



TEAM MULTI-ACADEMY TRUST **Recruitment Pack**

CEO



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Welcome

Letter from the Trust Board

Sue Wells | Chair of Trustees

Dear applicant

I would like to thank you for your interest in the post of Chief Executive Officer. I hope that this pack provides sufficient information to help you decide if you have the right qualities, skills and experience to apply for this position.

Beaford, Brayford, High Bickington, Horwood and Newton Tracey, Pilton Bluecoat, Pilton Infants', UMBERLEIGH and Witheridge academies together form TEAM (Together Each Achieves More) Multi-Academy Trust. We are also working in Management Partnership with Swimbridge and Rackenford with a view to both schools academising in the near future. Being directly funded from the Department of Education gives us more independence and allows us to be creative in the way we develop. Our children, across all schools, benefit from working together and have their learning enhanced through experiencing the variety of settings across the Trust.

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, in their academic work and more importantly in the way they develop as young people. Children are at the heart of all our decision making.

TEAM provides a curriculum that raises children's personal aspirations by providing them with the skills, knowledge, understanding and vocabulary to realise their ambitions. It 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' experiential opportunities, all children enjoy learning which results in a broader and deeper understanding of life and the world around them.

The Board are seeking to appoint an ambitious, energetic and caring CEO who will work with the Heads of Schools and team of teachers to support, nurture and maintain TEAM's ethos in line with the vision of the Trust.

I look forward to hearing from you.

Sue Wells
Chair of Trustees



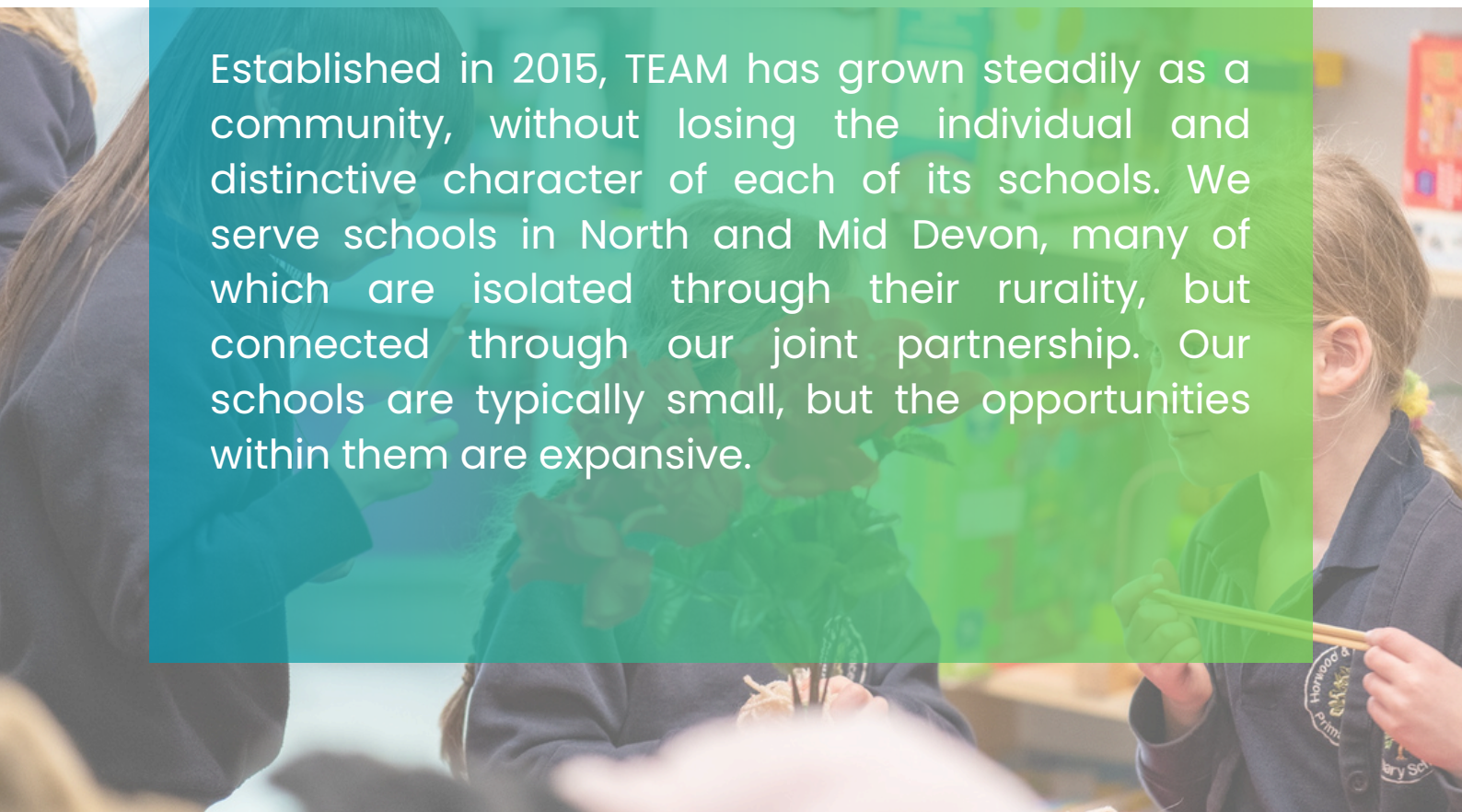
About

TEAM Multi-Academy Trust

At TEAM, our purpose is simple: to give every child the opportunity, whatever their starting point, to live life in all its fullness.

Our vision of Life, Love and Learning to the Full is shared and shaped by a family of schools who are highly collaborative and highly committed to their respective and collective communities.

Established in 2015, TEAM has grown steadily as a community, without losing the individual and distinctive character of each of its schools. We serve schools in North and Mid Devon, many of which are isolated through their rurality, but connected through our joint partnership. Our schools are typically small, but the opportunities within them are expansive.





Our Schools

At **TEAM** Multi-Academy Trust

We believe that schools are the heartbeat of their communities. They drive connection and belonging. Our communities value the way our schools know and nurture all children, while embracing the joint experiences that can only be achieved through our partnership. TEAM offers our children the best of both worlds, the privilege of being nurtured in a tightly knit community, while accessing a world of opportunity through the Trust's wider offer.

Many of our schools have a Christian foundation and their distinctiveness is critical to their identity and vision for their communities. Whether church or community, our schools must provide opportunities for all to flourish and belong. Team is a Trust with Church of England Majority Articles of Association and works strongly with the Diocese.

A primary school is the most important building a child will ever set foot in. Its formative impact on all lives is never lost on colleagues in TEAM schools. We are dedicated to transcending the size and rurality of our schools so that children leave having experienced the fullness of a modern, world-class education.

TEAM 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.

Meet Our Our Schools



Beaford Community Primary & Nursery School (Primary)

At Beaford, we believe a happy child is a successful one. Nestled in the heart of the North Devon countryside, our school has been a cornerstone of the community for over 100 years. We pride ourselves on being a "team" in every sense, where staff go the extra mile to bring learning to life through "Big Event" experiences. It's a place where every child is nurtured to reach their full potential in a safe, creative and joyful environment.



Brayford Academy (Primary)

Small in size but rich in ambition, Brayford is a place where we "dream big." We make the most of our stunning rural setting to inspire curiosity and resilience in our pupils. With a highly personalised approach to learning and a unique international link to a school in India, we help our children understand their place in an interconnected world. It's a nurturing, family-feel school where every talent is celebrated and every future is full of possibility.



High Bickington Church of England Academy (Primary)

Guided by our vision to "let your light shine," High Bickington is a vibrant and innovative school where Christian values underpin everything we do. We are dedicated to educating the "whole child," ensuring they leave us not just with academic success, but as compassionate global citizens. Despite our small size, being part of the Trust allows us to offer big opportunities, from specialist music and PE to exciting residential trips that build lifelong confidence.



Horwood & Newton Tracey Primary School

Horwood & Newton Tracey Primary School (Primary)

Set in the picturesque North Devon hills, our school offers a unique learning environment where every child is truly known and valued. We are a school that looks outward; whether we are exploring the streets of London on a week-long residential or connecting with our partner school in Southern India, we aim to spark a lifelong love of discovery. At Horwood and Newton Tracey, we don't just teach children about the world, we give them the tools to change it.



Pilton Bluecoat Church of England Academy (Junior)

Pilton Bluecoat is a friendly, happy school with a storied history and an "Excellent" reputation. We place equal weight on academic achievement and character development, empowering our children through a diverse curriculum and specialist teaching. As a larger member of the Trust family, we thrive on the "moments that inspire," from the Exmoor Challenge to community farm projects, ensuring our pupils grow into resilient, inspired and life-long learners.



Pilton Infants' Academy (Infant)

As the foundation of many children's educational journeys, Pilton Infants' is a busy, caring school dedicated to creating a "love of learning" from the very start. We focus on building core skills while teaching our youngest learners that they are unique and capable of making positive changes in the world. It's a place of "Ambition Weeks" and creative exploration, where we work hand-in-hand with families to ensure every child gets the best possible start in life.



Umberleigh Academy (Primary)

Umberleigh is a vibrant small rural school where children's voices are truly heard. Our "Big Event" curriculum ensures that learning is always an adventure, supported by specialist teaching in music, French, and PE. We take pride in our small class sizes, which allow for a deeply personalised and stimulating education. Surrounded by beautiful countryside, our children flourish in a community that values independence, creativity and the joy of discovery.



Wetheridge Church of England Academy (Primary)

Nestled near Tiverton, Wetheridge is a thriving, close-knit village school where we "encourage one another and build each other up." We are passionate about the outdoors, with Forest School and Farm School playing a central role in our curriculum. From our long-standing partnership with a school in Mumbai to our week-long London adventures, we ensure our rural pupils have world-class horizons. It is a warm, joyful place where every child is valued as an individual.

Partnerships And Growth

We are committed to working beyond our own schools and building strong, supportive partnerships. TEAM MAT works with schools at different stages of their journey, offering guidance, leadership support and collaboration through managing partnerships.

These partnerships are an important part of how we grow. They allow schools to work alongside us, share in our approach and benefit from our experience, while still retaining their own governance arrangements. Over time, these relationships can develop further where it is right to do so.

We are currently working in partnership with both Swimbridge Church of England Primary School and Rackenford Church of England Primary with a view to both schools converting to join TEAM in the near future.

More widely, we work with a range of local, regional and national partners to ensure our schools remain outward-looking, forward-thinking and continually improving.





Meet Our Management Partnerships



Rackenfild Church of England Primary School (Primary)

At Rackenfild, we are a small school with a huge heart. Rooted in our Christian values of "Compassion, Dependence, and Endurance," we provide a sanctuary where every child feels safe to take risks and grow. Our curriculum is designed to be an adventure, making the most of our beautiful rural surroundings and our close-knit community links. We pride ourselves on being a place where individuality is celebrated and where children are empowered to become confident, thoughtful citizens of the world.



SWIMBRIDGE
CofE PRIMARY SCHOOL

Swimbridge Church of England Primary School (Primary)

Our partnership with Swimbridge is built on a shared vision of "Life, Love, and Learning to the Full." This historic village school, with its 150-year heritage and outstanding academic reputation, brings a wealth of expertise to our Trust family. By collaborating on curriculum, sports and the arts, we ensure that the children of Swimbridge and our Trust schools benefit from shared wisdom, innovative outdoor learning spaces and a deep-rooted Christian ethos.



Testimonials

I have been fortunate to work as a Head of School within TEAM Multi-Academy Trust for the last ten years and in that time our school has benefited greatly from the support, challenge and opportunity afforded to us by the Senior Leadership Team.

The isolation of being in a very small rural school is a thing of the past! The CEOs I have worked for have established a child-centred, primary-focused ethos that is underpinned by the trust's vision: 'Life, Love and Learning to the Full'. Children are given many opportunities to collaborate with peers from other schools in TEAM and beyond.

Staff expertise within the trust is meaningfully shared through a wide range of Continuing Professional Development initiatives. Nowhere is this better exemplified than when a trust school is inspected. Experts from within the trust are skillfully deployed by the Senior Leadership Team to ensure that each school is able to shine. Staff wellbeing is a high priority. TEAM is a wonderful Multi-Academy Trust to work in; there is a culture of care for all stakeholders and this very much comes from the Senior Leadership Team.

Rob Norton | Head of School
High Bickington Church of England Academy

I have been part of TEAM MAT for approximately five years, having previously worked within a Local Authority model. During this time, I have experienced first-hand how the Trust's vision of 'Life in all its fullness' is not just a statement, but something that is genuinely lived out in practice every day.

The support across the Trust is exceptional. Whether it is the opportunity to collaborate with fellow Head's, the guidance and expertise of the Central Team in areas such as policy, finance, HR, and strategic decision-making, or the care and direction provided by the Executive Team, there is a real sense of being listened to, valued, and supported. This creates an environment where leaders can thrive and focus on what matters most.

A key strength of the Trust has been the professional development opportunities available to me. From Trust-wide coaching to the opportunity to undertake the NPQEL, I have felt fully supported in my growth as a leader.

On a personal level, I have felt incredibly well supported, particularly during a time when my health required additional care. The way the Trust rallied around me demonstrated the compassion and strength of the TEAM MAT community, and it is something I will always be grateful for.

Most importantly, this culture of support extends to our children. As professionals, we are trusted and empowered to provide the very best learning opportunities. There is a strong emphasis on collaboration, not only at leadership level, but across all staff, through shared curriculum development, moderation, and collective planning. This ensures consistency, high standards, and a shared sense of purpose across all schools.

From these professional collaborations to wider opportunities such as "Big Events" and enrichment experiences, the Trust continually strives to broaden horizons for both staff and pupils.

TEAM MAT is built on clear direction, strong support, and genuine care. I feel incredibly fortunate to be part of such a community.

Mat Harts | Head of School
Pilton Bluecoat Church of England Academy



CEO Advert



Applications are invited from internal and external candidates for the above post that will commence on 1st September 2026 (or the 1st January 2027 for an exceptional candidate)

Role Overview

Job Title: CEO

Start Date: 1st September 2026

Salary: Leadership Scale 22-27

Hours Per Week: 32.5 hours per week

Status: Permanent/ Full Time

Closing Date: 12 Noon on Tuesday 26th May 2026


Interview Date: Wednesday 3rd and Thursday 4th June 2026

TEAM Multi-Academy Trust is seeking an exceptional and visionary leader to take on the role of Chief Executive Officer, leading the strategic development and operational success of our Trust and its schools.

This is a pivotal appointment for the Trust. The CEO will provide clear, ambitious leadership, ensuring that our vision and values are translated into outstanding outcomes for all children across our academies. Central to this role is the leadership of a Trust governed by Church of England Articles of Association.

The successful candidate will be responsible for upholding and protecting the Foundation of our Church of England schools, ensuring that the Trust's Christian distinctiveness is woven into its strategic direction and daily life. Working closely with the Board of Trustees and Members, you will shape the future direction of the Trust, driving continuous improvement, financial sustainability, and strong organisational performance.

We are looking for a highly experienced and credible leader, ideally with a strong background in senior leadership within a Multi-Academy Trust or similar educational setting. You will bring a deep understanding of the educational landscape, alongside expertise in areas such as governance, finance, HR and organisational development.




The role combines strategic leadership with operational accountability. You will oversee all aspects of the Trust's performance, including educational standards, financial management, people leadership, and external partnerships. You will ensure robust systems and structures are in place to deliver both immediate priorities and long-term objectives, while maintaining full compliance with statutory and regulatory requirements.

Diocesan Partnership and Support

The Diocesan Board of Education recognises that the appointment of a Chief Executive Officer is the most vital decision a Board of Trustees can make.

The Diocese actively supports the spiritual and strategic leadership of the Trust, ensuring our growth remains rooted in our core mission and our commitment to the communities we serve.



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 (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 and Long Service 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 schools. Should you have any further questions or wish to arrange a visit, please contact our Chair of Trustees Sue Wells via clerk@team-mat.org.uk

How to Apply

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.

We are looking for someone who is:

- A strategic thinker with the ability to translate vision into impactful delivery
- An inspirational leader with a track record of leading and developing high-performing teams
- Financially astute, with experience of managing complex budgets and ensuring accountability
- A confident communicator, able to represent the Trust at local, regional and national level
- Committed to collaboration, partnership working and stakeholder engagement
- Driven by a strong moral purpose and a commitment to improving outcomes for children and young people
- A leader with ambition, purpose and a clear commitment to excellence.

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 partner schools.
- Career development across the trust
- The opportunity to spearhead the development and implementation of a groundbreaking inclusion strategy for the entire trust.

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.' (SIAMS report)
- Empower our schools with high-quality support and guidance, leading a team of dedicated inclusion and SEND specialists.
- Champion the needs of children with SEND, overseeing identification, assessment, and tailored support.
- Collaborate with school leaders and staff to weave inclusive practices into the very fabric of our curriculum.
- Build bridges with parents, carers, and external agencies, ensuring a holistic approach to student success.

CEO

Job Description



Job Purpose:

The main purpose of the job is to provide visionary leadership; leading the Strategic development of the Academy in line with the vision and aims of the Trust.

In addition, the role will ensure the effective operational management of the Academy in all respects, including the management of all resources and to deliver expected outcomes across all schools in the Trust.

The Chief Executive Officer will support and advise the Board of Directors

Responsible to:

The Board of Directors

Main Duties and Responsibilities:

Strategic

- To play a lead role in advising the Directors on vision, strategy, policy, resources and organisational structure.
- To ensure that Directors are given sufficient information and guidance to enable the Board to fulfil its function and legal responsibilities.
- To exercise overall responsibility for financial planning, management and control.
- To ensure that appropriate systems and structures are in place to meet the Academy's short, medium and long term commitment and objectives.
- To provide appropriate leadership and management of staff.
- To determine stance on issues of public policy, co-ordinate responses and represent the Academy externally.

Finance

- To ensure the effective management of budget and ensure the probity of the Academy's finances.
- To act as accounting officer for the trust.
- To oversee the preparation of the annual budget for the agreement of the Board of Directors.
- To oversee the maintenance of financial records and ensure regular management accounts are produced in order to monitor and control expenditure and cash flow.
- To ensure that the annual accounts are prepared for the annual audit.
- To ensure that the Academy has an adequate funding strategy, monitors its success on an ongoing basis and report any shortfalls to the Directors.
- To ensure that the financial information given in applications for funding is adequate and accurate.
- To ensure that the Trust adheres to all DfE requirements on monitoring, reviewing and reporting.

CEO

Job Description



HR

- To lead the management team and to direct, co-ordinate and performance manage the work of the Executive Leadership Team and other posts as appropriate.
- To ensure that the work of staff reporting indirectly is appropriately directed and performance managed.
- To ensure policies and procedures are in place for the effective management of all staff and volunteers.
- To ensure effective systems are in place for recruiting, managing, training and developing staff and volunteers
- To ensure that the Trust meets its legal and statutory obligations to staff and volunteers and strives at all times to follow best practice as an employer.

Premises

- To ensure that the Trust develops and delivers a programme of activities in line with the strategic plan.
- To ensure the trust adheres to estates compliance and Health and Safety.

External Relationships

- To raise awareness of the Trust's work and gain support with organisations, institutions, companies and statutory bodies whose work is relevant to the Trust.
- To represent the Trust on key local, regional and national bodies to further the interests of the Trust.
- To serve as the primary liaison with the Diocesan Board of Education, ensuring the Trust's strategic growth aligns with the Church of England's Vision for Education.
- To foster vibrant and purposeful relationships with local Parishes, strengthening the link between our schools and their local church communities.
- To develop and encourage partnership working in line with the Trust's vision and aims.
- To act as chief spokesperson for the Trust and ensure the effective management of the media profile.
- To foster good working relations with current and future stakeholders.

CEO

Job Description



Governance

- To ensure the Trust is led and governed in strict accordance with its Church of England Articles of Association, protecting the religious character and ethos of the academies.
- To act as the lead custodian of the Trust's Foundation, ensuring that the Christian distinctiveness of our schools is preserved and flourished.
- To ensure facilitation of the meetings of the Board of Directors and members.
- To report to the Directors on activities and financial position, and to prepare other reports, reviews, and position papers as required by the Directors.
- To ensure that the Chair and the Board of Directors are appropriately informed and supported to make decisions, develop policy and provide direction.
- To ensure that the Trust complies with all relevant legislation, including that applicable to Charities and Companies and Ecclesiastical requirements where relevant.
- To ensure the Trust provides the strategic oversight necessary for schools to achieve high standards in Statutory Inspection of Anglican and Methodist Schools (SIAMS) evaluations.
- To uphold the commitment of the Trust to the provision of equal opportunities in all aspects of its work.
- To complete an annual appraisal and review of the CEO job description with the nominated Directors.
- To prepare the annual report for the AGM.

Other

- To keep professionally up-to-date and abreast of related external developments.
- To direct the work of the Company Secretary.
- To act always in the best interests of the Trust.
- To undertake any duties which the Directors may from time to time require.

CEO

Job Description



Knowledge and Skills

The post holder is required to be a qualified Teacher of considerable experience in a Leadership role preferably within a Multi-Academy Trust.

In addition to the legislative documents previously listed, the Post Holder must demonstrate a deep understanding of:

- The Church of England's Vision for Education (Deeply Christian, Serving the Common Good).
- The specific governance requirements of 'Mixed' or 'Church of England' Multi-Academy Trusts.
- SIAMS (Statutory Inspection of Anglican and Methodist Schools) Framework.
- The dual role of the CEO in maintaining both high educational standards and a robust Christian ethos.

There are a significant number of policies and legislative documents impacting on the work of the Post Holder and the operation of the Trust. Dependant on the relevancy, the knowledge of the Post Holder will range from possessing a basic understanding to that of a full and detailed understanding.

Examples being: -

- Academy Trust Handbook
- The Trust Articles of Association
- The Master and Supplementary Funding Agreements
- The White Paper
- Company Law
- Charity Law
- Employment Law
- The Children's Act
- Child Protection
- Health and Safety
- Data Protection Act
- Freedom of Information Act
- Children's and Wellbeing Act



CEO

Person Specification

In your supporting statement and application form, please demonstrate how you meet the criteria marked in **bold**, as these represent the essential requirements for the role. All other criteria are considered desirable.

Education and Training

Qualified Teacher Status

Have achieved or is working towards NPQH.

Evidence of continuing & relevant professional development.

Evidence of professional development in inclusion (e.g. NPQ in leading behaviour and culture; SENCO NPQ).

Leadership Qualities

Ability to manage a variety of people and situations effectively and sensitively.

Initiate and manage strategic and continued improvement.

A profound ability and commitment to ensure that Church of England Academies are conducted in accordance with the principles, practices and tenets of the Church of England.

The ability to model and embed the Trust's Christian values in all aspects of leadership, fostering an environment where both staff and pupils can flourish spiritually and academically.

A leader who commands respect through professional expertise, transparency, and a visible commitment to the "Object" and Articles of Association of the Trust.

Proven ability to build high-performing teams, promoting a culture of collective responsibility and mutual support between the Trust, the Diocese, and the local schools.



CEO

Person Specification

In your supporting statement and application form, please demonstrate how you meet the criteria marked in **bold**, as these represent the essential requirements for the role. All other criteria are considered desirable.

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 Board of Trustees.

Confidence and commitment to direct, delegate, develop and empower.

CEO



Person Specification

Experience

An outstanding track record of success and improvement (as measured by inclusion performance outcomes and relevant OFSTED judgements) as a Headteacher or Senior Leader.

Experience of delivering effective support to school leaders in areas such as behaviour, attendance, SEND, safeguarding, admissions, exclusions and mental health with a demonstrable impact on pupil outcomes and staff wellbeing.

Experience of managing, supporting and coaching staff to deliver improved standards.

Experience of developing systems, frameworks, models and resources to support schools in delivering effective inclusion practice.

Experience of the line management and performance management of senior staff.

Experience of resolving complex problems and situations.

Experience of effective service improvement planning, including identifying priorities, determining interventions, setting targets and milestones and monitoring and evaluation progress and outcomes.

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).

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.

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 Trust.

Effectively promote professional relationships with parents and carers to enhance learning.

Previous experience working with Church of England Schools.

CEO



Person Specification

Self-Management Skills

Proven ability to sustain and develop high quality teaching and learning across the Trust to improve on outcomes for children.

The knowledge and skills required to be able to analyse a range of data and its implications for improving outcomes and wellbeing for vulnerable pupils, communicating proposed actions clearly and effectively to school Principals and senior leaders.

Detailed strategic and operational understanding of the following areas: behaviour, attendance, SEND, safeguarding, admissions, exclusions and mental health, including an up-to-date knowledge of the commissioning of external support.

A thorough and up-to-date knowledge of current educational policy and practice as it applies to inclusion, including performance measures, OFSTED frameworks, resource opportunities, research and sources of best practice.

The ability to successfully integrate a child-centred approach to inclusion with a clear focus on the rigorous application of systems, models and the effective use of risk registers and toolkits.

Work under pressure, meet deadlines, prioritise and manage own time effectively.

Achieve challenging professional goals, taking responsibility for their own professional development.

A thorough knowledge of equality, diversity and wellbeing policy requirements and practices.

Chair meetings effectively.

Effective oral and written communication skills, with proven ability to negotiate and influence change with sensitivity and emotional intelligence and to report clearly on performance.

Excellent IT skills, including the ability to use Arbor and MS Office software packages such as Word, Excel and Outlook.

CEO



Person Specification

Personal Qualities

Demonstrate enjoyment of working with children and adults.

Shows a commitment to Church of England education and partnership.

Approachable, fair and consistent.

Able to identify the need for strategic action and act determinedly when necessary.

Able to work effectively under pressure.

The ability to quickly establish credibility and build strong working relationships at all levels.

Significant experience of leading lesson observations and providing quality feedback to teachers.



Contact Information :



01271 500 300



www.teamacademytrust.com



Newport Road, Barnstaple EX32 9BA