

ADVERT



Job Title: Headteacher for Pencalenick School
Closing date: 4pm on 13th September 2024
Short listing: 18th September 2024
Interview dates: 26th & 27th September
Start date: As soon as possible
Contract type: Full Time
Salary Range: L18 – L24
Contract term: Permanent



Special Partnership Trust Headteacher Opportunity

The Special Partnership Trust is looking to secure experienced leadership capacity to design, develop and implement the Pencalenick school offer. This is an exciting opportunity for a school leader to join a high achieving, aspirational Trust.

The Trust is interested to hear from SEN experienced senior leaders who are currently leading a school and have an extensive and successful background in SEN, school improvement, innovation, organisational development and preferably, but not essential, experience of working within a Multi-Academy Trust. The Trust can be flexible on start date.

The role would suit a SEN experienced senior leader or Headteacher who is looking to extend and develop their experience of headship and leadership, by leading a school within a Multi Academy Trust. The successful applicant should have a strong track record of leading a SEN School, school improvement, organisational development, curriculum/offer innovation, and share the Trust's vision and values for providing a high quality SEND offer. Candidates will need to be an articulate and strong communicator with proven strengths in engaging, inspiring, innovating and motivating staff at all levels and working with the local community.

We provide our young people with the highest quality education, give them access to the best opportunities available to them and take pride in giving them a sense of self-worth and purpose - built on a foundation of resilience and independence. Are you ready to join us?

About Pencalenick School

This is a rare and exciting leadership opportunity to lead a highly acclaimed special school into its next stage of development and to play a key role in the future leadership of the Special Partnership Trust

Pencalenick School is set in a beautiful location close to the cathedral city of Truro in the heart of Cornwall.



It provides a creative and ambitious centre of specialist learning for 190 pupils with a range of complex learning and communication needs aged 11-16. The pupils either attend Pencalenick School or 1 of 4 Area Resource Bases in mainstream schools across Cornwall (Pencalenick has 5 sites across Cornwall).

Trustees are seeking to appoint a new Headteacher for Pencalenick School who shares their single-minded ambition to constantly progress and enhance the provision so that it continually improves outcomes for pupils and the whole community.

The school provides imaginative learning opportunities focusing on the abilities of all pupils, irrespective of need, ensuring high expectations and challenge alongside care and support in equal measure. Pencalenick School has a strong reputation, with places always in high demand. The school is set in a beautiful learning environment with further scope for development. It benefits from an excellent 25- place weekday residential provision.

The new Headteacher will build on an excellent tradition, bringing fresh challenge and innovation to lead the school forward into its next phase of development. Key to the success of the school, has been a committed and talented team of staff who embrace change and continually challenge their own practice by looking for innovative ways to enable the young people to achieve their aspirations and play a meaningful role in the community. The new Headteacher must share this 'can-do' spirit and model it in their daily practice and leadership.

Ofsted rated Pencalenick School as a Good school (May 2019), you can read the report on the school website: [Pencalenick School - Ofsted Report 2019](#)

Pencalenick School is part of the Special Partnership Trust, so works closely with a group of specialist providers – sharing skills, knowledge and expertise to continue to develop the offer in place for staff and pupils.

For more information, visit the Pencalenick School website [here](#).

About the Special Partnership Trust:

We're a specialist educational trust on a journey to raise the bar and set new standards for Special Educational Needs (SEN) throughout the South West.

We are not afraid to do things differently and we never settle for ordinary. We aspire to be the best in everything that we do. Through collaboration, co-operation and creativity - underpinned by an ethos built on inclusivity, empowerment and transparency - we aim to inspire every single young person (as well as their families and our staff) to be the very best versions of themselves they possibly can. We do this through an ambitious, specialist curriculum that goes beyond school life and focuses on living as well as learning. We step outside the comfort zone when it's needed, we care more than people think is needed or necessary, and we genuinely want to improve the lives and experiences of our learners.

We dare to be different, we have courage in our convictions, and we strive every single day to draw the best out of everything and everyone in our community.

The Special Partnership Trust brings together six good and outstanding special schools (increasing to eight in 2025), four Area Resource Bases, two Satellite Schools, two new Free Schools (Bosvena & Castlebridge), partners with independent schools and a vibrant outreach offer across Cornwall, Devon and Torbay. The partnership is committed to developing specialist support for the broader SEN community in both mainstream and alternative specialist provisions, so that there is a more equitable access to high quality specialist support, irrespective of location.

As a strong, high quality and highly collaborative Multi-Academy Trust, we offer access to a professional and supportive community, Executive Leadership, strategic and operational frameworks, and support functions.

If you share this determination and ambition, this Headship offers an outstanding opportunity to develop in a forward thinking and outward looking organisation. You will receive excellent support and advice from a talented team of colleagues, along with leadership coaching and mentoring.

Our Total Reward Offer:

The Special Partnership Trust recognises the importance of developing a properly implemented People Strategy to underpin the overall strategic aims of the Trust.

Our People Strategy is designed to help us attract prospective high calibre candidates, as well as drive engagement, productivity and retention of our high performing and high potential employees. It reflects our belief in putting our people first. This does not mean putting our learners second. It is based on the philosophy that if we create a positive and rewarding work environment, if our staff feel motivated, well managed and well supported, they in turn will provide the best possible outcome for our learners.

We recognise that our total reward offer, has got to consist of more than just money. We seek to provide our staff with a diverse range of benefits that support their day to day needs both at work and outside of work. These include generous leave entitlements and pension scheme as well as access to health/wellbeing tools, training & development, career pathways and opportunities to ensure they feel valued.

As well as your salary, other benefits that form part of your total reward package include:

- 37 days paid holiday (incl. bank holidays) for Support Staff, from start of employment with the Trust
- Teachers Pension and LGPS Pension Schemes with generous Employer contributions and Death in Service benefits
- Access to 'Extra Special', the Trust's employee reward portal. The portal provides access to all our employee benefits including hundreds of retailer discounts and cash back offers. Staff also have access to SmartTech enabling them to purchase electrical items up to a maximum limit and spread the cost over 12 months via nett pay deductions
- Simply Health Optimise Health Plan – supporting our employees, and their families with health care costs and also includes access to counselling services, health checks and other tools via a myWellbeing App
- Employees Assistance Programme, designed to help staff deal with personal and professional problems that could be affecting their wellbeing
- Occupational Health support from Medigold Health Protect and access to Thrive, a clinically led NHS approved mental wellbeing App

- Eye Test Reimbursements via Pay and Claim or Vouchers for Specsavers.
- Cycle 2 Work Scheme via salary sacrifice
- Long Service Vouchers - after 10 and 20 years' service.
- Discounts on new O2 phone contracts
- Discounted gym memberships with Better Leisure
- Learning & Development/CPD opportunities. The Trust is committed to developing staff and providing access to quality assured training to enable individuals to reach their full potential. Staff are supported to identify their own career progression pathways to achieve their goals and aspirations
- Apprenticeship Opportunities

For further information, click [here](#) to visit the Special Partnership Trust website.

Contact Us

Informal conversations are welcomed and visits to the school are encouraged. If you would like to discuss the role in confidence please call Guy Chappell, CEO, on 07807 495402. For further information or to arrange a visit, please contact Lianne Jory, ljory@specialpartnership.org

Please visit the Special Partnership website, <https://www.specialpartnership.org/> for further information about our Trust and an application pack. Completed applications should be returned to Lianne Jory, (ljory@specialpartnership.org), **no later than 4pm on Friday 13th September 2024.**

June 2024

Letter from the Chair of the Local Governing Body at Pencalenick School – Stewart Defriend

Thank you for showing interest in our position for a new Headteacher at Pencalenick School. My name is Stewart Defriend and I am Chair of a very enthusiastic group of Governors at Pencalenick School. I have been a Governor at the school for 16 months and have been involved with the school since 2021. Pencalenick is an ambitious, vibrant, and unique school that offers a tailored education which is delivered, in a fun, purposeful and creative way, to children and young people who have a wide range of abilities and disabilities.

We are situated close to the city of Truro and are very lucky to have extensive and beautiful grounds that we use for all areas of the curriculum. The school has a multitude of classrooms around the site including a creative arts studio, a gym, sports hall, a food technology kitchen, and a library to list just a few. The outdoor grounds house a music area, a sensory trail and a forest school, a sports field, and multiple playgrounds. The school also hosts a thriving residential provision for boarders which we greatly value.

We are extremely proud of all our pupils. Their enthusiasm and their attitude to learning is rewarded by their significant progress in both their personal and academic outcomes throughout their time at Pencalenick and this is all possible thanks to the dedicated and passionate staff in our school who are committed to working extremely hard to help our pupils thrive and achieve their best possible outcomes.

If you are dedicated and passionate about supporting children and young people to thrive, and committed to working extremely hard, we would love to hear from you. We are looking for a strong, approachable, compassionate and supportive leader with a passionate knowledge of and commitment to, the education and care of young people with complex needs.

We can provide you with unique opportunities to work with other schools within the Trust, including the support of other special school headteachers and the Trust leadership team.

Stewart Defriend
Chair of Local Governing Body Pencalenick School



June 2024

I'm delighted to extend a warm and heartfelt welcome to you as the CEO of the Special Partnership Trust. It is an honour to be a part of this extraordinary educational trust and to be part of a team who are redefining Special Educational Needs (SEN) in the South West. Thank you for your interest in the Leadership of a school within our Trust.

We endeavour to always continue to raise the bar and push the boundaries of what SEN schools can be. We are driven by a relentless pursuit of excellence, a commitment to innovation, and a belief that every young person deserves the best possible education and support to thrive in a world that's full of both challenges and opportunities. We refuse to settle for ordinary; instead, we aspire to be the best in everything we do and to reach the extraordinary. The Headteachers of our Schools are pivotal to this endeavour as they implement their skills, knowledge and experience to lead the school based team in developing and delivering the best provision for their pupils and their community. Our Trust approach is to provide the support and challenge to enable Headteachers to develop each school in a unique and individual way.

Our mission is clear: to be a force for good in SEN and make a positive difference in people's lives. We challenge conventions, pioneer excellence, and work tirelessly to create better tomorrows for our young people and their families. We believe in the power of collaboration, co-operation and creativity. Our ethos is rooted in inclusivity, empowerment, and transparency, which forms the foundation of our work. The Headteachers in our schools work hard with all partners to advocate for the pupils needs – sometimes this is challenging, so commitment and resilience is required.

We understand that each young person is unique, and we are dedicated to providing them with the highest quality education, access to the best opportunities, and a strong sense of self-worth and purpose. Our curriculum goes beyond school life; it focusses on living as well as learning, nurturing resilience and independence.

We dare to be different and we have the courage to stand by our convictions. We are committed to drawing the best out of everything and everyone in our community. We care deeply, and we are driven by a genuine desire to improve the lives and experiences of our learners.

Our vision is for every single young person to have access to the best education, delivered in the best possible environment, enabling them to thrive, succeed and flourish, regardless of the circumstances they face. Our goal is to prepare young people for the next step, whatever that may be, by fostering innovation, excitement and opportunity.

I'm truly excited to be working alongside our brilliant staff, parents, and, most importantly, our incredible young people. Together, we will create a supportive and enriching environment where our learners feel safe, supported, and happy, as they embark on a journey to become successful, achieving, fulfilled adults.

I am delighted that you have expressed an interest in being part of this Trust in the role of Headship.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Guy Chappell', written in a cursive style.

Guy Chappell

CEO

Special Partnership Trust

JOB DESCRIPTION

The Special Partnership Trust: An ambitious, inspirational partnership of outstanding learning.

Job Title:	Headteacher
Salary/Range:	L18 – L24
Base:	Pencalenick School, Truro.
Responsible to:	CEO (Accounting Officer)
Direct Supervisory Responsibility for:	School based teaching and support staff
Important Functional Relationships: Internal/External	Pupils, parents, community, Trust wide staff, Trustees, Governors, Cornwall Council, multi -agency partners, ESFA, RSC, DfE,

Expectations of the Postholder:

- This is a high profile post within an existing Multi Academy Trust.
- The environment is sometimes pressurised so flexibility, a calm approach and a “can-do” attitude are required to carry out the role effectively.
- The postholder must have integrity and discretion at all times.
- Positive interactions with staff and pupils are an expectation.
- Direct supervision is minimal so the ability to prioritise, use initiative, be proactive, organise one’s own workload and that of others, whilst maintaining high standards, is essential.
- The postholder must be proactive in keeping professional knowledge up to date and have a commitment to personal and professional development.
- It is crucial that all staff in the Trust support the Trust vision, ethos and values through adhering to policies and procedures.
- Demonstrate optimistic personal behaviour, positive relationships and attitudes towards students with profound, severe and complex learning needs, the workforce, and towards parents, governors and the local community.

Role Summary and Primary Purpose:

- The Headteacher will provide vision, ambition, leadership and direction, ensuring the school is well managed and organised. Working strategically with stakeholders and partners the Headteacher will develop an outstanding provision, which will transform the educational and future life opportunities of all pupils.
- Hold and articulate clear values and moral purpose, focused on providing a world-class education for the pupils.
- Lead by example - with integrity, creativity, resilience, and clarity - drawing on your own learning, expertise and skills, and that of those around you.
- Sustain wide, current knowledge and understanding of education and school systems locally, nationally and globally, and pursue continuous professional development.

Main Duties and Responsibilities:

To provide strategic leadership and direction by:

- Working with Trustees and the Local Governing Body, to develop a vision, strategic objectives and implement the School Development Plan.
- Ensuring that the Trust vision, ethos and values are embedded in the school offer and clearly articulated, shared, understood and delivered throughout the school community.

- Delivering innovative curriculum development to support teaching and learning and levels of pupil achievement in accordance with Trust expectations and OFSTED requirements.
- Enabling and ensuring the senior management team deliver high quality leadership within clear lines of accountability.
- Ensuring that resources are focused on teaching and learning and positive behaviour.
- Supporting the Trustees and Governors with the creation of new partnerships and opportunities
- Being an effective ambassador and champion for the Trust and school by promoting its development and achievements locally and nationally.
- Ensuring that parents and the community are strongly engaged in the work of the school.

To promote a high-quality educational offer in a Trust School by:

- Ensuring that the curriculum builds on good practice and is aspirational, innovative, and differentiated to the needs of the pupils.
- Monitoring standards of teaching, learning, behaviour and progress and rigorously addressing areas of concern through appropriate intervention.
- Celebrating staff and pupil success and achievement.
- Ensuring that the school continues to develop, works collaboratively and innovatively, and that the staff benefit from professional development opportunities.
- Demand ambitious standards for all pupils, overcoming disadvantage and advancing equality, instilling a strong sense of accountability in staff for the impact of their work on students' outcomes, access to qualifications and onward progression.
- Secure excellent teaching through an analytical understanding of how pupils learn and of the core features of successful classroom practice and curriculum design, leading to rich curriculum opportunities and pupils' well-being.
- Establish an educational culture of openness as a basis for sharing best practice within and between staff, drawing on and conducting relevant research and robust data analysis. Ensure this practice is shared widely with Trust schools, to support them to build capacity to meet the needs of pupils.

The self-improving school system

- Create an outward-facing school, which works with other schools and organisations - in a climate of mutual challenge - to champion best practice and secure excellent achievements for all pupils with special educational needs.
- Develop effective relationships with fellow professionals and colleagues in other public services, particularly Health and Social Care, to improve academic and social outcomes for all pupils.
- Model entrepreneurial and innovative approaches to school improvement, leadership and governance, confident of the vital contribution of internal and external accountability.
- Inspire and influence others - within and beyond schools - to believe in the fundamental importance of education in young people's lives and to promote the value of education.
- Provide a safe, calm and well-ordered environment for all pupils and staff, focused on safeguarding pupils and developing behaviour in school and in the wider society.
- Establish rigorous, fair and transparent systems and measures for managing the performance of all staff, addressing any under-performance, supporting staff to improve and develop outstanding practice.
- Welcome strong governance and actively support the Trust and the Local Governing Body to understand its role and deliver its functions effectively – in particular its functions to hold the Headteacher to account for pupil and staff achievement and performance.

Management of People and Resources

- Create an ethos within which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other.
- Identify emerging talents, coaching current and aspiring leaders in a climate where excellence is the standard, leading to clear succession planning.
- Working with the Trust Leadership Team to inspire and motivate pupils, staff and the other members of the school and wider community.
- Ensuring the SLT and wider staffing structure is fit for purpose.
- Ensuring that all Trust policies relating to the employment of staff are adhered to including safer recruitment and the completion of the single central record.

- Ensuring the school operates within financial policies and processes and its delegated budget.
- Developing and maintaining effective strategies and procedures for staff recruitment, induction, professional development and performance management and review.
- Building a learning culture within the school and the community and working across the Trust and with the partners to enhance the skills, experiences and aspirations of pupils and school staff.
- Ensuring that the school's resources are effectively deployed to enhance the learning opportunities of all members of the school and wider community.

Accountability

- Work with the Trustees and Local Governing Bodies to fulfil its commitments and expectations.
- Ensure individual accountabilities are clearly defined, understood, agreed and subject to rigorous review and evaluation.
- Ensure Trustees and Governors are fully engaged in the monitoring of the school's performance.
- Be an active Member of the Trust Senior Leadership Team contributing to the strategic planning and delivery of the Trust priorities.

Safeguarding Children and Safer Recruitment

- To ensure that the school meets its commitment to the safeguarding and promotion of welfare for the students and young people in its care.

Company Description/Overview:

We are a specialist educational trust on a journey to raise the bar and set new standards for Special Educational Needs (SEN) throughout the South West.

The Trust was founded in 2016 and is currently made up of 6 schools and 4 ARBs. Unlike other trusts, we are purely made up of SEN schools and ARBs. This puts us in a unique position to do things differently.

We realised early on in our journey that there wasn't a one-size-fits-all approach. So we developed a philosophy that places our young people front and centre. Every decision we take is based on meeting the needs of our young people and helping them succeed. And when we say 'succeed' we don't just mean academically.

When you work with us you'll be joining a specialist educational trust on a journey to raise the bar and set new standards for Special Educational Needs (SEN) throughout the UK.

We are not afraid to do things differently and we never settle for ordinary. We aspire to be the best in everything that we do. We provide our young people with the highest quality education, give them access to the best opportunities available to them, and take pride in giving them a sense of self-worth and purpose - built on a foundation of resilience and independence.

Through collaboration, co-operation, and creativity - underpinned by an ethos built on inclusivity, empowerment, and transparency - we aim to inspire every single young person (as well as their families and our staff) to be the very best versions of themselves they possibly can. We do this through an ambitious, specialist curriculum that goes beyond school life and focuses on living as well as learning.

We step outside the comfort zone when it's needed, we care more than people think is needed or necessary, and we genuinely want to improve the lives and experiences of our learners. We dare to be different, we have courage in our convictions, and we strive every single day to draw the best out of everything and everyone in our community.

We are...

Ambitious: We believe in setting new standards and consistently raising them through the quality of our work and approach.

Aspirational: We dream big and are brave enough to act on our aspirations. Invested. We care. It's easy to say but, for us, it flows through every part of the Trust. We are invested in improving the lives of our young people both now and into the future.

Purposeful: We don't do things for the sake of doing them. We are driven by our purpose and committed to turning our vision into a reality.

Genuine: Honesty, transparency, and authenticity are what all our work is built on. Inclusive. Every single voice matters. Everyone can have ideas, express views, and be heard.

Energetic: We make SEN exciting. We are the go-getters and the trend-setters. We are not bound by convention and infuse our energy and passion through everything we do.

Specialist: We are a specialist trust and this gives us a unique and unprecedented insight into the needs of our young people and their families.

Core Expectations:

Staff should recognise that as the Trust grows and moves forward job roles will inevitably develop and change focus and job descriptions will be reviewed accordingly. Staff need therefore to be flexible in their approach to accommodate the changing needs of the MAT and to participate fully in professional development and service delivery changes which supports this.



Special Partnership Trust - Person Specification Headteacher

Education and Qualifications	Essential	Desirable
Qualified teacher status	X	
Degree or equivalent	X	
NPQH	X	
Higher degree		x
Evidence of postgraduate study/ research		x
Recent, relevant professional development		x
Equal Opportunities and Safeguarding		
Being committed to equal opportunities	X	
Being committed to maintaining our ethos in which safeguarding is paramount	X	
Being committed to promoting and safeguarding the welfare of pupils, staff and visitors	X	
Experience of developing a string safeguarding culture in school	x	
Experience –Resource and Data Management		
Ability to develop and implement a shared vision	X	
Effective leadership within education – including experience of leadership in special schools	X	
Managing and interpreting data to support taking the school forward particularly in respect of curriculum development , teaching and learning and quality assurance	X	
Effectively managing resources ,budget, funding and resources within the context of MAT financial management and budget setting	X	
Use of quantative and qualitative information systems, analysis and triangulation of information to assess impact, improve and innovate the school offer.	X	
School inspection experience or work as a school improvement partner		x
Effective use of IT to raise standards		x
Experience - People management and leadership		
Successfully leading, motivating and developing staff – including appraisal and performance management	X	



Challenging poor performance and supporting colleagues as required	X	
Proven effective leadership of a significant sized team	X	
Special School Leadership	X	
Leading and sustaining educational initiatives that support innovation, improvement developing a high quality school SEND offer	X	
Proven ability to lead, organise and motivate a team through a period of change and development	X	
Experience – Children with Special Educational Needs	Essential	Desirable
Knowledge and understanding of the varying needs and abilities of pupils with SEN, particularly those on the Autistic Spectrum and those with medical needs.	X	
Understanding of how to raise standards of learning and teaching, improve attendance and secure high standards of behaviour for learning.	X	
Experience of integrating the work of external agencies into improving outcomes for children.	x	
Experience of leading , developing and implementing a cohort specific curriculum	x	
Leadership		
Developing and maintain positive relationships with all internal , external stakeholders and the wider community	X	
Contributing to wider Trust strategic organisational direction and development	X	
Lead the school development and quality assurance process – determining, then implementing, priorities, and articulating impact.	X	
Identifying staff ‘talent’ and maximising the impact of a talented team on the quality of the school offer. A “developer of people”	X	
Holding high standards and expectations and encouraging excellent standards of working amongst colleagues	X	
Supporting the further developments of learning, skills and emotional literacy - with staff, students and parents	X	
Effectively and successfully communicating the need for and managing change	X	
Understanding the complexities of, and managing people in a way which results in a positive and productive ethos.	X	
Celebrating achievement and success	X	

Knowledge and understanding of recent government initiatives in relation to education and the potential impact on schools		x
Pupil Engagement		
Being aware of the diverse nature of the individual pupil's needs	X	
Establishing a rapport with children	X	



Having high expectations of what pupils can achieve and helping staff to find creative ways to achieve this	X	
Leading or supporting at assemblies, staff, parent and community events.	X	
Personal Qualities		
Having excellent interpersonal skills with an ability to relate confidently to and motivate a wide range of people	X	
Communicating with enthusiasm, confidence and competence	X	
Being an excellent team builder who can implement strategies which lead to our continued improvement	X	
Being professional and acting with integrity	X	
Respecting others thoughts and opinions, and being able to constructively justify why they might not be used in a given situation	X	
Having emotional resilience especially when difficult decisions have to be made	X	
Being a catalyst for change	X	

The starting point on the scale for this appointment will be based on experience. Progression through the points will occur on a basis of performance against agreed targets