



RECRUITMENT PACK

HEAD OF SCHOOL

UMBERLEIGH ACADEMY



VACANCY FOR HEAD OF SCHOOL
UMBERLEIGH ACADEMY

INVITATIONS ARE INVITED FROM INTERNAL AND EXTERNAL CANDIDATES FOR THE ABOVE POST THAT WILL BECOME VACANT ON 1ST SEPTEMBER 2026

Role Overview

Job Title: Head of school

Start Date: 1st September 2026

Salary: Leadership Scale 1-4

Hours Per Week: 32.5

Status: Permanent/ Full Time

Closing Date: Friday 15th May 2026

Interview Date: Wednesday 20th May 2026

Umberleigh Academy is a small, rural village school in the heart of North Devon, just 15 minutes from both South Molton and Barnstaple. From the moment you step inside, you can feel the warmth of the school, a genuine sense of belonging, where staff support one another, children are happy and confident, and families know they are part of something truly special.

Every child is valued and encouraged as an individual, with the support they need to achieve strong outcomes. It's a school where the everyday moments matter, where successes are shared and celebrated, and where everyone is committed to giving each child the very best start in life.

With around 80 pupils on roll, this is a wonderful opportunity to lead a school with a strong foundation and a community that champions its children. Umberleigh Academy is looking for a dynamic, talented leader with a proven track record of raising achievement and strengthening teaching and learning. You'll be joining a dedicated team and a friendly community of children, staff and families who care deeply about their school and its future.

This vacancy is a full-time position with a 0.7 FTE teaching commitment. The appointed person will be an integral member of the senior leadership team of the Trust and will work collaboratively with other Heads to develop further the schools within our organisation. We are eager to recruit a Head of School who leads by example, is child centred and has a passion for teaching and learning. As a rural primary school, we are outward looking and have a number of local, national and international partners. Therefore, if you enjoy bringing the global dimension into the classroom then Umberleigh Academy is for you.

Why Join Us?

We offer a welcoming environment where teamwork and professional development are highly valued. In-service training is provided where appropriate. Additional benefits include:

- **Pension:** Membership of a generous pension scheme (TP/ LGPS)
- **Health & Wellbeing:** Access to Medigold Occupational Health who provide our employees with a range of free health and wellbeing benefits including access to Thrive; a mental wellbeing app and free seasonal flu vaccinations.
- **Work-Life Balance:** Wellbeing days
- **Schemes:** Cycle to work scheme

For more information and to view the full details of this role, you can access the advert via our website at www.teamacademytrust.com/vacancies

We actively welcome visits to our school. Should you have any further questions or wish to arrange a visit, please contact our Acting CEO Dan Polak via dpolak@team-mat.org.uk

How to Apply

If you would like to contribute to a school committed to providing outstanding learning experiences for all If you would like to contribute to a Trust committed to providing outstanding learning experiences for all pupils, please apply via mynewterm. To submit your application, you will be required to register as a candidate and complete the full application form on their platform, as we are strictly unable to accept CVs.

As this post is advertised on multiple platforms, we reserve the right to interview upon receipt of suitable applications; candidates are therefore encouraged to apply at their earliest opportunity.

TEAM Multi-Academy Trust is committed to safeguarding and promoting the welfare of children and expects all its staff and volunteers to share this commitment. An Enhanced DBS check will be undertaken and references taken up before interview. All shortlisted candidates are subject to a pre-employment online search prior to interview.



HEAD OF SCHOOL

We are looking for someone who is:

- a current senior leader / has senior leadership experience.
 - an outstanding teacher with very high expectations of what can be achieved.
 - passionate about children's creativity and their talents.
 - genuinely committed to the success of all children.
 - flexible, with a good sense of humour and an understanding of each child's bigger picture.
 - hard working, creative and keen to develop their leadership expertise to make it the best it can be.
 - reflective on their own expertise and open to innovation and developing their skills.
 - committed to a curriculum that is progressive, exciting and supportive of children's ideas and interests.
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What we can offer you:

- a genuine opportunity to make a difference.
 - a highly skilled team of friendly staff to work with.
 - the opportunity to be part of a dynamic leadership team.
 - well-resourced classrooms and facilities
 - high quality support and CPD to ensure that you are successful.
 - an exciting, well-organised and vibrant community in which to work.
 - a fantastic community of parents and children who deserve the best.
 - opportunities to work with our partnerschools.
 - career development across the Trust
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Why Consider this role:

- The security of working as part of a TEAM of dedicated, hard - working professionals, at all levels.
- Strong global partnerships: 'The (school) vision has inspired outstanding partnerships with a number of global communities which have transformed pupils' understanding of difference, disadvantage and deprivation leading to them becoming articulate advocates for change.'
- Work with, and gain experience from, different SLT members across our Trust.
- Be provided with ongoing support and coaching.
- Be a part of the Trusts senior leadership team and work collaboratively with other Heads to develop further the schools within our organisation and be encouraged to extend their influence across all schools within the Trust.



SUE WELLS | CHAIR OF TRUSTEES

Thank you very much for requesting the details for the post Head of School in Umberleigh Academy.

Beaford, Brayford, High Bickington, Horwood and Newton Tracey, Pilton Bluecoat, Pilton infants' Academy, Umberleigh and Witheridge Academies together form the TEAM (Together Each Achieves More) Multi-Academy Trust. Being directly funded from the Department of Education gives us a little more independence and allows us to be more creative in the way we develop our partnership. Our children, across all eight schools, benefit from working together and they are able to have their learning enhanced through experiencing the different settings our schools offer.

Our aim is to provide the highest quality education for the children in our care at every stage. We provide a very supportive and positive environment for children to learn. We are extremely proud of the standards our children achieve, not only in their academic work but, importantly, in the way they develop as young people.

Our Trust provides a curriculum that raises children's personal aspirations by providing them with the skills, knowledge, understanding and vocabulary to realise their ambitions. TEAM's curriculum is built on a foundation of skills that are practiced, and extended each year, and on knowledge and vocabulary that informs and enriches understanding. Through our 'Big Event' curriculum, all children have wide curricular experiences that broadens their horizons and deepens their learning. The context of our curriculum for the coming year will continue to revolve around our core commitment.

The Academy Trust would like to appoint an ambitious, energetic and caring Head of School who will be directly accountable to the Trust's CEO and will be a valued member of the Trust's senior leadership team.

We look forward to hearing from you.

*Sue Wells
Chair of Trustees*



DAN POLAK | ACTING CEO | TEAM MULTI-ACADEMY TRUST

This is a rare opportunity to join a school that is steeped in its community with children who are brilliantly behaved and full of character. The staff are established, passionate and skilled. There is real joy at this school, which starts in the classroom and extends to the excellent outdoor provision and the community events, which are always well attended.

Our network of Heads is highly collaborative and they work well together. There is real support for new leaders and colleagues who join us. TEAM is a Trust where colleagues know each other well and one where we are enriched through our partnership. Our leaders are people who can articulate a vision and live it through their actions.

Our Head of School model means you can focus on education while the Trust supports the statutory responsibilities of the school. It means your time can be child focused and family facing, while our network of central staff supports the wider running of the school, from premises to finance, to compliance.

Umberleigh's outcomes are high. Both published and pastoral, children achieve well and tell us they love their school. This is by design, and I would strongly encourage a visit to feel, for yourself, just how special this school is.

*Dan Polak
Acting CEO*

THE VISION - LIFE, LOVE AND LEARNING TO THE FULL

It is through our vision of 'Life, Love and Learning to the Full,' that we aim to ensure our pupils receive a world-class education at every stage of their schooling. We want them to understand how precious life is and what it truly means to be loved. As a Trust, we build foundations for life in all its fullness underpinned by our values, where we understand what it means to love and care for others within our schools and our local, national and global community.



Our approach has been built on four drivers: **Building Learning Power, Building Futures, Building Communities and Building Self Esteem/Positive Mental Wellbeing**. It is through our drivers that we seek to raise children's aspirations by providing them with the skills, knowledge and understanding to realise their ambitions. Through our 'Big Event' curriculum, all children have a wide range of experiences that broadens their horizons and deepens their learning. The curriculum provides opportunities for children to develop a sense of pride in their locality whilst at the same time helping them to learn about other cultures from around the world. Their learning is rich, exciting and diverse, but most importantly, it is accessible to all. Our children benefit from increased collaboration across the curriculum and their education is enhanced through first-hand experiences within the different settings that our schools offer.

Life, Love and Learning to the Full is about seeking to achieve high academic standards for all our children but more importantly, it is about ensuring that we provide a very safe, supportive and positive environment for our children to learn and grow as global citizens. We are all very proud of TEAM Multi-Academy Trust and the way in which it has continued to improve outcomes for the children of North Devon. Looking to the future we are all very committed to ensuring that we continue to create exciting opportunities and lifelong memories for children and staff.



YOU CAN FIND MORE INFORMATION ABOUT TEAM MULTI ACADEMY TRUSTS DRIVERS ON OUR WEBSITE:
WWW.TEAMACADEMYTRUST.COM



BETH CARTER | DIRECTOR OF INCLUSION | TEAM MULTI ACADEMY TRUST

As Director of Inclusion, I am thrilled to invite passionate educators to join our team. TEAM Multi-Academy Trust is dedicated to fostering an inclusive and supportive environment where every child can thrive. We believe that diversity enriches our community and enhances learning experiences. By joining us, you will have the opportunity to make a meaningful impact, collaborate with a dynamic team, and grow both personally and professionally.

Ultimately, children only get one shot at their education and at TEAM, we recognise that being a part of this journey is a privilege. We are fully committed to ensuring children can be confident, happy learners with a school career they can enjoy and cherish. Therefore, it is critical our schools are intentionally inclusive with this focus underpinning every strategy, so if you are committed to creating an equitable and welcoming space for all children, we encourage you to apply.



BRIONY PARSONS | TEAM MULTI ACADEMY TRUST | BUSINESS MANAGER

At TEAM, we believe teachers should be free to focus on the classroom. We recognise that your primary passion is teaching; therefore, our central team handles the operational and administrative complexities of school life. This approach empowers you to dedicate your energy entirely to your pupils, providing the freedom to teach effectively and without the weight of unnecessary external pressures.

The central team look forward to working closely with the successful applicant in supporting them as they progress further in their career and professional development.

JOB DESCRIPTION

JOB TITLE: HEAD OF SCHOOL

STATUS: PERMANENT / FULL TIME

SALARY RANGE: LEADERSHIP SCALE 1-4



JOB PURPOSE:

Working with the CEO and Trust Leadership Team to provide leadership for UMBERLEIGH ACADEMY and to effectively secure its success and continuous improvement. The successful candidate will ensure high quality education for all pupils and the highest standards of learning and achievement in the context of the Trust's approach to learning and the curriculum.

RESPONSIBLE TO:

The CEO of TEAM Multi Academy Trust

RESPONSIBLE FOR:

Teaching and support staff of the school and its children and wider community.

SHAPING THE FUTURE

Working with the CEO and Leadership Team to:

Create and communicate a shared vision, ethos and strategic plan that inspires and motivates all stakeholders and reflects the needs of the school and Trust.

Translate the vision into clear objectives that promote and sustain school improvement.

Ensure that the school and Trust moves forward to the benefit of its pupils and their community.

Motivate and inspire stakeholders to create a strong, shared culture of learning within an inclusive environment.

LEADING LEARNING AND TEACHING

Working with the CEO and Leadership Team to:

Set high expectations and challenging targets, monitoring effectiveness and evaluating learning outcomes.

Ensure a school focuses on pupils' achievement, using data and benchmarks to monitor progress in every child's learning.

Establish creative, effective approaches to learning and teaching, responsive to the needs of the pupil community.

Ensure a culture that supports and facilitates pupil engagement in, and ownership of their own learning.

Monitor, evaluate and review classroom and assessment practice and promote improvement strategies, challenging underperformance and ensuring corrective action.

Implement strategies to secure high standards of teaching, learning, achievement, behavior and attendance.

Fostering a culture in which children are proud of the outcomes and can talk about their learning reflectively and with pride.

DEVELOPING SELF AND OTHERS

Working with the CEO and Leadership Team to:

Build a collaborative learning culture within the schools across the Trust and actively engage with other schools to build effective learning communities and partnerships.

Ensure effective planning co-ordination, support and evaluation ensuring clear delegation of tasks and devolution of responsibilities.

Develop and maintain effective strategies and procedures for the induction, professional development and performance review of all staff.

Set high expectations for all and address underperformance.

To act as a role model for the highest professional standards.

Regularly self-evaluate, set personal targets and take responsibility for own personal professional development

Ensure both self and others achieve an appropriate work/life balance

Implement performance management systems that ensure high quality education provision.

MANAGING THE ORGANISATION

Working with the CEO and Leadership Team to:

Create an organisational structure that reflects the school and Trust values and enables the management systems, structures and processes to work effectively in line with legal requirements.

Ensure that the school and its resources are organised and managed to provide an efficient, effective and safe learning environment.

Produce and implement clear, evidence-based improvement plans and policies for the development of the school.

Ensure that the range, quality and use of all available resources are monitored, evaluated and reviewed to improve the quality of education for all pupils and provide value for money.

SECURING ACCOUNTABILITY

Support the development of an ethos that enables everyone to work collaboratively, share knowledge and understanding, celebrate success and accept responsibility for outcomes.

Assist the CEO to provide information, advice and support to the Trustees to enable them to meet their responsibilities for securing effective teaching and learning and high standards of achievement.

Work effectively with the Local Governing Body to enable them to fulfill their delegated responsibilities.

To assist the CEO in creating and developing an organisation in which all staff accountabilities are clearly defined, understood and are subject to rigorous review and evaluation through Performance Management.

To assist the CEO in ensuring all parents are well informed about:

- curriculum attainment, achievement and progress
- realistic and challenging targets for improvement
- ways in which they can contribute to help their child achieve.

To assist the CEO in developing and presenting an accurate account of the school performance to a range of audiences

including governors, parents and carers, and OFSTED.

STRENGTHENING COMMUNITY

Working with the CEO and Leadership Team to:

Co-operate and work with relevant agencies and partners to ensure the well-being of children.

Ensure learning experiences for pupils are linked and integrated with the wider community, locally, nationally and globally.

Build a school culture and curriculum that takes account of the richness and diversity of the school's community.

Create and promote positive strategies for challenging all forms of prejudice and harassment.

Promote the concept of lifelong learning and family engagement with learning through partnership.

Manage effective relationships with all stakeholders and partners.

Continue to work in partnership with the Diocese of Exeter and the local Church.

SAFEGUARDING AND PROMOTING THE WELFARE OF CHILDREN

Work with the CEO and Leadership team to:

Ensure a safe and supportive culture in the school.

Ensure the welfare of children is safeguarded and promoted in line with current best practice and LA advice.

Identify key features of staff recruitment that help deter and prevent the appointment of unsuitable people.

Promote Trust policies and practices that minimise opportunities for abuse or ensure its prompt reporting.



PERSON SPECIFICATION

In your supporting statement and application form please demonstrate how you have successfully met the criteria in **bold** from this person specification.

EDUCATION AND TRAINING
Qualified Teacher Status
Have achieved or is working towards NPQH.
Evidence of continuing & relevant professional development.
National Professional Qualification for Headship (NPQH)/ be working towards the NPQH.
EXPERIENCE
Evidence of substantial sustained high quality teaching across the primary school age range (baseline standard of very good with a clear track record of outstanding practice).
An ability to demonstrate the highest-level skills in classroom organisation and management leading to the promotion of good behaviour and discipline across school.
An ability to adapt the curriculum leading to high levels of achievement for children who have a diversity of needs and interests (and the ability to support colleagues in developing precision differentiation).
Considerable experience and expertise in developing practice in Assessment and Record Keeping at whole school level to secure improved levels of pupil achievement and accelerated progress.
Experience of analysing pupil assessment data and using this to inform classroom practice and the deployment of additional resources.
A full understanding of the National Curriculum and its implementation.
An awareness of recent national initiatives aimed at raising achievement and school improvement strategies.
A firm commitment to Equal Opportunities.
High level of initiative, self-awareness and interpersonal leadership skills.
A strong commitment to community links and the ability to confidentially engage with stakeholders.
An ability to establish positive working relationships with colleagues and pupils through modelling very high levels of professionalism, commitment and integrity.
Willingness to support community initiatives, parent association groups and working parties.
Practical evidence of links with other schools, educational establishments and wider community to support transition and enhance teaching and learning and personal development across the whole school.
Effectively promote professional relationships with parents and carers to enhance learning.
Previous Experience working with Church of England Schools.
LEADERSHIP QUALITIES
Ability to manage a variety of people and situations effectively and sensitively.
Initiate and manage strategic and continued improvement.
Plan, organise and evaluate work commitments and prioritise areas for development and improvement.
Ability to work strategically and collaboratively with the governing body and leadership team.
Ability to work collaboratively within the Trust and its leadership team whilst reporting to the CEO.
Confidence and commitment to direct, delegate, develop and empower.

SELF-MANAGEMENT SKILLS
Proven ability to sustain and develop high quality teaching and learning across the school to improve on outcomes for children.
Knowledge of statutory requirements and the ability to ensure delivery within a broad, balanced, relevant and differentiated curriculum to support the whole child.
Knowledge of effective strategies for teaching pupils with SEN.
Work under pressure, meet deadlines, prioritise and manage own time effectively.
Achieve challenging professional goals, taking responsibility for their own professional development.
Chair meetings effectively.
Have excellent communication skills, both verbal and written.
PERSONAL QUALITIES
Demonstrate enjoyment of working with children and adults.
Approachable, fair and consistent.
Able to identify the need for strategic action and act determinedly when necessary.
Able to work effectively under pressure.
Significant experience of leading lesson observations and providing quality feedback to teachers.



RECRUITMENT PACK

THANK YOU FOR YOUR INTEREST

