



Lead our team as Headteacher
Shaping Futures, Inspiring Success

APPLY NOW

Welcome Letter from our CEO

Dear Applicant,

This is an exciting opportunity to join our trust at a time when we are making considerable investment in achieving 'excellence' in all we do. We truly believe 'excellence' is not just a noun, but a habit and we are embedding this in our cultural development.

We have ambitious plans for our trust. We are aspiring to 'Make Remarkable Change Happen' in the next few years and have set out:

- Through geographical hubs of like-minded schools, a vision of excellence is shared by all, for schools to smash through barriers to achieve more than others think is possible.
- To achieve the highest standards of education in its primary, secondary and special schools.
- All trust schools, and the trust as a whole, be recognised locally and nationally for the exceptional quality of its education.

Due to the promotion of the previous Executive Headteacher to a central role the opportunity to apply for Sybil Andrews Academy is available. Sybil Andrews was rated Good by Ofsted in October 2023 in all areas and achieved a positive progress 8 score in the summer of 2024 whilst being the most improved secondary school in Unity Schools Partnership for Attainment 8, Progress 8 and English and Maths crossover.

In the academic year 2023/2024 the school was in the top 20 schools in the Eastern region for overall attendance and this trend continues this year with four out of five-year groups being below the National Average with behaviour praised in the last inspection.

Sybil Andrews has an established leadership team, experienced middle leaders and no teaching vacancies. Governors are experienced, knowledgeable and rooted in the community and the school has been supported well by Unity Schools Partnership.

This is an exciting time to lead Sybil Andrews Academy as standards improve, the number of 1st choice preferences increase and the links with our feeder schools grow.

If you are interested in joining our team and are passionate about achieving excellence at Sybil Andrews, we look forward to hearing from you. Best wishes,

Tim Coulson
Chief Executive, Unity Schools Partnership



Tim Coulson
CEO, Unity Schools Partnership

About Sybil Andrews Academy

Sybil Andrews Academy opened its doors in September 2016. Initially housed in what was St James Middle School's site, in Bury St Edmunds, we moved into our brand new, purpose-built site on Skyliner Way in November 2016.

Our journey since then has seen us grow in size to currently four buildings, creating a state-of-the-art campus, and hundreds of students have now graduated from Sybil Andrews Academy with fantastic grades. We are a school that is constantly evolving and developing and shaping our future. As a result, this is an exciting place to be!

Sybil Andrews offers a broad curriculum, brought to life by an engaging and skilled teaching body. We benefit from a purpose-built school with specialist rooms in a modern, university style campus. Our strong values of kindness, courage and responsibility create a culture of respect, tolerance, and personal challenge.

We strive to be a happy school where students are valued for who they are and what they could be. Strong relationships amongst students, staff and parents provide a sense of belonging and community. Student learning, progress and achievement are our measures of success and our relentless drive to ensure the best for our students is at the heart of what we do.

The school highly values its staff and, as such, professional development and talent management are strong. Our bespoke CPD programme allows staff to select their training options for the academic year, with many sessions delivered in house alongside external opportunities for development. We highly value staff input and as such staff are very much involved in the continual development of the school and have a significant ownership of their area of responsibility. We have built an extremely strong workforce in a relatively short period of time. Teamwork is highly valued in our school culture, which we in turn illustrate to students.

Sybil Andrews is a friendly school, staff are collegiate and have fun. Teachers have their own classroom, large communal staff area, and benefit from state-of-the-art facilities. All staff gain from the wider partnerships fostered by being part of Unity Schools Partnership Trust.





We Are Unity

Characterised by ethical leadership and ambition for improvement at pace

Unity Schools Partnership is a family of currently 39 schools; 9 secondary (including 4 sixth forms), 25 primary and 5 special schools, located predominantly in Suffolk, but also in Norfolk as well as Romford in East London. From September 2025, we will be 40 schools, with the addition of another primary.

We share the same values and face similar issues, whilst providing a close network of support and challenge. We recognise the unique characteristics of each of the communities we work in and how they are reflected in distinctive school cultures. We are committed to a partnership that respects, sustains, and supports.

We encourage cultural diversity, celebrate the special qualities of each of our schools and understand that communities must develop and grow to become sustainable. Our model is about creating interdependence, schools that are more self-sustaining than stand-alone academies, less dependent than local authority schools and more independent than schools in corporate chains.

We all subscribe to a set of shared values, principles and operational processes that ensure quality education for all our young people. Our central belief is that every young life is special, open to possibility, gifted with the potential to change the world for the better. Our ambition is to unlock the potential of all pupils, remove the barriers that limit aspiration and ensure that all our pupils succeed.

We will work with schools that can subscribe to these values and who are prepared to take responsibility and share resources with others. This approach is already improving the life chances of pupils in primary, special and secondary schools throughout the trust.

Unity Vision and Values

– Making Remarkable Change Happen –
– Unity Schools Partnership transforms lives –

Through geographical hubs of like-minded schools and a vision of excellence that is shared by all, schools smash through barriers to achieve more than others think possible.

- The vision of Unity Schools Partnership is to achieve the highest standards of education in its primary, secondary and special schools.
- It is our intention that all trust schools, and the trust as a whole, be recognised locally and nationally for the exceptional quality of its educational provision
- We are a family of interdependent schools with a shared ambition to transform lives
- We are committed to the development of a very high-quality, and evidence-informed, model of how excellence is achieved
- Our work is fostered by geographical hubs of schools in close proximity that understand their specific communities.

Our Values

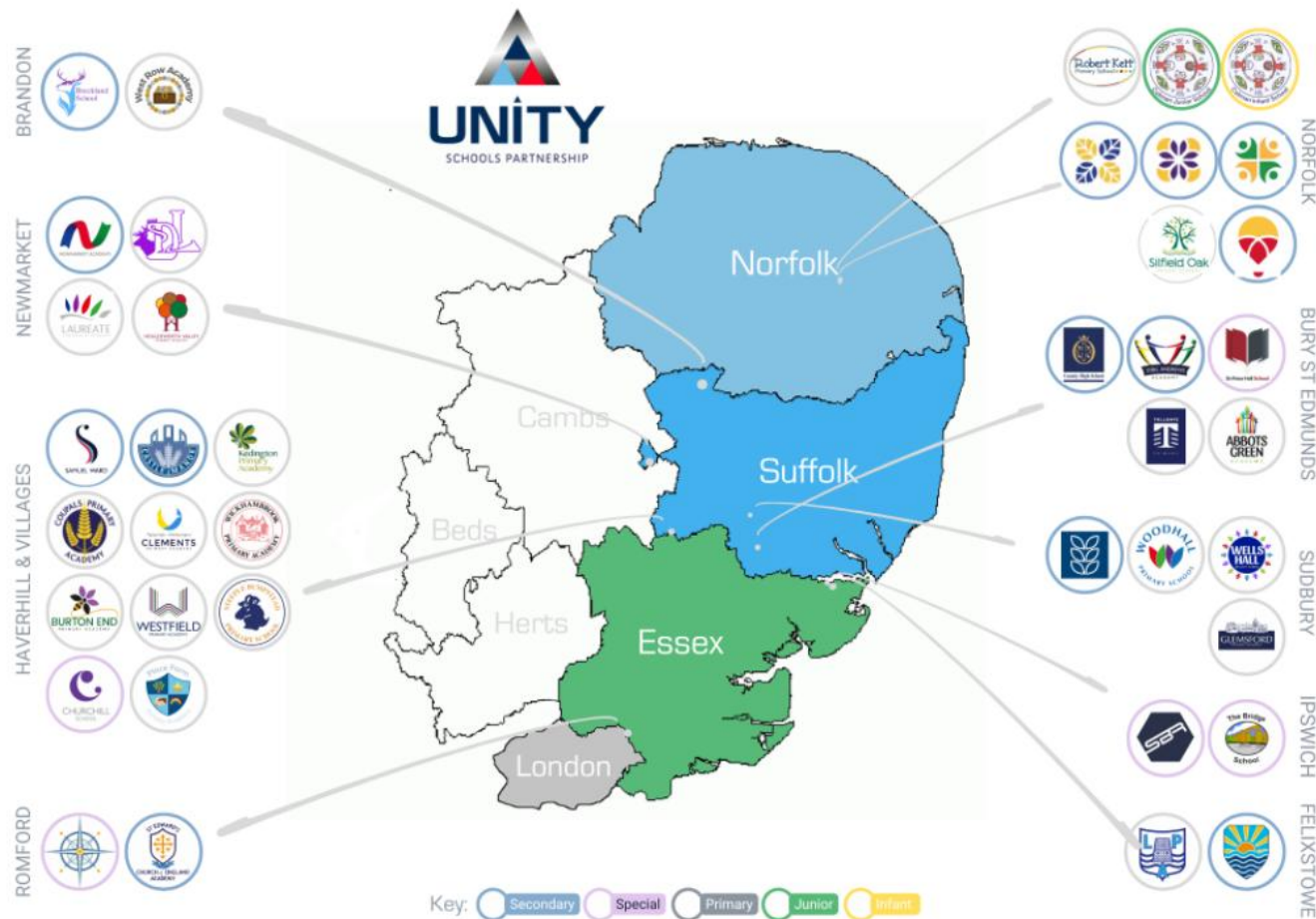
The trust expects its work to be characterised by:

INTEGRITY

INCLUSION

KINDNESS





Our Schools

At USP we benefit from having both a large Teaching School Hub and a Research School from which we draw knowledge, skill and insight into best practice in teaching and leadership. We provide evidence-informed CPD, share valuable messages and signpost the 'best bets' of research to promote classroom practice that is rooted in evidence.

Unity Teaching School Hub in Suffolk is the designated Teaching School Hub for 180 schools within Forest Heath, St Edmundsbury, Mid Suffolk and Suffolk Coastal and 220 schools in east Suffolk and north-east Essex. We're committed to providing all schools in the area with excellence in professional learning from Initial Teacher Training through to Executive Leadership, via the Early Career Framework and the National Professional Qualifications.

Unity Schools Partnership and our schools are committed to the communities in which we serve, for example our trust wide Happy Sheds initiative provides essential goods and support to families disproportionately affected by the cost-of-living crisis. In addition, our schools work towards a variety of quality marks and net zero environmental initiatives.

A family of interdependent schools with a shared ambition to transform lives



Our Trust Structure

Unity Executive Team



Tim Coulson
CEO



Sarah Garner
Deputy CEO



Stephen Astley
Executive Director
of Education
(Secondary)



Darren Woodward
Executive Director
of Education
(Primary)



George Ellis
Executive
Director of
Education (SEND)

Unity Education Directors



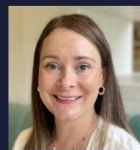
Gemma Frost
Director of
Education
(Primary)



Matthew Fuller
Director of
Education
(Primary)



Jo Brown
Director of
Education
(Primary)



Rebecca Clarke
Director of
Education
(Primary)



Kevin Blakey
Director of
Education
(Secondary)



Toni Kittle
Director of
Education
(Secondary)



Fran Alexander
Director of
Education
(SEND)



Lucie Callow
Director of
Education
(SEND)



Adam Dabin
Director of
Education
(SEND)



Ros Somerville
Director of
Education
(SEND)

Unity Central Team Directors



Rachel O'Halleron
Director of Unity
Institute



Andy Samways
Director of Teaching
School Hub &
Research School



Angela Bull
Director of HR



Debbie Willson
Director of
Operations

Trustees

We have a talented group of trustees representing a variety of sectors who steer our vision and direction with thought, business acumen and a commitment to the Trust's core values.

Our Local Governing Bodies

Governors focus on the quality of education and the curriculum to ensure that every child is receiving a broad and balanced education, improving outcomes for all pupils, and wider community engagement.

School Improvement Education Leads and Advisors

We have a high-quality group of school improvement leads and advisors who deliver our package of school improvement support for schools including primary and secondary specialists, SEN advisors, a pupil premium advisor and a Data Manager. Our advisors work closely with our school and trust leaders in partnership throughout the year.

Headteachers

Our Headteachers are a crucial part of our School Improvement Team. There is a significant amount of school-to-school partnership work that has great impact across our schools including across school leadership models and moderation. Schools find the advantages of working with a supportive peer group of successful heads a valuable asset of being part of our trust. Heads share expertise and support colleagues, which we value greatly.

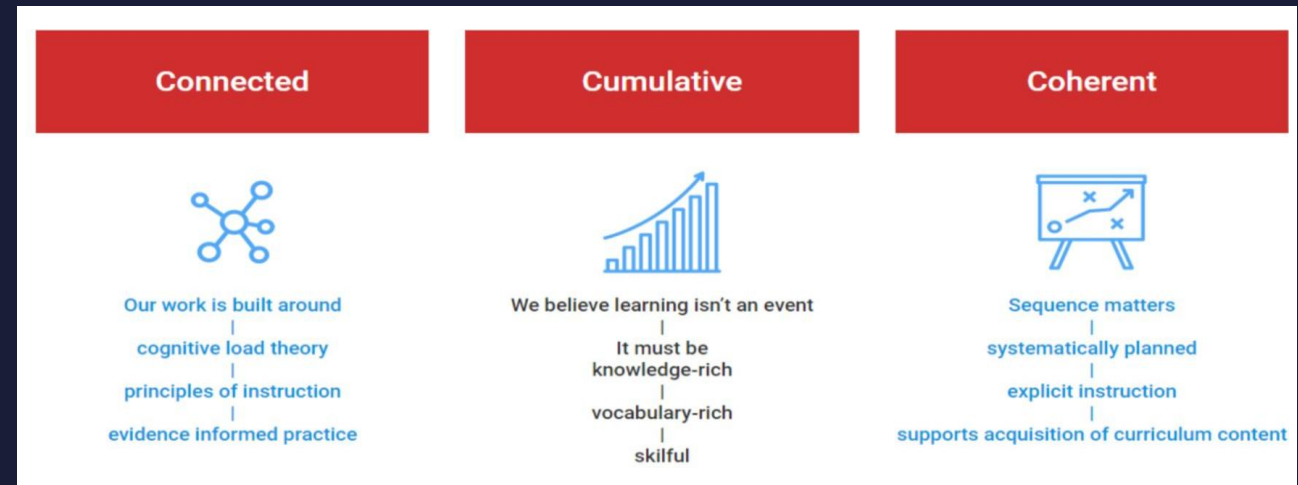
Our Curriculum & Pedagogy

We strive for best practices across the trust, with Trust Leadership, Headteachers, and the Central Team collaborating to enhance each school's curriculum. Our primary objective is to ensure that all students, irrespective of their backgrounds, needs, or abilities, have equal access to opportunities. The school improvement team, including subject advisers, works across phases to promote consistency and drive forward improvements, particularly in our special schools, where we aim for pupils to achieve their full potential through a well-rounded and tailored curriculum.

In our secondary schools, we place great emphasis on the English Baccalaureate (EBacc), which comprises English, Maths, Science, History or Geography, and a language. We believe that this combination provides a robust foundation of knowledge and essential experiences for learners, thereby preparing them for skilled employment and further education. Under the guidance of our Secondary Director, subject leaders are responsible for designing the curriculum and resources for core subjects, ensuring that high standards of teaching and learning are maintained across all schools.

In our primary schools, we implement the CUSP curriculum, developed by our Curriculum Director and Primary English Lead. Our collaborative network allows schools to share resources effectively, and our primary subject advisers provide invaluable support and expertise. The curriculum is grounded in research and cognitive science, with modules deliberately sequenced to ensure robust progression. There is a strong emphasis on oracy, vocabulary acquisition, and retention, which are essential for breaking down learning barriers and accelerating progress. This cumulative approach builds on prior learning and deepens understanding, ensuring that specific skills are taught and practised so they become transferable.

Additionally, our iLearn initiative equips students in Years 4-6 with iPads and this is being extended to all 6th form students, ensuring they are prepared for an increasingly digital world. This initiative not only provides equitable access to learning resources both in school and beyond but also fosters digital literacy skills essential for modern education and future employment. By integrating technology into the learning environment, we encourage students to engage with digital tools in meaningful ways, enhancing their research capabilities and creativity. The iPads facilitate interactive learning experiences that complement our curriculum, allowing students to access a wide range of educational apps, resources, and online platforms. Furthermore, teachers can leverage this technology to implement innovative teaching strategies that cater to diverse learning styles, enabling personalised learning pathways for each student.





The Role

Unity Schools Partnership now seeks an exceptional leader to join Sybil Andrews Academy. The successful candidate will deliver and sustain educational excellence in teaching and learning throughout the school and more widely as part of the Trust's Headteacher Team, ensuring Sybil Andrews Academy leads the way in securing our ambitious targets. We seek a visionary who will be an ambassador for the school and who can inspire our community and collaborate with fellow Headteachers to transform lives through outstanding education.

Key Responsibilities:

Strategic Development:

- Drive high standards and challenge underachievement, remove the barriers to aspiration and ensure that all our children succeed;
- Establish Sybil Andrews as a centre of excellence, forging strong links with the Trust, community, and wider educational partners.
- Manage the organisational and educational change necessary to achieve and sustain success;
- Continuously develop the physical environment and facilities of the school to provide a positive, welcoming and safe environment for learning;
- Take overall management responsibility for all resources - administration (including finance administration), maintenance, catering and cleaning;
- Report regularly as required to the Governing Body and undertake all responsibilities detailed in the Trust's scheme of delegation;
- Actively participate as a member of the Trust's Headteacher team for the development of the Trust as a whole.
- Implement and monitor the operation of policies and procedures to successfully deliver the school's strategic development;
- Lead, implement and maintain the school's improvement plan and self-evaluation procedures;
- Develop and implement a clear and progressive staffing strategy, in line with the trust's curriculum led financial planning model.
- Instil a culture of common accountability in all staff for pupil performance and attainment;
- Ensure all statutory requirements are met.



The Role

Teaching and Learning

- Advocate and develop innovative ways of teaching and learning to meet the needs of pupils of all abilities through the continuing development of a broad, balanced and stimulating curriculum;
- Work alongside fellow Headteachers and our central team of curriculum and subject experts to refine and further develop the delivery of the curriculum
- Provide a sound foundation for pupils' learning and monitor progress carefully;
- Ensure a wide range of activities for pupils to give them confidence in their ability to take on new challenges, raise aspirations and increase self-belief;
- Build on the successful introduction of our innovative &ilearn 6 programme ensuring students and staff take full advantage of the opportunities available through new technology;
- Provide a safe and healthy environment in which pupils' wellbeing and welfare can be nurtured;
- Foster a lively and welcoming ambience in which the highest standards of behaviour enable learning and social development to thrive;

Leading and Managing Staff

- Take overall operational responsibility for the leadership, internal organisation, management and daily running of the school;
- Oversee recruitment and selection of Teaching and Support staff to meet the short and longer term needs;
- Maximise the contribution of all staff in improving the quality of education provided and standards achieved;
- Manage effectively the deployment, appraisal, performance and development of all staff;
- Exercise the school's duty of care regarding staff welfare;
- Promote, encourage and support initiative and team working, both within the school and more widely taking a lead with other schools across the Trust.
- Maintain consistent high standards of professional conduct, tact and diplomacy at all times.

Financial management

- Work with the Trust's finance team on the formulation of the annual budget in order to ensure that the school secures its objectives;
- Plan, manage and monitor the curriculum within the agreed budget; setting appropriate priorities for expenditure, allocating funds and ensuring effective administration control.

The Person

Qualifications

- Degree level education with evidence of continuing professional development.
- Qualified teacher status (QTS).
- NPQH or working towards it (*desirable*).

Knowledge & Experience

- Proven track record of securing strong attainment and progress for all pupil groups.
- Senior leadership experience with responsibility for whole-school improvement, curriculum, policy, and staff development.
- Strong understanding of school performance data and how to use it to drive improvement.
- Successful leadership of strategic initiatives, including change management.
- Experience working with parents, governors, and external agencies to support pupil outcomes.
- Understanding of teaching technologies and inclusive practices, including SEND.
- Experience of working within a Multi-Academy Trust (*desirable*)
- Broad and varied teaching experience across relevant key stages (*desirable*)
- Financial and resource management experience (*desirable*)

Skills & Attributes

- Visionary and strategic leadership with a strong moral purpose.
- Ability to think creatively and lead innovation that enhances teaching and learning.
- Excellent communication, interpersonal and relationship-building skills.
- Capacity to motivate, delegate, and hold others to account.
- Strong organisational skills and ability to manage competing priorities.
- Financial acumen and ability to align resources to educational priorities.
- Emotionally intelligent, resilient, and self-aware under pressure.
- Mediation and counselling skills (*desirable*)

Ethos & Values

- Commitment to high-quality, inclusive education and lifelong learning.
- Alignment with the values of Sybil Andrews Academy and the wider Trust.
- Experience delivering strategies that build parental engagement and support pupils' wider development (*desirable*)





Why be part of the Unity Team?

At Unity Schools Partnership, we break barriers to create remarkable change, putting pupils first and supporting the vulnerable and disadvantaged. We are dedicated to fostering a positive work environment where employees can grow, valuing collaboration, wellbeing, diversity, equality, and work-life balance. Across our schools and central hub, we nurture talent at all career stages, offering a wide range of roles. Bring your talent, and we'll provide the career—join us and make remarkable change happen.

PERSONAL & PROFESSIONAL GROWTH

We recognise the importance of providing professional development opportunities and support you with a CPD programme to equip you for your current role and your next steps. Our aim is to retain your talent and so we actively encourage and facilitate movement within the Trust. In fact, 67% of our executive team originates from internal promotions and we have enabled a number of staff to follow their passions and embark on a new career within the Trust. From apprenticeships to leadership training, we offer open doors, not glass ceilings.

MEANINGFUL WORK THAT MAKES A REAL CONTRIBUTION

All roles within the Trust contribute towards ensuring our pupils receive the education they deserve so that they can achieve their potential. We rely on our teams to take the initiative to make things better, to work smarter, to collaborate within and across teams to be the best we can be, so that our pupils can be the best they can be. We facilitate collaborative working across schools and multi-disciplinary projects to share best practice and maximise our skills, talent and knowledge sharing.

WELLBEING & SAFEGUARDING

Of course, as an educational organisation, safeguarding is front and centre of what we do. But our care extends to our employees too. We value every member of staff as a person in their own right, everyone needs support in different ways and at different points in their lives. We have invested in wellbeing systems to ensure that you get the right support at the right time and whenever you need it.

FAIRNESS & FLEXIBILITY MATTERS

We pride ourselves on being fully committed to equality and diversity best practice. We follow Teachers' Pay and Local Government pay scales for fair compensation and transparency. Our benefits package includes final/average salary pensions, wellbeing service, an employee assistance programme, cycle to work scheme, flu vouchers and EV leasing. In addition, we recognise the need for, and benefits of flexible working and hybrid working and are pleased to offer these where appropriate for the job role.

Staff Benefits & Wellbeing

We aim to recruit and retain top talent, recognising that every team member contributes to improving pupil outcomes. Our primary focus is on breaking down barriers to facilitate remarkable change, empowering teachers to teach and leaders to lead. Supporting staff wellbeing and professional growth is crucial; we want everyone to feel valued and have opportunities to progress within the trust. Our team fosters a culture of belonging, enhancing staff happiness and service delivery.

We prioritise inclusive working practices and welcome diverse teams, offering flexible arrangements for a healthy work-life balance. Our commitment to equal opportunities is evident in our initiatives celebrating diversity.

Professional development is a cornerstone of our approach, supported by our Teaching School and access to national experts. We offer talent management programmes, executive coaching, and an extensive CPD framework, including:

- Instructional coaching
- Access to the National College CPD portal
- Funded professional courses (up to Level 7)
- Internal CPD opportunities
- Strong ties with the Unity Teaching School Hub for NPQs

Join us to work, learn, and grow together.

Staff Wellbeing

We prioritise wellbeing through the DfE Wellbeing Charter, offering benefits such as workload reduction commitments, discounted gym memberships, and mental health support via TELUS.

Our Pluxee package includes discounts on shopping, holidays, and leisure activities, enhancing overall wellbeing.

Eligible staff can also join the Blue Light Card discount scheme for exclusive savings.

Unity Schools Partnership Education (UE)

We have established UE as a subsidiary trading company to independently trade with commercial organisations, generating additional income for the trust. This initiative has already returned over £1 million to Unity Schools Partnership schools through tutoring and consultancy, providing staff opportunities to develop their ideas and work on a commission basis.





How to Apply

LOCATION	Sybil Andrews Academy, Bury-St-Edmunds, Suffolk
GRADE / SCALE POINT – SALARY	L28-L34, £96,673 pa to £111,986 pa (Teachers' Pension Scheme)
START DATE	Ideally September 2025; or January 2026

Application Process:

Saxton Bampfylde Ltd is acting as an employment agency advisor to Unity Schools Partnership on this appointment.

Candidates should apply for this role via www.saxbam.com/appointments using code RBQPB. Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring* form.

* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application

The closing date for applications is noon on **Wednesday 7 May 2025**.

Safeguarding:

Unity Schools Partnership is committed to safeguarding and promoting the welfare of children and young persons at all times. The Headteacher will be responsible for promoting and safeguarding the welfare of all children with whom they come into contact, in accordance with the Trust's and the School's Safeguarding policies. The post holder is required to hold a satisfactory Enhanced Disclosure from the Disclosure and Barring Service (DBS).

GDPR personal data notice:

According to GDPR guidelines, Saxton Bampfylde Ltd are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

