



Wadebridge School

Limited Company Registered UK (Charitable status)
Company No: 07999988



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Dear Candidate

Thank you for showing an interest in the role of Headteacher at Wadebridge School.

The appointment of a new Headteacher to a school is an exciting, momentous and tremendously important event. For Trustees, it is important to appoint the person who we believe will best lead our school going forwards and embrace the values and vision that we have for our school. For you, it is important that you are confident that your core educational values and beliefs can flourish and that you can develop professionally as a leader at Wadebridge School.

The Trustees are a diverse and active board. Some Trustees have been associated with the governance at Wadebridge for many years, others have only recently joined the board. Some have secondary education experience, others work in primary schools and a majority have occupational and community experience outside of education. All are dedicated to the school and everyone associated with it – we want everyone to be able to thrive and flourish. For my own part, I have been a Trustee for seven years and Chair of Trustees for fifteen months, and my own background is a lifetime working in secondary education. My family and I have lived in Wadebridge for nearly thirty years having moved to Cornwall from Birmingham – our three boys (now in their twenties) all attended Wadebridge School.

We underpin our governance by two simple questions: Are we doing the right things? and are we doing them well? Trustees absolutely understand that their role is a strategic role; we do not stray into the operational field – or if we occasionally do (and, I am the worst culprit), we expect the Headteacher to remind us quickly! We are constantly scanning the educational and political landscape nationally and locally to ensure that we are properly and securely positioning the school in order that the Headteacher and other members of the Senior Leadership Team (SLT) are able to achieve the best possible outcomes for our students and subsequent cohorts. Wadebridge School is totally committed to educating the whole child. Achieving the very best examination outcomes is, of course, critically important for every individual student. Yet, if we are educating and supporting our children to take their place and to flourish as young adults in society when they leave school, then there is so, so much more that we must also do.

I have very deliberately used the word 'flourish' three times in this letter so far. Trustees are just starting work on developing our Vision 2035 strategy, and our aim is that the school and the people within it can flourish at both an individual and a community level. Strong inter-personal relationships are at the heart of our school's ethos, and this will underpin our vision for the future, too; we want all students and all staff to be able to thrive at Wadebridge School. Why 2035? It gives us a timeframe that is both future looking, but at the same time manageable – the children leaving our school in 2035 as flourishing sixteen-year olds have just started Year 1! 2035 encourages us to look beyond short-term political time scales, typically five-year bites, and will better enable us to remain true to our core values and purpose. As the newly appointed Headteacher, you will be instrumental in shaping this vision with us, and in ensuring that staff, student and parent views are fully embedded within our work.

Wadebridge School is a single academy trust (SAT). Cornwall is a local authority in which c.85% of both primary and secondary schools are academies, significantly higher than many other parts of the country. As you would expect, Trustees do not put their heads in the sand and ignore the multi-academy trust developments going on across the county, nor are we deaf to the varying political pronouncements at a national level in relation to school structures. Both Trustees and senior leaders are very clear that for a whole host of reasons that we can discuss with you at interview, remaining as a strong, single academy trust is the right thing to do for our school and our students in the current environment – we focus very much, therefore, on endeavouring to ‘do it well’!

We work collaboratively with a number of other secondary schools both in Cornwall and further afield, many of whom are in multi-academy trusts. As our newly appointed school leader we will encourage you to continue to strengthen those relationships and forge new ones – we will support you fully in making sure that we are indeed ‘doing things well’, and we cannot do that if we work in isolation. It would, however, be foolish and irresponsible to suggest to you that being a SAT forever will necessarily be possible or desirable; however carefully and intelligently we scan the landscape, none of us can second guess everything that may come down the road in the future.

I hope that after reading this introductory letter you will feel encouraged to delve more deeply into our school and apply for the post. We have deliberately not put together a glossy package of specially made videos and the like since we want to be confident that you have done some ‘homework’! We are providing you with some signposted links, but we also want you to explore our website (which, by the way, we are committed to redesigning within the Vision 2035 developments) and for you to see the work that we are doing across the school and the community. We want you to come to meet us with questions and areas that you identify as being ripe for development, whether that be through interrogation of our academic data, our inspection reports or our wider school provision. You will find videos introducing you to the school and various aspects of school life, including the ongoing Mental Health First Aid work for which we have just been re-accredited Gold by the Carnegie Centre of Excellence for Mental Health in Schools (92% of all staff and Trustees have received MHFA training, and parents have also now started to take part in the two-day training). There is much that is very good about Wadebridge School and some of our work is superb. Our retiring Headteacher, Tina Yardley has led the school for fifteen years with great distinction, and as our new Headteacher you can be confident that you are taking up the leadership of a stable and strong academy trust. You will be supported by an excellent Senior Leadership Team, you will be leading a school that is fully staffed with specialist teachers, the trust is extremely sound financially with healthy reserves, and you will benefit from an informed and passionate trust board. But, there are, as in any school, aspects of our provision where there is much work still to be done. You may be an experienced Head already, or your leadership experience so far may have been as an Assistant or Deputy Head within a maintained or foundation trust school, or single academy trust. You may be working at a senior leadership level across a number of schools within a multi-academy trust or with a Local Authority. Whatever your current role, if you believe that we are the right school for you and that you can be successful in taking Wadebridge School forward, then please apply.

In order to support your application please do not hesitate to email me if you have any questions. Also, if you would like to visit the school and/or have a conversation with Tina, then please do not hesitate to contact the Head’s PA, Roz Hughes. Contact details are below.

I look forward to receiving your application.

With best wishes,



David Barton
Chair of Trustees

Roz Hughes, Head’s PA: rhughes@wadebridge.cornwall.sch.uk or, phone 01208 812881

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