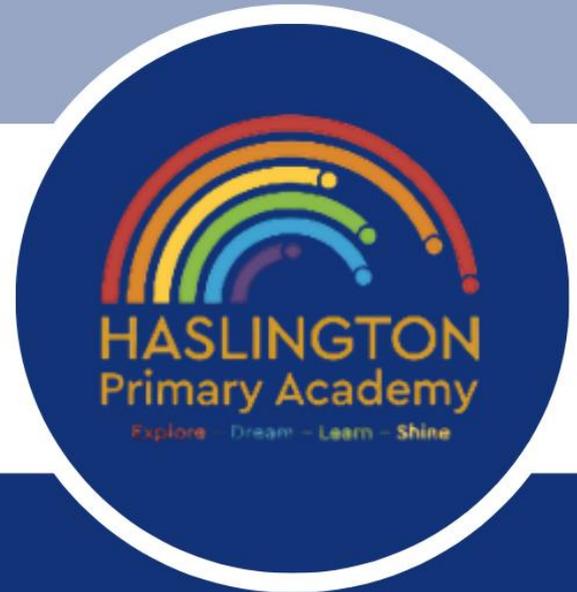


HASLINGTON
PRIMARY ACADEMY & NURSERY



PRINCIPAL CANDIDATE

Recruitment Pack

Closing Date: Friday 17th April at 5:00pm

Short Listing: Monday 20th April

Interviews: Monday 27th and Tuesday 28th April

Haslington Primary Academy and Nursery Principal

Salary- L14-L21

Start date: September 2026 (if possible)

The Trustees of the Alexandra Academy Trust and the Local Governing Board of Haslington Primary Academy and Nursery are offering a unique opportunity for a passionate leader who is committed to creating a safe, welcoming environment where every child feels valued and supported to achieve their full potential.

Haslington Primary Academy and Nursery is a caring and inclusive community school where every child feels valued, supported and inspired to learn. We create a safe and welcoming environment that celebrates diversity and encourages kindness, respect and collaboration.

By working closely with families and the wider community, we help children grow in confidence, develop a love of learning and reach their full potential. We are seeking to appoint a Principal who is inspirational, ambitious and resilient to help build on our strengths to ensure continued success.

Our Academy is a place where we aim to establish high aspirations, excellence, enjoyment, where everyone feels valued and is supported to achieve the best they can.

The successful candidate will:

- currently be a Senior Leader, or serving Head who is keen to join an excellent team and school community;
- have already played a central role in overall school improvement and has a proven track record at a senior level in a primary school;
- have knowledge and experience of working with EYFS, KS1, KS2 and is an outstanding classroom practitioner;
- demonstrate a clear vision for high-quality education and school improvement
- be an excellent communicator and relationship builder;
- leads with integrity, warmth and emotional intelligence;
- be confident in data analysis and driving standards;
- be committed to safeguarding and promoting the welfare of children;
- have a strong commitment to inclusion and a clear understanding of the responsibilities around supporting pupils with SEND;
- further build a culture of continuous professional development providing guidance, mentorship and opportunities for growth to all staff members;
- manage the school budget and staffing needs of the school;
- have a strong commitment to serving our school population and community;

- demonstrate highly effective leadership skills and the ability to motivate staff and children to be the best versions of themselves they can be;
- demonstrate a caring approach with a desire to see every child progress;
- work in collaboration with other schools in the Alexandra Academy Trust

In return we can offer: -

- an experienced and supportive team of staff;
- amazing children who feel confident to express their individuality and their talents;
- a happy school community where respect and wellbeing are at the heart of everything we do;
- excellent opportunities for training and continual professional development;
- talented Governors and Trustees, who know the school well and are fully supportive of work life balance
- access to a comprehensive Employee Assistance Programme (counselling services, GP anytime, musculoskeletal services etc);
- eye care vouchers;
- discounted gym membership;
- free annual flu jab.

Visits to the school are warmly welcomed and should be arranged by contacting Mrs Zoe Holloway by e-mail (hr@alexandraacademytrust.co.uk). We are able to offer showarounds on Tuesday 14th April at 9:30am, 2:30pm and 4:00pm.

-Closing Date: Friday 17th April at 5:00pm

-Short Listing: Monday 20th April

-Interviews: 27th and 28th April

Completed applications should be returned by e-mail [to:hr@alexandraacademytrust.co.uk](mailto:hr@alexandraacademytrust.co.uk)

Our school is committed to safeguarding and promoting the welfare of children and requires all staff and volunteers to share this commitment. References will be taken up for all shortlisted candidates prior to the interview. The successful applicant will be required to undergo an enhanced DBS Disclosure.

About our School

Welcome to Haslington Primary Academy and Nursery. We are proud to be part of the Alexandra Academy Trust. Our Trust motto is 'Working together to create better futures'.

Our Trust Values



The Trust values the individuality of each school while encouraging strong partnerships working across academies.

Our School Vision and Values

EXPLORE – DREAM – LEARN – SHINE

Our school offers a friendly, vibrant and enriched learning environment where every child matters. We currently have 318 children on roll (including nursery). Our inclusive ethos nurtures and celebrates the diversity across our school, built around a positive and engaging curriculum.

Our aim is to create a school where:

- Every child feels valued and supported
- High aspirations and high standards are promoted
- Learning is engaging, meaningful and inclusive
- Pupils develop confidence, resilience and independence
- The whole school community works together

Our core values focus on:

- Respect
- Kindness
- Responsibility
- Determination
- Curiosity

At Haslington Primary Academy and Nursery, we pride ourselves in ensuring children enjoy coming to school, have positive friendships and are ready for the next stage of their journey. Our curriculum encourages pupils to explore, dream, learn and shine, ensuring children leave our school as confident, resilient and capable individual.

We want children to enjoy learning and develop a love of learning. Our children are at the heart of everything we do. The Children's Council plays an active part in decision making within the Academy.

Haslington Primary Academy has long served the local community and has been at the heart of village life for many years. The school originally operated as Haslington Primary School before converting to academy status in April 2021 and joining the Alexandra Academy Trust. This transition marked a new chapter in the school's development, creating opportunities for collaboration, shared expertise, and continued improvement.

Since joining the Alexandra Academy Trust, we have also successfully taken over the nursery provision, which currently has places for 21 children aged 2-4 years old. We are currently in the process of expanding this provision to offer places for 46 children. In September 2023, we took over the very popular onsite Wrap Around Care Club, to support our parents/carers and ensure that our children are offered a wide variety of physical, academic, and fun activities.

Letter from Chair of Governors

Dear Applicant,

Thank you for your interest in the post of Principal at Haslington Academy and Nursery.

I am very pleased that you are considering applying to lead our wonderful school. The vacancy has arisen following the current Principal's new post.

In the application pack, we have provided you with a taste of the school in order to give you more information about what the post offers. I hope that you find the information we have provided of sufficient interest that you decide to apply for the post. We want to employ somebody with strong leaderships skills who will continue to build on the strengths and achievements of the current team and inspire the school to achieve even further.

Our new Principal should be a strong, approachable, and supportive leader who is passionate and knowledgeable about continuing to improve teaching and learning in school and has a love of working with children. The newly appointed Principal requires excellent communication skills and the ability to develop strong relationships with the parental community.

The person specification provides a more comprehensive list of the qualities we are looking for, but in essence, we wish to appoint somebody who is a personable and outstanding leader and has the relevant experience and confidence to take the school forward. Our new Principal will be someone who places children at the heart of every decision made. They value the importance of Continued Professional Development and work life balance within the team. The newly appointed Principal will be committed to engaging in partnership working across the Trust to improve learning outcomes for all.

I warmly encourage you to visit the school and meet our remarkable children and fabulous team.

Mrs. Pauline Turner

Chair of Haslington Academy and Nursery Local Governing Board

Haslington Primary Academy and Nursery

Principal - Job Description

based on the [National Standards of Excellence for Headteachers](#).

Job title: Principal –Safeguarding Lead and responsible for standards across the school.

Salary: L14-L21

Hours: Full-time

Contract type: Permanent start date 1st September 2026

Reporting to: Chief Executive Officer of the Alexandra Academy Trust

Responsible for: Staff at all levels within the school

Main Purpose

The Principal, will be responsible for providing the leadership and management of Haslington Primary Academy and Nursery in line with the vision of the trust, and manage the day-to-day running of the school.

The Principal will:

- Formulate the aims and objectives of the school and provide overall strategic leadership
- Establish policies for achieving these aims and objectives
- Manage staff and resources
- Monitor progress towards the achievement of the school's aims and objectives
- Lead by example by modelling best practice regarding professional conduct, workload and personal development
- Be a role model for all in our community

Leadership and management of the school

- Manage senior and middle leaders, developing a professional culture among all staff at the school
- Support and challenge staff, dealing with underperformance effectively while making sure staff are given the support to do their jobs well
- Manage the school's budget and resources alongside the Trust's CFO
- Implement the Trust's appraisal policy and other management processes and systems
- Support the implementation of Trust-wide policies and school-level policies

- Undertake self-evaluation and school improvement planning alongside the Trust-wide strategy to improve areas of weakness in the school
- Support the recruitment of teaching and non-teaching staff where necessary in co-ordination with the Trust HR Officer
- Provide training and continuing professional development (CPD) opportunities for all school staff
- Identify areas of progression and promotion for staff that support succession planning for the school
- Oversee the school's approach to online safety, ensuring appropriate filtering and monitoring systems are in place and that all staff understand their roles in managing online risk
- Embed a culture of zero tolerance towards child-on-child abuse, and ensure inappropriate behaviour is challenged
- Ensure an inclusive approach to all aspects of school life

Duties and Responsibilities

Qualities and Knowledge –

To work closely with the Chief Executive Officer of the Alexandra Academy Trust to:

- Lead by example, holding and articulating clear values, moral purpose, and focusing on providing excellent education for all children
- Build positive relationships with all members of the school community
- Keep up to date with developments in education, and have a good knowledge of education systems locally, nationally and globally
- Work with political and financial astuteness, translating policy into the school's context
- Communicate the school's vision compellingly and drive strategic leadership
- Seek training and continual professional development to meet own needs
- Hold all staff to account for their professional conduct and practice
- Demand ambitious standards for all children, instilling a strong sense of accountability in staff for the impact of their work on children's outcomes
- Establish a culture of 'open classrooms' as a basis for sharing best practice
- Identify emerging talents, coaching current and aspiring leaders

Teaching and learning

- Work with staff to promote high-quality teaching across all subjects
- Identify any areas of weakness in teaching and implement, monitor and review interventions to improve these areas as well as teaching and learning across the school
- Make sure the school's assessment system is fit for purpose and provides teachers with useful information about pupils
- Identify areas where staff may benefit from sharing good practice or accessing support from other schools in the Trust
- Monitor the outcomes of pupils and draw out any patterns of underperformance in key groups of pupils, such as disadvantaged pupils or pupils with special educational needs
- Make sure standards of behaviour are high to foster an environment in which learning can thrive

Communication

- Work with the Local Governing Board/ Board of Trustees and CEO/Director of Education to keep them informed of the financial and educational performance of the school, giving them what they need to provide support and challenge
- Help to build on the vision of the Trust and share with colleagues across the Trust how this is being demonstrated in the school
- Attend any relevant Local Governing Board/ Board of Trustees meetings
- Contribute to reports to the CEO or Board as necessary
- Ensure the school has effective communication with parents/carers and the wider community

The Self-Improving School System

- Create an outward facing school which works with other schools and organisations to secure excellent outcomes for all children
- Develop close working relationships with other schools in the Alexandra Academy Trust
- Develop effective relationships with fellow professionals
- Make evidence informed decisions to aid school improvement

Other Areas of Responsibility

- Designated Safeguarding Lead
- Leading standards across the school
- Strategic development planning
- Lead in a subject area as required

The Principal will be required to safeguard, promote the welfare of children, follow school policies and the staff code of conduct.

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the Principal will carry out. The postholder may be required to do other duties appropriate to the level of the role.

Please note this job description may be amended at any time in consultation with the postholder.

Person Specification

Post Title: Principal

ATTRIBUTES	ESSENTIAL						DESIRABLE						
		0	1	2	J			0	1	I	J		
QUALIFICATIONS	Qualified teacher status					A	School Leadership qualification (e.g. MA, NPQH)						A
	Evidence of a continued commitment to professional development or further study					A, I							
EXPERIENCE	A minimum of 3 years successful leadership and management experience in a primary school					A	Experience of working in all three primary phases - EYFS, KS1 and KS2						A, I
	A minimum of 6 years teaching experience					A							
	Involvement in school self-evaluation and development planning					A							
	Experience of recruitment and effective deployment of staff					A, I							
SAFEGUARDING	Commitment to safeguarding and equality and inclusion					A, I	Training in Designated Safeguarding Leadership						A
SKILLS AND KNOWLEDGE	Demonstrate raising standards of teaching and learning across the curriculum					A, I							
	Commitment to meeting the needs of all pupils, including those with SEND, high attainers and vulnerable groups					A, I							
	A rich understanding of current pedagogical thinking					A, I							

	Experience of carrying out regular and accurate self-evaluation and effective monitoring to inform and drive school Improvement planning					A, I							
	To be able to effectively use data, assessment and target setting to raise standards and address weaknesses					A, I							
	Understand the importance of, and ability to, work in partnership with all stakeholders					A, I							
	Experience and evidence of effectively managing performance and holding staff to account					A, I							
	Understanding of school finances and financial management					A, I							
	Ability to communicate a vision and inspire others					A, I							
	Willingness to play a key role in the development of Alexandra Academy Trust priorities.					A, I							

	Ability to build effective working relationships					A, I						
PERSONAL QUALITIES	Be self-motivating and achieve challenging professional goals					A, I						
	A commitment to achieving the best outcomes for all children, promoting the ethos and values of the school					A, I						
	Able to work as part of a team, inspiring and empowering others to take the lead when appropriate					A, I						
	An understanding of the importance of a healthy work-life balance for staff and leaders					A, I						
	Lead and motivate staff, in a happy and supportive working environment and develop leaderships and talent					A, I						
	Ability to work under pressure and prioritise effectively					A, I						
	Commitment to maintaining confidentiality at all times					A, I						
	High expectations of self and others					A, I						
	Commitment to uphold the 7 principles of public life (the Nolan principles) at all times					A, I						

What our children think about our school

"It is full of joy - we get to meet lots of new friends and we all play together - no-one gets left out.

"We do lots of school trips such as residential, Chester Zoo, the aquarium, the panto at Christmas and dressing-up days for our History lessons such as Viking days."

"We are lucky that there are so many after school clubs, they are fun."

"We have good sportsmanship and we do lots of sports such as football, tennis, cricket, gymnastics and netball - we attend a lot of sports events and competitions."

" Everyone here cares about each other - we have playground buddies too."

Recent parent comments about our school

"My grandson has only been at the school for a short time, along with his two sisters, but I can tell that the friendly atmosphere and welcome that we received will inspire the children as they settle in. Thank you."

"Another enjoyable reading Friday with my daughter. Lovely school- brilliant atmosphere!"

"Haslington Primary Academy is an outstanding school for young minds to learn."

"Really happy with the school. My child has settled in well. He looks forward to going in every day."