



Shropshire  
Gateway  
Educational Trust



**HEADTEACHER  
RECRUITMENT PACK**

**SHROPSHIRE GATEWAY  
EDUCATIONAL TRUST**



# WELCOME TO LACON CHILDE

At Lacon Childe we consider ourselves to be 'more than just a school'. We are passionate about providing the best opportunities for all our students, so they can be happy and thrive, personally, socially and academically.

We are an ambitious 11-16 school (537 students) set in the beautiful South Shropshire market town of Cleobury Mortimer. We have high aspirations for our students, and a commitment to the positive role we play in our local community.

At Lacon Childe we are very proud of the school's strong sense of community. Every member of the school is recognised and valued. Students and staff work closely to make the school a happy and stimulating place to learn and grow. We want all our students to be excited by their infinite potential, to experience academic success and to have a sense of how capable they are.

Our aim is for all students to leave us knowing that they can make a valuable contribution to the wider community, not only equipped with the knowledge, skills and qualifications to access the next stage in their journey, but also with the confidence, aptitude and resilience to build positive relationships and achieve success in their chosen pathway.

We, as a staff body, continue to be inspired by our students. We are extremely proud of their efforts and their many achievements and remain grateful for the excellent support provided by staff, parents and governors.



# WELCOME FROM OUR CEO

## Dear Candidate

Thank you for downloading this recruitment pack and for taking the time to consider working for our Trust in the position of Headteacher.

I am very proud to be the CEO of a Trust that is determined to make a positive difference to the future of our students and their families, the careers of our staff, as well as contributing to the wider and local community.

The students at SGET deserve the very best teachers, leaders and support staff so we are looking for an exceptional candidate who is:

- committed to developing themselves in this role and is relentless in their drive for success
- able to develop classroom practice in a 'forensic' way in order to have the most impact on the quality of provision and outcomes
- experienced in creating a cohesive leadership team
- able to motivate and coach a team whilst also holding them to account
- able to command respect and presence
- is passionate about the position a school holds and serves within a community

Our Trust currently consists of 1 secondary and 3 primaries. It is a really exciting time for us as we embark upon a collaboration with The Four Stones MAT. This will help support us as we work collaboratively to provide mutual support, share good practice and learn from one another in our mission to achieve our core purpose: to provide excellence and opportunity for all.

This post is a great opportunity for you to work with a group of fantastic staff who believe passionately in what they are doing.

Whilst our core purpose is the same in all our schools, we acknowledge and celebrate the differences and uniqueness in each school's community.

All of the schools in our Trust share the same principles around teaching, learning, and assessment. We pride ourselves on our outward-looking perspective and use of the latest research in the fields of education and cognitive science to ensure that our practice is cutting edge.

I believe that a successful school is founded upon communication and teamwork and so staff contributions are essential in helping us move our schools forward. The welfare and development of all of our staff is of paramount importance to us and we are relentless in our quest to ensure all of our staff have the opportunity to access support and CPD opportunities.

Perceptions play a huge part in choosing your next employer and I encourage you to make contact and to come and visit one of our schools as part of your application.

I look forward to receiving your application.



Katie Jones  
CEO SGET



<p>Our Values</p>	<p>The core beliefs and principles that guide all within our organisation:</p> <table border="1" data-bbox="900 376 1522 582"> <tr> <td><b>S</b></td> <td><b>Serving our Community</b></td> </tr> <tr> <td><b>G</b></td> <td><b>Growing Together</b></td> </tr> <tr> <td><b>E</b></td> <td><b>Enabling Excellence</b></td> </tr> <tr> <td><b>T</b></td> <td><b>Trusted</b></td> </tr> </table>	<b>S</b>	<b>Serving our Community</b>	<b>G</b>	<b>Growing Together</b>	<b>E</b>	<b>Enabling Excellence</b>	<b>T</b>	<b>Trusted</b>
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<p>Our Vision</p>	<ul style="list-style-type: none"> <li>• To provide the highest quality education and experiences that enable every pupil to realise their full potential.</li> <li>• For every pupil to have the values, skills, qualities and aptitudes that will allow them to thrive in society.</li> <li>• As a result of our reputation for excellence, for each school to be: the school of choice for students; the employer of choice for professionals.</li> </ul>								
<p>Our Aims</p>	<p>In everything we do, the Shropshire Gateway Educational trust aims to provide:</p> <ul style="list-style-type: none"> <li>• high quality, inclusive education across all academies;</li> <li>• the highest standards of behaviour and conduct;</li> <li>• outstanding teaching and learning;</li> <li>• a fully inclusive approach where all children are equally important and supported in their needs;</li> <li>• a wide range of enrichment opportunities for all to get involved;</li> <li>• a celebration of all the cultures and faiths represented in the community and beyond;</li> <li>• an organisation where there are no excuses for underachievement;</li> <li>• development of the whole child – personally, socially, academically, emotionally, health</li> <li>• the conditions and strategies for continual school improvement;</li> <li>• an excellent workforce who are recruited, inducted, trained, developed, deployed, listened to and looked after;</li> <li>• a climate of mutual respect and positive relationships between the children, staff and community;</li> <li>• high aspirations for all involved within the school and trust – a ‘can do’, optimistic attitude;</li> <li>• the long term viability of the Trust through effective governance, financial management and strategic direction;</li> <li>• efficient and effective operational structures which allow us all to do the best we can for children;</li> <li>• a combination of autonomy and collaboration so that each academy can preserve their individual identity and respond to the specific needs of their community whilst collaborating for efficiencies, effectiveness, support and challenge.</li> </ul>								



# THE ROLE: PURPOSE AND KEY RESPONSIBILITIES

<b>Job title:</b>	<b>Headteacher</b>
<b>Salary:</b>	<b>L24 to L28</b>
<b>Contract:</b>	<b>Permanent</b>
<b>Reporting to:</b>	<b>The Lacon Childe School Governing Board, The Shropshire Gateway Educational Trust CEO. The Shropshire Gateway Educational Trust Board of Directors. Member of the Shropshire Gateway Educational Trust Headteacher Board</b>

Main Purpose	<ul style="list-style-type: none"> <li>• Sustain and further the school's ethos and strategic direction through consultation and engagement with the school and wider community.</li> <li>• Establish and oversee systems, processes and policies so the school can operate effectively.</li> <li>• Identify problems and barriers to school effectiveness, and develop strategies for school improvement that are realistic, timely and suited to the school's context.</li> <li>• Make sure these school improvement strategies are effectively implemented.</li> <li>• Monitor and evaluate progress towards achieving the school's aims and objectives.</li> <li>• Allocate resources (incl. finances) appropriately, efficiently and effectively.</li> <li>• Add value to the Trust by actively engaging in Trust strategy, development activities, policies and procedures.</li> </ul>
Qualities	<ul style="list-style-type: none"> <li>• Uphold public trust in school leadership and maintain high standards of ethics, behaviour and professional conduct.</li> <li>• Build positive and respectful relationships across the school community.</li> <li>• Serve in the best interests of the school's students.</li> </ul>
Duties and Responsibilities  School culture and behaviour	<ul style="list-style-type: none"> <li>• Create a culture where students benefit from a positive and enriching school experience through the promotion of outstanding behaviour and excellent pastoral care.</li> <li>• Be responsive to student, staff and parent/carer voice (alongside educational research) whilst leading school improvement.</li> <li>• Ensure a culture of staff professionalism and passion for upholding educational standards to prepare all students for their next phase of education and life.</li> <li>• Uphold high standards of behaviour, built on consistent and fair rules and routines that are understood, taught and used by all staff and students.</li> <li>• Support a programme of accessible, rich curricular and extra-curricular enrichment in line with school development priorities.</li> </ul>
Duties and Responsibilities  Teaching, curriculum and assessment	<ul style="list-style-type: none"> <li>• Ensure the teaching of a broad, structured and coherent curriculum.</li> <li>• Establish and sustain high-quality teaching across all subjects and phases, based on evidence and subject expertise.</li> <li>• Use valid, reliable and proportionate approaches to assessing students' knowledge and understanding of the curriculum.</li> <li>• Effectively use assessment to inform strategy and decisions.</li> <li>• Establish curriculum leadership with relevant expertise and access to professional networks and communities.</li> <li>• Work with Trust member schools to create a shared understanding of outstanding teaching and learning led by expert teachers and leaders who build on evidence informed understanding.</li> <li>• Use effective monitoring, evaluations and professional development to continually develop, support and challenge professional practice.</li> </ul>



# THE ROLE: PURPOSE AND KEY RESPONSIBILITIES

**Job title:** Headteacher  
**Salary:** L24 to L28  
**Contract:** Permanent

<p>Duties and Responsibilities</p> <p>Additional and special educational needs and disabilities</p>	<ul style="list-style-type: none"> <li>• Promote culture and practices that enable all students to access the curriculum.</li> <li>• Have ambitious expectations for all students with SEND.</li> <li>• Ensure the school works effectively with parents, carers and professionals to identify additional needs and provide support and adaptation where appropriate.</li> <li>• Make sure the school fulfils statutory duties regarding the SEND Code of Practice.</li> </ul>
<p>Duties and Responsibilities</p> <p>Leading and managing the school</p>	<ul style="list-style-type: none"> <li>• Ensure staff and students’ safety and welfare through effective approaches to safeguarding, health and safety and security.</li> <li>• Manage and lead staff with attention to high expectations and efficient/effective practices to support workload.</li> <li>• Ensure that staff understand their professional responsibilities and are held to account.</li> <li>• Develop, monitor and review the strategic direction of the school and regularly feed this information into the SEF and SDP of the school.</li> <li>• Develop and maintain effective partnerships with parents, carers, the community and other schools to improve the educational outcomes for all students.</li> </ul>
<p>Duties and Responsibilities</p> <p>Professional development</p>	<ul style="list-style-type: none"> <li>• Ensure staff have access to appropriate, high standard professional development opportunities.</li> <li>• Keep up to date with developments in education.</li> <li>• Seek training and continuing professional development to meet needs of both yourself and others.</li> </ul>
<p>Duties and Responsibilities</p> <p>Governance, accountability and working in partnership</p>	<ul style="list-style-type: none"> <li>• Understand and welcome the role of effective governance.</li> <li>• Report coherently and accurately to stakeholders, the Governing Board and Executive Leadership.</li> <li>• Ensure rigorous approaches to identifying, managing and mitigating risk.</li> <li>• Demonstrate effective use of public funds in line with the Academy Trust handbook.</li> <li>• Ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties.</li> <li>• Work successfully with other schools and organisations.</li> <li>• Maintain working relationships with fellow professionals and colleagues to improve educational outcomes for all students.</li> </ul>



CRITERIA	QUALITIES Essential	QUALITIES Desirable
Qualifications and training	<ul style="list-style-type: none"> <li>• Qualified teacher status</li> <li>• Degree</li> <li>• Evidence of further continual development, including regular safeguarding training.</li> </ul>	<ul style="list-style-type: none"> <li>• National professional qualification for headship (NPQH).</li> </ul>
Experience	<ul style="list-style-type: none"> <li>• Successful leadership and management experience with a track record of raising standards, managing change and leading innovation.</li> <li>• Leading and developing leadership and teaching and learning through effective professional development and performance development.</li> <li>• Successful teaching experience in a secondary school with the application of current educational practice, thinking and theory.</li> <li>• Constructive and effective collaborations with key stakeholders and the community e.g. parents/carers, Governors, feeder and partner schools and other organisations within the wider community.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of contributing to collaborative activities with partner schools.</li> <li>• Experience of working in more than one school.</li> <li>• Leadership experience in more than one setting.</li> </ul>
Skills and knowledge	<ul style="list-style-type: none"> <li>• Able to communicate, inspire and build effective working relationships with staff and students alike.</li> <li>• Ability to be able to see, plan and deliver at a strategic level.</li> <li>• Able to understand and utilise school data/metrics (incl. finance) to identify areas for improvement or opportunities.</li> <li>• Able to lead and model up to date, high-quality secondary education and pedagogy.</li> <li>• Excellent organisation, problem solving and communication skills.</li> <li>• Ability to build effective working relationships at all levels within an organisation and external to an organisation with strong influencing and negotiating skills.</li> <li>• Ability to instil a strong sense of accountability in staff.</li> <li>• Ability to lead by example, with integrity, creativity, commitment and ambition.</li> </ul>	
Personal qualities	<ul style="list-style-type: none"> <li>• Commitment to: <ul style="list-style-type: none"> <li>i) the 7 principles of public life (the Nolan principles) at all times</li> <li>ii) maintaining confidentiality at all times</li> <li>iii) to safeguarding, inclusiveness and equality, ensuring that personal beliefs are not expressed in ways that exploit the position.</li> </ul> </li> <li>• A passion for getting the best outcomes for all students and promoting the ethos and values of the school.</li> <li>• Able to work under pressure and prioritise effectively.</li> <li>• Reflective, positive and resilient.</li> <li>• A role model by leading by example and having the drive to develop the capabilities of others.</li> </ul>	

# HOW TO APPLY

**We welcome enquires, informal and exploratory conversations and applications from everyone and value flexibility and diversity in our workforce.**

Please note that during the recruitment process you will be asked to complete a full application form this can be found on our website <https://www.sget.org.uk/vacancies-within-the-trust>. Applications must be submitted by 12 noon on Monday 3rd March 2025. Interviews will be held on Thursday 13th and Friday 14th March 2025.

Should you wish to discuss the post or arrange a visit to the Trust please contact [hr@laconchilleschool.co.uk](mailto:hr@laconchilleschool.co.uk). We are hosting visits on 11th February at 9.00am, 12th February at 9.00am, 13th February at 2.30pm, 25th February at 9.00am and 26th February at 2.30pm.

The candidates selected for interview will be informed after shortlisting and full details of the interview programme will be provided.

We are fully committed to safeguarding and promoting the welfare of children and young people and expect all staff to share this commitment. This role will involve undertaking regulated activity and therefore this position is exempt from the Rehabilitation of Offenders Act 1974 and an enhanced DBS will be required for the successful candidate.







**Clee Hill Community Academy**  
Tenbury Road, Ludlow,  
Shropshire, SY8 3NE

**Cleobury Mortimer Primary School**  
Love Lane, Cleobury Mortimer,  
Shropshire, DY17 8PE

**Lacon Childe School**  
Love Lane, Cleobury Mortimer,  
Shropshire, DY14 8PE

**Stottesdon C of E Primary and Nursery**  
Stottesdon, Cleobury Mortimer, Shropshire,  
DY14 8UE





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<https://sget.org.uk>

The Shropshire Gateway Educational Trust, a charity and company limited by guarantee, registered in England and Wales with company number 9115941 whose registered office is at: Lacon Childe School, Love Lane, Cleobury Mortimer, DY14 8PE.