



CANDIDATE BRIEF

HEADTEACHER



WELCOME

At EQUA Mead Learning Trust, we are an inclusive, passionate and forward-looking educational organisation. We believe every child has the right to an inspiring and fulfilling education and we seek to improve the life chances of all those we serve; it is our mission to give **Every Child, Every Chance**. We are a Trust of 16 primary schools and two secondary schools, all of which are based in Wiltshire. Across our schools, we have four Resource Bases that provide specialist education to children and young people with complex needs.

We believe in the power of education to transform lives and shape a brighter future. We are dedicated to fostering a strong sense of community, where everyone works together to achieve their very best. At all of our schools, we do all we can to enable each child to realise their full potential and to develop positive social and moral values.

Our family of like-minded schools collaborate to provide mutual support, share best practice and learn from each other, whilst retaining and developing each school's distinctive character. We understand that successful schools are rooted in their local community. We respect and value the individual nature and ethos of our each schools while knowing we are more effective when we work together and support each other. We are a mixed Trust that benefits from both church and non-church based schools and we actively celebrate this diversity. We are highly inclusive and collaborate closely to promote a culture of openness and integrity.

We recognise that every member of our staff is crucial for our children and young people to have access to the highest quality education. Every member of our team, no matter their role, is valued and appreciated. We believe this is an exciting time to join us as our Trust continues to grow. We seek applications from individuals that are determined to make a positive impact and who share our vision to give Every Child, Every Chance. We look forward to receiving your application.



Paul Skipp
CEO, EQUA Mead Learning Trust



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The Grove is a school where we strive to ensure that children establish strong roots and develop healthy and adventurous wings

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ABOUT OUR SCHOOL

Ofsted rating: Good (November 2018)

Address: Hazel Grove, Trowbridge BA14 0JG

Contact: finance@grove.wilts.sch.uk | 01225 755242 | www.grove.wilts.sch.uk

Based in the heart of Trowbridge, The Grove Primary School has nearly 400 children and 60 staff, making it one of the largest primary schools in Wiltshire. The school has a happy and welcoming atmosphere and not only does 'Every Moment Matter' but 'Every Child Matters'.

We endeavour to provide a safe, secure and stimulating environment where children enjoy their learning and thrive. We are proud of our school and committed to raising the attainment of all our children; it's our aim to ensure a culture where every child can flourish academically, socially and emotionally. We strive to ensure our pupils establish strong roots and develop healthy and adventurous wings.

All learning, all day and every day happens within a safe, happy and supportive environment which recognises and celebrates each child's unique talents, skills and interests. We endeavour to provide many opportunities for our children's voices to be heard and we always listen carefully. We want them to help make their school community an even better place!

We are extremely proud of our children and we support them to have self-discipline, tolerance and a sense of responsibility for themselves, others and the environment.

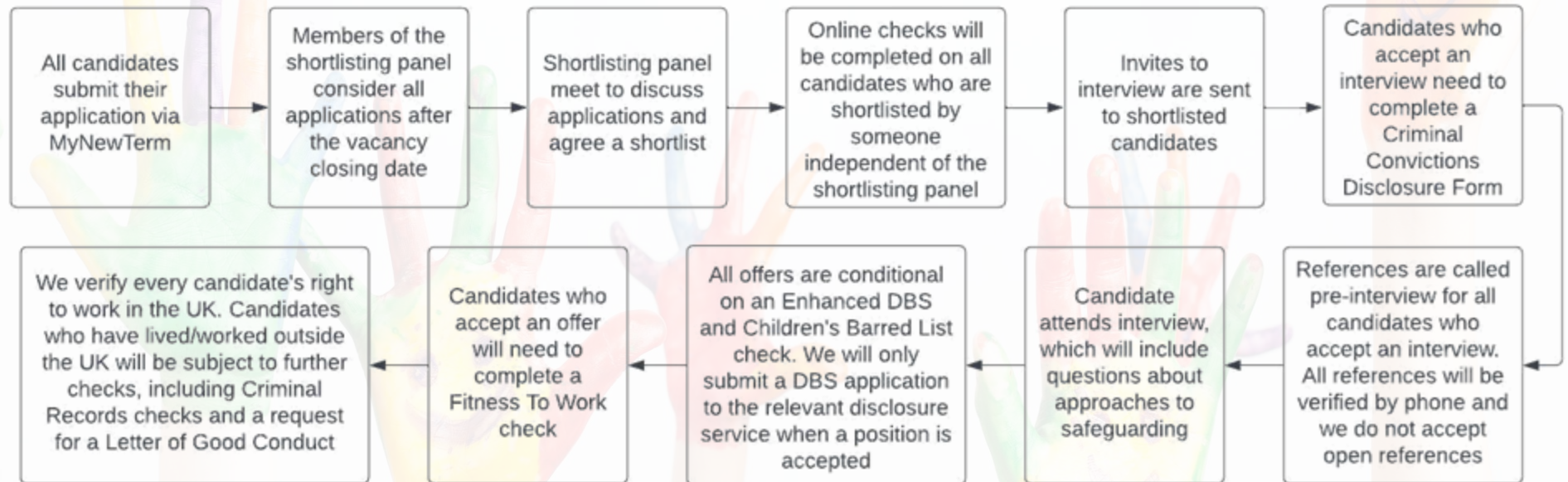
We are currently undertaking a fantastic building project, replacing old modular buildings with brand-new, state of the art facilities for children, staff, and those in our local community. The project will also facilitate the opening of a new Resource Base, which will provide 20 specialist places for children with communication and interaction needs.

"Strong relationships exist between adults and pupils, creating a very positive atmosphere for learning. Pupils feel safe, happy, behave well and enjoy their learning." *Ofsted, 2018*

SAFEGUARDING IN OUR SCHOOL

Keeping our children safe is of paramount importance to us. You can read full details about our approach to safeguarding and child protection on [our website](#).

Our commitment to safeguarding includes our recruitment process, which is outlined here:



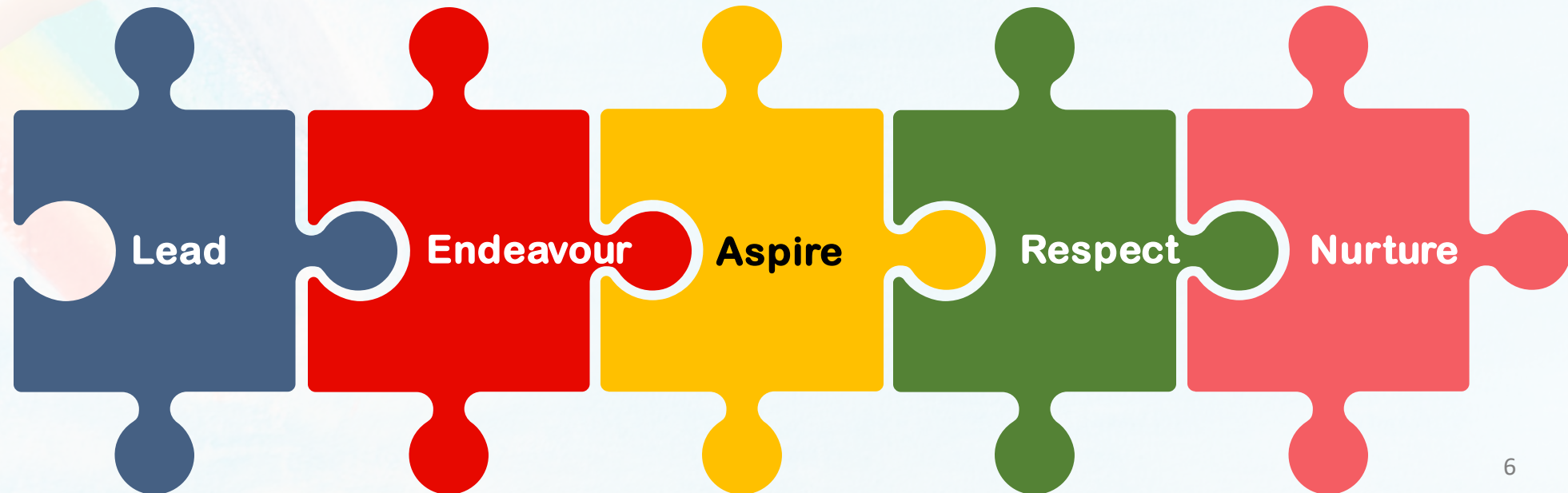
For information on what personal data we collect as part of the recruitment process, and why, you can read our [Privacy Notice for Job Applicants](#). The revised DBS code of practice for registered persons and other recipients of disclosure information is [here](#).

OUR PURPOSE AND VALUES

Our mission and duty is to provide the best possible education, enrichment and environment for every member of our school community. We ensure that all the children we serve are given equal opportunities to every aspect of the curriculum and all enrichment activities. We believe that a school should be fully inclusive where all aim high, achieve well, are happy and develop self-confidence, positive values and beliefs. At The Grove there is a powerful sense of respect and a caring attitude towards others.

We have worked alongside our partners to develop a clear vision for the school along with a set of core values that we believe will help us to achieve our full potential. We all play a vital part in realising this vision and regularly celebrate success along the way.

We ensure our children are well prepared for, and excited about, the next steps in their journey – able to make positive choices and decisions for themselves and seek out and embrace challenges and goals. We want every child to LEARN:





KEY INFORMATION

Main place of work: The Grove Primary School, Hazel Grove, Trowbridge BA14 0JG

Salary: L15–21 (with flexibility for the right candidate)

Contract: Permanent

Hours: Full time

Closing date: Midday on 13 May 2024 (We reserve the right to close the post early if sufficient strong applications are received)

Interview date: 21 May 2024

Start date: 1 September 2024 (A later start may be considered for the right person)

If you would like to find out more we would love to hear from you. Please contact us at finance@grove.wilts.sch.uk to arrange a visit.

OUR NEW HEADTEACHER

We are looking for a talented Headteacher who can lead and inspire the school community with passion and confidence at a time of exciting change. Our new Headteacher will create an ethic of excellence and ambition for all children. The Headteacher will champion ethical, values-led leadership and nurture talent and expertise across the staff team.

They will be someone who is:

- Committed to the school's vision, purpose and values
- Able to lead, develop and inspire a strong team of leaders, teachers and support staff to deliver a culture of continuous school improvement
- Creative and dedicated, with the leadership qualities and flair to make great things happen and take the school to the next level
- A motivational leader who will work in partnership with our Trust
- Willing to share practice and to learn from others
- Self-motivated and ambitious, with a strong track record of professional learning
- An excellent, engaging communicator who can develop strong relationships with the school's key stakeholders, including the children, parents, governors and the wider community

To be effective and successful, you will be someone who:

- Has excellent knowledge and understanding of current educational priorities and challenges, and how to deliver a high-quality education to all children
- Will bring energy and creativity to drive curriculum innovation whilst maintaining existing effective practices
- Has a proven track record of achieving success and raising standards
- Has the belief that every child can and will succeed

Inclusion is at the heart of our organisation, and we cherish it in our staff just like we do in our children. We are committed to creating a workforce that is reflective of our community and welcome applications from anyone with the skills and experience to do the role they are applying to, regardless of their gender, sexual orientation, disability or any other protected characteristic.





WHAT WE OFFER

We foster a clear focus on continuous improvement to ensure that our children achieve the best possible outcomes in all areas of school life. We pride ourselves on delivering meaningful, ongoing professional development to all staff. We believe in capitalising on everyone's talents and skills whilst encouraging each other to realise these.

We recognise the current challenges facing school leaders and are committed to supporting our Headteacher to create an environment that provides every child with every chance. Headteachers within the EQUA Mead Learning Trust and the wider Trowbridge locality enjoy development and supportive challenge opportunities within a collaborative network.

We provide access to:

- Employee Assist Programme to support your and your staff's wellbeing
- A supportive and collegiate school improvement model
- Opportunities for leadership development
- A strong network of Headteacher colleagues
- A Trust Central Team to support you in your role

The background of the slide is a vibrant, abstract composition of thick, textured brushstrokes in primary colors: red, yellow, and blue. The strokes are layered and overlapping, creating a sense of depth and movement. The colors are set against a light, neutral background, making the primary hues stand out prominently. The overall effect is artistic and energetic.

**THANK YOU FOR
YOUR TIME**