



Working in partnership with



RECRUITMENT PACK

HEAD OF SCHOOL

RACKENFORD C OF E PRIMARY SCHOOL



VACANCY FOR HEAD OF SCHOOL
RACKENFORD C OF E PRIMARY SCHOOL

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

Role Overview

Job Title: Head of School

Start Date: 1 September 2026

Salary: Leadership Scale 1-4

Hours Per Week: 32.5

Status: Permanent/ Full Time

Closing Date: 12 Noon on Thursday 26th March 2026

Interview Date: Monday 30th March 2026

Rackenford Church of England (VA) Primary School (In Partnership with TEAM Multi-Academy Trust)

This is an exceptional opportunity for a dynamic, talented and ambitious leader to join the thriving community of Rackenford C of E Primary School. We are seeking a proven leader with a strong track record of raising achievement and driving excellence in teaching and learning, who is ready to make a lasting impact within our school and across our Trust partnership.

Rackenford is a rural primary school in the heart of the village and set within a beautiful catchment area, serving children in Key Stage One and Key Stage Two. With 53 pupils on roll and a strong local reputation, our school benefits from supportive families, committed staff and enthusiastic learners who are proud of their school.

As a church school our vision is “let your light shine” inspired by our location and the needs of our community. As a small rural school we encourage pupils who could be isolated to ‘Let their lights shine’ and also to be a beacon of light to others.

Whilst our current Head of School has been appointed temporary acting Head Teacher, the school plans to revert to our Head of School model in September 2026.

This full-time post includes a 0.7 FTE teaching commitment and offers the opportunity to lead by example in the classroom while shaping the strategic direction of the school. We are looking for a child-centred leader

who is passionate about high-quality teaching and learning, values teamwork and is committed to the continuous professional development of staff.

The future

We are proud to be in a managing partnership with TEAM Multi-Academy Trust. TEAM has a proven track record of supporting small rural schools <https://www.teamacademytrust.com/> . This partnership strengthens our vision, enhances collaboration and provides excellent opportunities for professional growth. The successful candidate will be able to work alongside the Trust's senior leadership team, working collaboratively with fellow Heads to continue developing and strengthening the school.

The school governors are currently exploring academy conversion with a view to joining TEAM Multi-Academy Trust. Whilst there is no guarantee of timelines, the anticipated date for the transfer into TEAM is the 1st September 2026.

Why Join Us?

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

You will be joining at an exciting moment for our little school as it transitions into academy status and joins a trust that has improving educational standards and the life chances of children across North Devon as its heart.

We actively welcome visits to our schools. Should you have any further questions or wish to arrange a visit, please contact Emily Budden Acting Headteacher, via admin@rackenford-primary.devon.sch.uk

How to Apply

If you would like to contribute to a school committed to providing outstanding learning experiences for all pupils, please apply via MyNewTerm's TEAM Multi-Academy Trust Career Page. 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.

Rackenford C of E Primary School 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:

- Someone with current 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 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 larger dynamic leadership team within 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.
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Why Consider this role:

- The security of working in partnership with a strong trust. TEAM is made up of dedicated, hard - working professionals, at all levels.
- Strong global partnerships: our partnership with TEAM opens up new partnerships with a number of global communities which has 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 within TEAM.
- 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.



EMILY BUDDEN | ACTING HEADTEACHER

Rackenford Primary School sits at the heart of our warm and welcoming village community and it truly feels like one big family. As a small rural school, every child is known, valued and nurtured as an individual. We are proud to offer exciting learning opportunities alongside a caring, supportive environment where children are encouraged to achieve their very best and to let their light shine. Our school ethos is underpinned by our core values of Trust, Perseverance, Respect, Friendship, Compassion and Truthfulness.

As a Church of England primary school, we enjoy a close relationship with our local church and wider community, enriching school life through shared celebrations, worship and events. We also benefit from strong partnerships with neighbouring schools and early years providers, enabling us to offer wider opportunities while maintaining the unique strengths of a small village school. Rackenford is a special place to learn and grow and we look forward to welcoming a new Head of School who will continue to nurture our distinctive ethos and build on our strong community foundations.

Emily Budden, Head of School (currently temporary Acting Headteacher)



FLORA WOOD | CHAIR OF GOVERNORS

As Chair of Governors at Rackenford C of E Primary School, I am delighted to welcome applications from leaders who share our passion for high-quality education and community-centred values. Our governors are proud to work alongside dedicated staff, pupils and families to uphold the caring, nurturing environment that makes our school such a special place to learn and grow. We are committed to ensuring that every child thrives both academically and personally and we look forward to welcoming a Head of School who will champion our children's development with energy, integrity and vision.

Rackenford C of E Primary School is a friendly and happy school where we place equal emphasis on academic achievement and personal development. Rackenford sits at the heart of a deeply supportive community. As Chair, I am confident that the right candidate will embrace our school ethos, work closely with governors and the TEAM leadership team and help shape the next chapter of success for our pupils and staff. Our school is seeking to appoint an ambitious, enthusiastic and compassionate Head of School who will work in close partnership with governors and TEAM to champion, strengthen and sustain the school's ethos.

We warmly encourage you to explore this exciting opportunity to lead, inspire and make a meaningful difference here at Rackenford.

WE LOOK FORWARD TO RECEIVING YOUR APPLICATION.



IAN THOMAS | CEO | TEAM MULTI ACADEMY TRUST

On behalf of TEAM Multi Academy Trust, I would like to thank you for your interest in the role as Head of School at Rackenford C of E Primary School. I hope you find this recruitment pack helpful. You will also find it useful to look at both Rackenford Primary School and the TEAM Academy Trust website.

The Trust's vision is focused on enabling children to really understand what 'Life Love and Learning to the Full,' looks like on a day to day basis. Our schools are able to be individually creative and innovative whilst benefitting from good practice that is shared and enhanced through strong partnerships. Our staff and children work closely together and benefit from joint professional development sessions and across school events within the Trust. Our staff feel valued and well supported.

Rackenford C of E Primary School is a friendly and happy school where we place equal emphasis on academic achievement and personal development.

The school has an excellent reputation and storied history of seeking moments that inspire and empower our children. They benefit from a diverse curriculum and specialist teaching, as well as an array of events and trips to lend meaning to our learning. We care deeply about our place in North Devon as well as our future as global citizens and we look forward to sharing this journey with you.

The school provides a wide range of opportunities that supports our creative approach to the curriculum. We have excellent outdoor facilities and opportunities to explore the local area are on our doorstep. Throughout the school, there is an emphasis on learning through first-hand experience and hands on activity. To support this approach, we have a comprehensive programme of day and residential visits. Children are very willing learners and enjoy coming to school. They like to contribute to their learning and are encouraged to take responsibility for their community through aspects such as sports leader and peer mentoring training.

Rackenford C of E Primary School has an inclusive admissions policy centered on our local community. It is therefore important that those applying for the post should be supportive of our Trust's vision and objectives.

I hope you decide to apply for the post and look forward to hearing from you.

Ian Thomas

CEO

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 Rackenford C of E Primary School 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.



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THANK YOU FOR YOUR INTEREST



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