

A CHURCH OF ENGLAND MULTI-ACADEMY TRUST  
DEDICATED TO TRANSFORMING CHILDREN'S LIVES



**William Lovell School**

**Appointment of Headteacher**

**November 2024 | Reference: LBRDA**

## Welcome from the CEO of The Trust – LAAT

### Be a part of something bigger...

Dear Candidate

What if every child was unique with **intrinsic value**? What if every member of staff was unique with intrinsic value? What if every school was **unique** with intrinsic value? At LAAT we believe that they are.

We're a **Church of England** trust so we call it being made in the image of God. But you don't have to. You just need to be able to look at our children and young people – however deprived or privileged, however difficult or compliant, whatever their background, or ability, or culture, or gender – and know that what you do, how you teach them, what you give to them, how you relate to them can **transform** their lives. And then you must have the energy, and passion, and drive, to give them your best.

We don't ask you to do this alone. We'll provide you with the **support** of a MAT who believes that you too are unique and **valuable** – valuable for who you really are.

So, is now the time to think hard about what you want and to look at what Greater Lincolnshire and Lincoln Anglican Academy Trust can offer you? A chance to grow your career, **professional support** and the opportunity to transform lives.

Within fabulous **Greater Lincolnshire** with its beautiful beaches, woods, Wolds, fields and fens, 2 universities and its access to new and growing technologies. It has **reasonably priced housing** and is home to the Red Arrows.


Is now the time to find out more about us and to join our **community of Excellence, Exploration and Encouragement?** To change lives with us, for the better.

Jackie Waters-Dewhurst  
Chief Executive Officer






## What our colleagues and Ofsted say about us...




Ofsted 2023 – ‘The school has improved rapidly. Pupils and parents recognise this’.


‘Pupils feel safe in the school and trust staff to help them when they need it’.



“SLT are caring and understand us as humans that have issues out of school. We are treated fairly and as part of a family’ ‘The Christian values of our school are lived out by stakeholders’ ‘As much is done as possible to support mental health and work / life balance”



‘Just think we are flippin’ awesome! We have passionate and dedicated teams and enable staff and children to flourish. I love my role and I am proud to be a part of this Trust. I wouldn't want to work anywhere else’



‘Good working relationships, easy to talk to senior staff at school and trust level, supportive culture, wealth of knowledge and experience within the trust’ ‘Our links to our community, the children and parents. The support from the trust with curriculum’

‘I like being part of a Christian school. I like how daily worship is valued. I appreciate the staff team in the school I work in. I appreciate the health care package and online health support’

Ofsted 2023 – ‘Staff are proud to at the school’. They work together to create a positive environment for pupils to flourish.

# About William Lovell Church of England Academy

We are a school on an aspirational journey and the future is very exciting for students and staff at William Lovell.

## Our Vision and Aspirations

Our vision is to be the best version of ourselves in an environment designed to be rewarding, stimulating, and challenging so that students can fulfil their potential.

## A Supportive and Inclusive Community

Our strong community creates a place of opportunity which allows its students to flourish, find expression, build strength of character, and make positive decisions when faced with adversity. This is guided and discovered through a rich pastoral system which makes a real difference to students' lives.

## Academic Excellence and Holistic Development

We are dedicated to building opportunities for all students to not only achieve the highest academic standards but also ensure that their unique personality, talents, and interests are nurtured and developed to the fullest. We have high expectations of our students and a laser focus on behaviour learning, leaving our highly skilled staff to focus on teaching and learning.

## Our Curriculum and Enrichment Activities

We know that there is a synergy between developing a well-rounded individual and a strong academic record. Our broad and balanced curriculum is complemented by an extensive range of enrichment activities such as creative arts, sports, music, student leadership and academic masterclasses, amongst many others.



A "Good" Church of England School  
SIAMS Inspection Report June 2023  
"Boldly Inclusive"



# About William Lovell Church of England Academy - continued

## Ofsted and School Improvement

With 3 out of 4 areas graded as Good by Ofsted (October 2023), we are looking for a Head who can secure a Good grading for Quality of Education, which will include considerable improvement to our published outcomes.

## Christian Values in Action

As a Church of England school, our underpinning values, which are deep-rooted in the Christian story, are the driving force of our academy. They resonate through everything we do, creating an inclusive culture where all faiths are valued, everybody is shown and receives Respect, Truth is modelled and encouraged, Generosity is given without expectation to receive, Forgiveness is practised, and Justice is demonstrated.

## Investing in Our Future

Changes to, and investment in, the physical building and the environment saw us recruit some fantastic new members of teaching and support staff. We have further developments planned in IT infrastructure and have just refurbished one of our science laboratories. This is not a school that stands still, and being part of a MAT allows us to continue to invest even when the national picture means budgets are tight.

**The LAAT Trust promotes diversity and wants a workforce which reflects Christian Values. Applications are welcome from all, irrespective of gender, sexuality, race, religion, marital status, age, or disability.**



# Why join LAAT?

- We firmly believe that, to ensure the best outcomes for our pupils, we must ensure the best support and career development for our colleagues.
- We are committed to developing colleagues, and as Headteacher should you wish to be part of the wider Trust team we are always open to ways of creating opportunities to allow you to grow alongside day to day work.
- We also offer apprenticeships within the Trust that support career pathways for Teaching Assistants, provide opportunities for Wellbeing Champions and enhance digital skills.
- All colleagues benefit from bespoke learning journeys to ensure that we are not only compliant with our statutory responsibilities, but so that our colleagues can be confident in fulfilling all aspects of their role to the highest standard.
- Our focus on Growth and Development rather than 'performance management', ensures that all colleagues are empowered to do their job to the highest standard and cements our commitment to the continuous support and development of our colleagues, enhancing their skills and knowledge.

## All colleagues have access to;

- Over 70 online courses to support development
- 24 hour confidential helpline covering legal, financial and health and wellbeing guidance
- Free of charge counselling sessions
- Free of charge physiotherapy
- Personalised wellbeing coaching
- Virtual GP - Accessible by smart phone, or computer with same day appointments

**You are the God who sees me (Genesis 16:13)**

**We see you and believe that you deserve the very best**





# THE LAAT VALUES

These are not values we aspire to, they are the words that members of our tribe have used to describe our Trust. They are our DNA. They inform every action and decision we take. To our staff they are the standards by which we operate, to our leaders they are our code of conduct.



BE PART OF SOMETHING BIGGER



## The Role

At William Lovell Church of England Academy, our next Headteacher will ensure that the Trust and School visions are embedded in every aspect of the role, challenging and supporting others to achieve these goals.

The incoming Headteacher will actively promote the academy's commitment to Excellence, Exploration, and Encouragement, aligned with LAAT's belief that every child should flourish in a nurturing, creative environment where they can grow into the person God intended them to be.

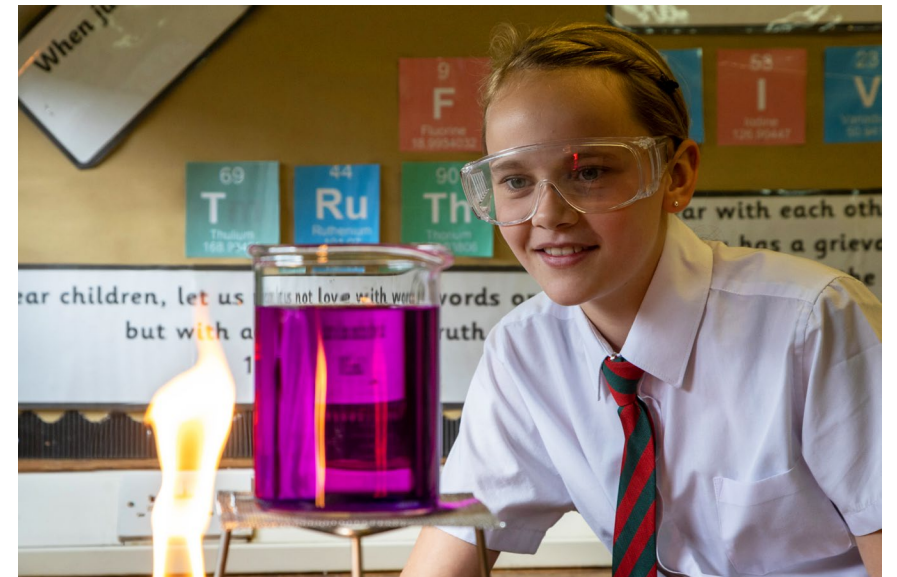
As part of the Lincoln Anglican Academy Trust (LAAT), the successful candidate will provide professional leadership and oversee both the day-to-day operations and the strategic direction of the academy. They will inspire and guide the William Lovell community in fostering positive attitudes towards learning, ensuring that this extends to staff, pupils, and parents.

The successful candidate will work collaboratively within the wider Trust, embracing the belief that William Lovell Academy is part of a larger partnership working together to secure the best possible outcomes for all pupils. The role may require the Headteacher to contribute to the success of other Trust schools as needed, reinforcing the unity and shared purpose of LAAT.

In addition to the role of Headteacher, there may be an opportunity for the appointed candidate to take on a key role within our Trust based on your personal interests. This optional role could be an exciting avenue for those interested in driving trust-wide initiatives across our schools.

### Key Tasks and Responsibilities

The Headteacher will ensure that their leadership demonstrates commitment to promoting and developing the existing good practice through the search for excellence in all areas of its work and in support of the Trust vision and values. Each school will be supported by a team of operations partners and central team members. They will offer technical support in specialist areas of HR, Finance, Governance, Operations and Health and Safety.





## Key Accountabilities

### Creating the Future of Trust Schools

- Embed the Trust vision across the School and align with the local board to create a consistent School vision.
- Motivate others to foster a shared learning culture and implement operational plans that reflect the Trust's objectives.
- Maximise resources and support cross-collaboration across schools within the Trust to strengthen joint efforts.

### Leading teaching and learning/outcomes

- Develop an engaging, relevant curriculum that prepares students for the next phase of education.
- Focus on pupil achievement through data and benchmarks while fostering creative and effective learning approaches.
- Set high expectations, promote improvement strategies, and tackle underperformance.
- Manage resources efficiently and lead the planning of Collective Worship.

### Developing Self and Others

- Exhibit leadership that reflects Trust values and promotes high expectations for all.
- Ensure effective strategies for staff development, delegation, and performance reviews.
- Foster a culture of continuous improvement and celebrate achievements.
- Promote a healthy work-life balance and engage in ongoing professional development.

### Managing the Organisation

- Develop and implement structures that align with the Trust's vision and ensure efficient school operations.
- Prepare a clear School Development Plan and Self Evaluation to reflect school priorities and performance.
- Oversee resource management and ensure value for money.
- Ensure health and safety standards are met, and staff are held accountable for their roles.





## Key Accountabilities - continued

### Securing Accountability

- Collaborate across the Trust to achieve excellence and clearly define staff responsibilities.
- Support the local board in meeting its obligations and ensure all children have access to high-quality teaching.
- Present accurate reports on the school's performance to relevant stakeholders.

### Strengthening Community

- Promote positive strategies for inclusivity and respect, supporting the school's culture.
- Collaborate with agencies to support students' academic, social, and emotional well-being.
- Develop community links and market the school and Trust's unique values through social media and events.

### Safeguarding

- Serve as the Designated Safeguarding Lead, ensuring a safe environment and compliance with statutory guidance.
- Oversee safeguarding concerns, the Single Central Record (SCR), and liaise with external agencies.

### Other

- The postholder is required to carry out the duties in accordance with LAAT Equal Opportunities policies.
- The postholder is required to carry out the duties in accordance with the LAAT Health and Safety policies and procedures.
- All employees need to be aware of the possible abuse of children and vulnerable adults and if you are concerned you need to follow the academy's Safeguarding Policy. In addition, employees working with children have a responsibility to safeguard and promote the welfare of during their work.





## Person Specification

### **Training/Qualifications/Experience**

- Qualified Teacher Status with a successful NQT year completed
- National Professional Qualification of Headship or working towards
- Evidence of continuing professional development
- Significant experience as an Headteacher, Deputy Head/ Head of School with a sustained record of school improvement
- Experience of the effective management of funding and resources
- Evidence of successfully leading and sustaining educational initiative
- Evidence of effective appointment and personnel management

### **Professional knowledge and understanding**

- Knowledge of ways to build, communicate and implement a vision within a school
- Demonstrate ability to lead change, creativity and innovation and motivate others to do the same
- Awareness of strategies for communication, both within and beyond the school and community
- Understand strategies for ensuring inclusion, diversity, and access to education for all
- Curriculum design and management
- The self-evaluation process and its role in driving continuous improvement
- Building and sustaining a learning community
- Financial planning, budgetary management, and principles of best value
- Legal issues relating to managing a school, including equal opportunities, race relations, disability, human rights, and employment legislation
- The use of a range of tools and evidence, including performance data, to support, monitor, evaluate and improve aspects of school life, including performance
- Strong IT competencies

### **Personal and Professional Skills and Attributes**

- Ability to develop and maintain a clear vision and lead others to plan and deliver it
- Ability to establish successful relationships at all levels and have good communication skills both verbal and written
- Ability to lead, coordinate and delegate with enthusiasm, energy, vigour and perseverance
- Ability to exercise accountability effectively, efficiently, and fairly
- Ability to foster a culture of respect and openness; with a commitment to Church School education whilst ensuring a culture that welcomes those of all faiths and none
- Be respectful and able to act with tact and diplomacy
- Be empathetic and demonstrate an awareness of the differing needs of colleagues and pupils
- Supportive of the mission and vision of the Church of England whilst creating a culture that welcomes those from all faiths and none

### **Safeguarding Children**

- Current Safeguarding Training
- Enhanced DBS Clearance (Trust will obtain)
- Awareness of the importance of safeguarding and promoting the welfare of children
- A commitment to maintaining up to date knowledge of child protection legislation and guidance

### **Desirable**

- Experience of developing partnership and learning between schools
- Experience of working within a Church School

# Terms of Appointment

**SALARY**

L21 – L27 £81,441 - £94,332 FTE

**RELOCATION ALLOWANCE AVAILABLE**

**HOURS**

1.0 FTE

**START DATE**

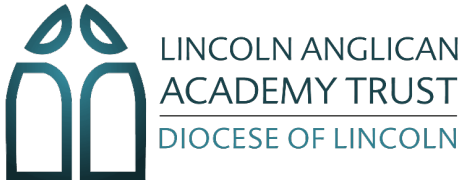
Easter 2025

**LOCATION**

William Lovell Church of England Academy,  
Main Rd, Stickney PE22 8AA

**APPLICATION DEADLINE**

Thursday 5th of December





## How to Apply

We believe that all our Schools are fantastic places to work. Our commitment to you is important, throughout the recruitment process and beyond. Our culture is one of development, equality, and consistency.

Saxton Bampfylde Ltd is acting as an employment agency advisor to William Lovell and LAAT on this appointment. Please contact Becca Tame if you would like more information about the role.  
[Becca.Tame@saxbam.com](mailto:Becca.Tame@saxbam.com)

Candidates should apply for this role via [www.saxbam.com/appointments](http://www.saxbam.com/appointments) using code LBRDA. Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring form.

### **Key Dates:**

- The deadline for applications is Thursday 5<sup>th</sup> of December
- Please hold Monday 16<sup>th</sup> December for an interview day at the school

### **Safeguarding**

The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We will require the successful applicant to undertake an enhanced criminal record check via the DBS.

### **KCSIE:**

In line with Keeping Children Safe in Education 2024, please be advised that if shortlisted, we will carry out internet searches to support our commitment to safer recruitment. Please note that the purpose of this is to identify any incidents or issues that have happened, and are publicly available online, which the school might want to explore with applicants at interview. Internet searches will be carried out by someone who is not directly involved in the recruitment process and only relevant information will be shared with the interview panel.





## MAKE A DIFFERENCE

### Where to find us

William Lovell Church of England Academy, Main Road, Stickney,  
Lincolnshire, PE22 8AA

