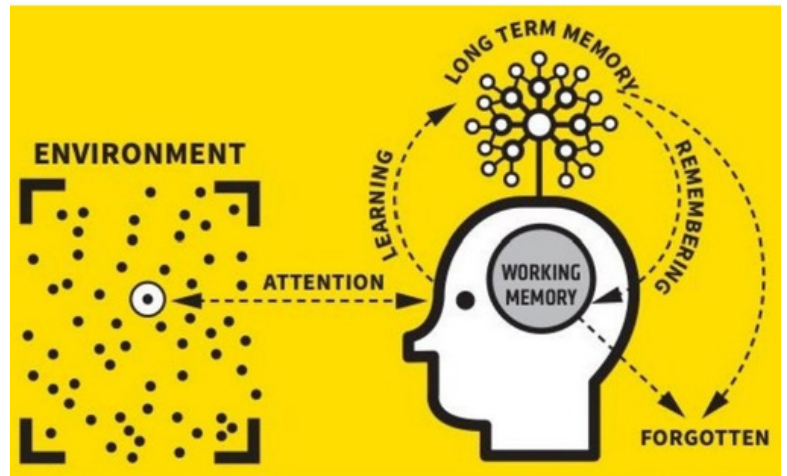
## What is most important, right now?

1. Embed the "One CEC" Strategy through systematic processes and relational approaches
2. Build consistency in high standards of behaviour, pedagogy and practice
3. Improve the disciplinary literacy of all pupils with a specific focus on Oracy
4. Increase staff confidence in narrating the campus offer



# What education looks like at CEC

We believe in a learning model that uses the concepts of Working Memory and Long-Term Memory



Teaching is a complex system. The challenge for teachers is to extend the implications for teaching an individual to teaching a whole class of students, each with their own schema-forming brains and their unique set of knowledge and experience, this is captured in the writing of Graham Nuthall.

We recognise that all students have different starting points and therefore teachers need to pitch lessons to the top but provide appropriate scaffolding to ensure all students can work towards the end point. Understanding the needs of students in the classroom is essential in creating a safe culture where everyone can feel safe to fail. Understanding the starting point of all students and finding the balance between support and challenge is essential.

We believe that the key is the process of setting up classroom routines so that teachers are engaging, enabling every child to succeed. At the Ted Wragg Trust, we have applied relevant educational research principles to ensure the above and support the delivery of Willingham's Learning Model.



# Job Description

## Key purpose of the role

Enable the Trust and the Campus to realise its mission to 'Transform lives, strengthen communities and make the world a better place' by providing and leading high calibre teaching and learning for all our students, supporting them to love learning and love coming to school, and by challenging the educational and social disadvantage in the South West.

## Your responsibilities

- Live our mission and values every day
- To provide professional and effective leadership and management for the Maths teachers within the department, in order to secure maximum students achievement and outcomes within the context of the overall aims and priorities of the Campus.
- To provide strategic leadership of the Campus Priorities as a member of the Campus Leadership Team – See also the leadership expectations.
- Actively promote and champion all safeguarding policies and procedures, maintaining a culture in which students are protected and achieve the best outcome.
- To promote and provide a clear direction for the Maths team, within the context of the Campus vision in order to contribute to whole school improvement.
- To promote high standards in Maths teaching in order to ensure all students achieve their potential and at least national outcomes in Maths.
- To promote positive attitudes to learning in Maths lessons and activities so that students are equipped and able to access all subjects across the Campus.
- To ensure there is a consistency of practice within the Maths team with regards to Campus policies and procedures, maintaining high expectations of all students in terms of academic success and behavior.
- To develop (in partnership with other Trust Schools) an ambitious, challenging and high-quality curriculum, assessment plan and pedagogical approaches so that Maths teaching continues to develop and improve, maximising student outcomes year on year.
- Improving the quality of teaching and learning in Maths
- Leading and enhancing the teaching practice of others across Maths
- Leading, developing and enhancing the Maths department
- Monitoring the standards of teaching and learning and student outcomes across all Maths lessons, and plan for improvement as required.
- Undertake regular self-evaluation of the work of the department and the impact on student outcomes, in line with the Campus self-evaluation policy.
- Setting a clear direction for Maths within the context of the Campus vision and goals, creating and implementing a subject development plan which involves all subject teachers.

# Job Description

- Supporting and developing the Maths staff, providing regular constructive feedback in a way which recognises good practice and supports progress against appraisal objectives.
- Acting as a positive role model for the Maths team so that staff have a clear understanding of good professional conduct.
- Maintaining an ethos of high achievement and positive attitudes towards Maths amongst staff and students, to maximise achievement.
- Actively engaging the Maths team in effective planning, development and delivery of the Maths curriculum.
- Organisation and provision of resources and allocation of staff to groups, so that resources are used efficiently and effectively.
- Overseeing and evaluating subject budget allocations to ensure spending is in line with learning priorities and best value principles.
- Effective communication within the Campus and to key stakeholders with regards to Maths, to ensure confidence in the Campus and the subject area.
- Ensuring high standards of health and safety within the department demonstrating an understanding and a commitment to safeguarding students.
- Promote equality of opportunity and aspiration so that all students achieve their potential.
- Maths teaching across all years.
- Ensure the curriculum is well structured, challenging and ambitious, to ensure progression and to maximise the achievement of all pupils.
- Ensure the quality of teaching across the team meets the needs of all pupils, and encompasses strategies to engage pupils with a range of learning needs.
- Monitor the quality and impact of teaching and learning within Maths through regular quality assurance activities. Plan and implement improvements as appropriate.
- Monitor student progress in Maths against internal, local and national targets, planning support as appropriate for both pupils and staff.
- Plan and implement the developments required in Maths within the context of the overall Campus improvement plan.
- Ensure a programme of educational enhancement is delivered by the department, as appropriate.
- Ensure effective and timely scheduled meetings with the Maths staff, both as a group and on a 1:1 basis as required.
- Attend and contribute to Curriculum Leadership Team meetings as well as the Campus Leadership Team Strategic Meetings.
- Order and allocate Maths resources and manage the Maths budget.
- Oversee the deployment of staff in Maths and advise on the recruitment of Maths staff when required.
- Support the professional development of Maths staff through the Campus Appraisal processes, and other support strategies.



# Job Description

- Ensure efficient management of technical staff support (where required).
- Ensure Campus policies are consistently adhered to by the Maths team.
- Lead an area of Campus improvement linked to existing experience or future aspirations.
- Other general professional duties under the reasonable direction of the Headteacher.

The Ted Wragg Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. All offers of employment are subject to an Enhanced DBS check, and where applicable, a prohibition from teaching check will be completed for all applicants.

## Person Specification

### Qualifications

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|---|-----------|
| • Qualified Teacher Status                                    | Essential |
| • Educated to degree level – in the specialist area of Maths. | Essential |

### Experience

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|--|-----------|
| • Experience of teaching in a state comprehensive school.  | Essential |
| • Experience in planning and teaching Maths 11-16.   | Essential |
| • Experience of contributing to and delivering strategies to raise progress and achievement across Maths, including assessment for learning and creative pedagogies. | Essential |
| • Experience of monitoring and evaluating performance and of using data to inform school improvement and ultimately student outcomes.                                | Essential |
| • Delivering whole school CPD  | Desirable |
| • Delivering Subject Specific CPD  | Desirable |
| • Exam marking   | Desirable |
| • Experience of teaching Maths at A Level  | Desirable |
| • Experience of Primary maths curriculum   | Desirable |

# Person Specification

## Skills

- A gifted teacher with the ability to teach Maths in an exciting and engaging manner. Essential
- Excellent planning skills. Essential
- Excellent inter-personal skills. Essential
- Proven ability to sustain positive relationships with staff, pupils and parents. Essential
- Thorough grasp of data, including analysing data and using this effectively to improve student outcomes. Essential
- Excellent ICT skills to support teaching and learning. Essential
- Excellent organisation, prioritisation and time management skills. Essential
- Meets all relevant national teaching standards. Essential
- Good understanding of the National Curriculum at both Primary, Secondary and GCSE assessment requirements in Maths. Essential
- Ability to plan high achieving Schemes of Learning to challenge and inspire young people in Maths. Essential
- Strategic thinking. Desirable
- A gifted leader. Desirable
- The ability to consider, plan and deliver strategic goals. Desirable
- Keen to develop further by full participation in CPD, often leading CPD for others. Desirable
- Ambition for future leadership development to Deputy Headteacher and beyond. Desirable

## Values

- **Ambitious:** works hard, has the highest standards and is positive for the future. Essential
- **Selfless:** is self-aware and emotionally intelligent to be able to support self and others to thrive. Works selflessly to support the Trust's mission and strategic priorities. Essential
- **Collaborative:** builds strong relationships and networks. Essential
- **Proud:** Embraces achievements, celebrates successes, and fosters a culture of pride in academic and personal accomplishments. Essential
- **Engaged:** Actively participates, connects with the school community, and promotes a vibrant learning environment through active involvement. Essential
- **Ready:** Demonstrates preparedness, maintains a proactive approach, and ensures a state of readiness for challenges, opportunities, and educational endeavors. Essential
- **Kind:** Nurtures a compassionate and inclusive atmosphere, fostering kindness and empathy among students, staff, and the school community. Essential
- **Safe:** Prioritises a secure and supportive environment, actively promoting a positive safeguarding culture for all. Essential

# Our Community

Our school is really unique. We have children from all over the world study here and we celebrate our different cultures. It's a really happy and welcoming place to learn.

**Annabel Davies – Year 6, Pupil Parliament Member**



"We are truly grateful for the warm welcome, unwavering support, and deep understanding provided to our daughters during their time at the school. As our family relocates to Plymouth, we reflect on the invaluable experience and the remarkable community we found here. The teachers and classmates have played a pivotal role in our daughters' educational journey, and their impact will be remembered fondly. This school has been an integral part of our lives, and we are grateful for the positive memories it has created for our family."

**Carvajal Gomez Family**

"Being part of an organisation that lives its mission of strengthening communities to make the world a better place is truly wonderful. Our school's commitment to social justice and improving the life chances of all the people in our care makes CEC an extraordinary place to work."

**Oliver Russell, Head of Primary Spanish, Head of Year 8 and Secondary MFL Teacher**



"Working alongside talented and passionate people from across the campus makes CEC a great place to work. Being part of a growing network and culture that supports the personal development of our children to prepare them for life beyond the classroom is an ongoing and exciting prospect."

**Hannah Wickens, Senior Leader for Every Child Succeeds and Personal Development, and Year 6 Teacher**



# Our Community

## Award Winning Community Hub, EX5 Alive

Cranbrook is a new town built North East of Exeter. With an average age of 30, Cranbrook is the youngest town in the UK. With 8,000 people living in Cranbrook, due to increase to 28,000 in the coming years, building houses has been a key priority for the area. Unfortunately, sufficient infrastructure and services are still yet to be established. Furthermore, there is a lack of physical space in the town meaning many of the additional services desired and required are extremely difficult to run. This has resulted in a growing shortfall of EYFS spaces which currently sits at approximately 30%.

At CEC, we are proud to have an award winning Community Hub, EX5 Alive, which sees this as an extraordinary opportunity to think differently about how we approach our town's needs. Solutions-focussed and uniquely based within Cranbrook Education Campus, an all-through educational setting, we have been and continue to provide a Cradle-to-Career approach. This means building opportunities for families where support starts at an early age and can continue to be provided as children grow to be young independent adults. Supported by The Feltham Convening Partnership, and now a beacon of community hub work within the Ted Wragg Trust and across the South West, EX5 Alive has already made huge strides in supporting Cranbrook.

Among many successful strategies, this has included:

- Building key partnerships to support parental understanding and engagement in conversations around mental health leading to significant improvements in school attendance figures.
- Building mental health and increasing emotional health across the community through access to workshops, workouts and referrals for further support.
- Increasing access to food through our evening and night food bank.

Much of our success has come through ensuring best and research-based practice, nurturing healthy relationships with community members and operating through an asset-based lens approach. Echoed by Hughes and Bomber (2013) "Quality relationships provide the necessary vehicles for adaption and recovery and every relationship has the power to confirm or challenge everything that has gone before".





# Working in the South West



Our diverse county is the ultimate destination to live and work. With two thriving cities, Exeter and Plymouth, Devon is full of history, culture and wonderful places to eat and enjoy the arts.

Our county boasts the beautiful and varied coastlines of the Jurassic Coast in the east, the Area of Outstanding Natural Beauty in the north and the English Riviera with its palm trees in the south.

Along with two National Parks, waterways and countryside, Devon has something for everyone, whether it is music, history, food or, for the more energetic, walking, cycling, climbing or surfing on some of the UK's best waves. Our county really has it all.

**Devon – simply a fantastic place to live.**



# Growing great people

Our aim is to be the greatest place to work in the South West. We know that to succeed in our mission, we must invest in and grow great people. Our comprehensive suite of development opportunities are available for everyone, whether you are just starting in your career or an experienced leader, there will be a development pathway to suit you.

Tim Rutherford – Deputy CEO

We know to be the greatest place to work we must welcome great people, retain great people and develop great people.



In our Trust, we are committed to nurturing a workplace where our employees feel that they belong. We believe that the culture of our trust thrives when individual differences are embraced so that everyone feels comfortable and confident in being who they are. This is supported through ensuring inclusivity in culture and equity in opportunities. We are committed to high quality and reflective employment practice so that we attract, retain and grow employees from diverse backgrounds and communities.

# Our Journey



Professor Ted Wragg, in whose memory the Ted Wragg Trust is named, was passionate about how education can transform young people's futures.

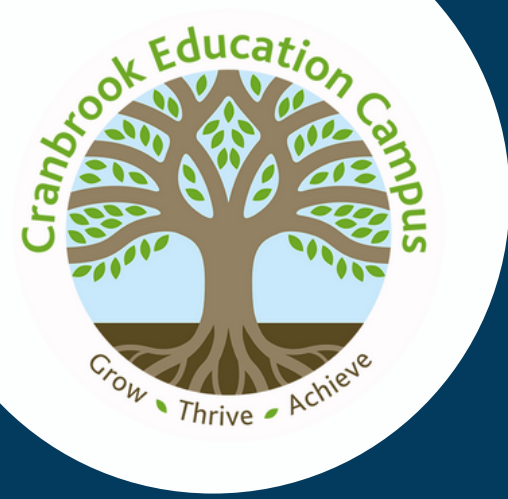


## Our Partnerships:

Our ongoing partnerships with the following organisations creates opportunities for a Headteacher joining our Trust to access leadership development, study tours and wider networks with some of the best schools, trusts and leaders across the country.







**Thank you for your interest  
in working with us!**

**Ted  
Wragg** TRUST