



Applicant Brief
Assistant Principal
One Degree Academy

We STRIVE for excellence,
step by step.



ONE DEGREE
ACADEMY

Dear applicant,

Thank you for taking an interest in One Degree Academy. It's an exciting time to join our school as we strive to offer unique opportunities and world-class aspirations.

A World's Best School 2025 finalist, One Degree Academy is an innovative educational institution. We opened in September 2016 and were graded as outstanding in all areas by Ofsted in February 2019 and December 2024. A founding principle is the idea that tiny changes can have profound effects and that a committed focus on seemingly minor details leads to continuous and sustained improvement. In short, we know that any giant leap to success is preceded by lots of small steps. That is why we place a high value on training and development. One Degree Academy is a great place to develop your career and become part of an inspiring team.



We aim for our academic achievements to be amongst the best in the country and for our students to become successful employees, citizens and family members. We are proud to have created an environment where our students are happy, inspired and eager to attend every day.

We also aim for our students and staff to strive constantly for excellence. In our small community, adults ensure that each child is known and cared for. We firmly believe in scholarship and aim for every child, no matter their background, to be given the ambition and the practical tools to succeed academically and personally, giving them the basis from which any career or academic goal is achievable.

We work tirelessly to ensure that every parent is engaged in their child's learning, that businesses and charities provide real-life experiences for our students, and that through our partnerships with top universities and world-class employers, our students are constantly offered opportunities to explore the range of future paths which lie before them.

Our aspirations for One Degree Academy are simple and ambitious: through our persistent focus on the actions necessary for great teaching and learning, every One Degree Academy student will develop the knowledge, character attributes and cultural capital to succeed at university, enjoy a fruitful career and lead a great life.

Jo Addleton
Principal



All candidates will have a commitment to upholding the One Degree Academy's STRIVE values:

Scholarship: We focus relentlessly on academic achievement, great learning and continuous improvement to get results. We show a zest for new learning.

Team work: We work together to overcome difficulties. When one of us succeeds, we all do. We are kind and supportive to all our teammates.

Responsibility: We take ownership of our actions, caring for each other and for our environment. We look to ourselves to do what's right or to find solutions. We do what needs to be done.

Integrity: We tell the truth even when it's hard and we do the right thing. We make good choices, own mistakes and are honest and trustworthy.

Value: We are useful and kind. We embrace new opportunities to develop wisdom. We add value to our local communities.

Effort: We never give up on trying to improve, even when it's hard. We know there are no shortcuts: achievement comes step-by-step.

Our strategic anchors: The '4 Cs'

Core Knowledge: We develop powerful knowledge, which leads to academic success.

Character Attributes: We foster character strengths and attributes necessary for a great life.

Cultural Capital: We raise aspirations and aim to broaden horizons.

Care: We ensure that staff and child wellbeing underpins everything through safe and effective processes.



How do we look after our staff?

We know that working in schools can be challenging. Looking after our staff means our students will get the support and help they need to succeed.

The most important way that we make sure that staff are happy is by ensuring ODA is a supportive environment that listens to staff and is committed to getting better.

We work smart at ODA and have robust systems and processes that reduce workload and allow us to focus on important tasks.

ODA Perks

Wellbeing

- Clear whole school behaviour systems that are implemented by all
- Large teaching team to support the learning and behaviour of students more effectively
- Recognition - we take the time to give shout-outs and say thank you to colleagues
- Additional days of holiday to say thank you for volunteering to support students on events that are outside the usual school day; e.g. residential trips, attending student performances, etc.
- No late-night parents evenings - we hold them during dedicated Progress Review Days
- Termly 'Golden Weeks' where we celebrate staff wellbeing
- A Golden Ticket, enabling staff to enjoy an afternoon off when needed
- A two-week winter half term to enable staff to take holidays outside of normal term time so they can rest and recharge from those longer darker evenings
- Free breakfast, lunch, tea and coffee
- Discounts on a new bike via the 'Cycle to Work' scheme
- Free flu jab
- Free eye test
- Leadership planning time to drive forward whole school initiatives

Staff Development

- Week-long Bootcamp to induct new staff and set up for the year ahead effectively
- Weekly CPD & coaching
- Supportive line management structure
- Collaborative planning time
- 14 whole school staff inset days dedicated to incremental improvement, planning and data analysis
- Free admission to Research ED
- External coaching for Senior Leaders

Staff of ODA Children

- Free breakfast club
- Free after school wrap-around care
- 1 x free after school club

Other

- Laptop/devices are lent to all staff who require them
- 10% off Pure Gym Membership
- 10% off car service and MOT at local garage
- Length of service rewards



Qualification: QTS

Salary: ODA L5 - ODA L10, £61,249 - £68,798 + LGPS Pension. Starting salary will be based on experience and placed on a six-point band, subject to review.

Start date: 26 August 2026 (pre-term start to attend yearly Staff Bootcamp)

Reports to: Principal

Working hours (on-site): Monday-Friday, 8:00am - 16:30pm

Working pattern: Full-Time

Unique opportunity to join an outstanding school in North London

- Do you want to play a key role in an exciting and innovative school?
- Are you passionate that all children get the best start in life?
- Do you want to move your career forward in an environment that nurtures talent and has scope for career progression?
- Do you believe all students have the potential to succeed given great teaching and the right school culture?

One Degree Academy has been given a rare opportunity to raise standards of education in North London. Our school is consistently in the top 2% of over 16,300 primary schools nationally.

We know that success and habits of excellence are achieved through perseverance and incremental improvement - 'one degree' at a time. This idea is at the heart of our school. Whether you are experienced working in schools or someone seeking to enter this profession, you will play a key part in the academy's development. As with our students, we want to grow and develop our team, 'step-by-step': all staff receive professional development in line with their role, with potential opportunities to progress as the school grows.

We are seeking to appoint an outstanding Assistant Principal to help develop our school. We are looking for someone with a positive, professional attitude who will thrive serving the needs of our school community. This is an exciting and rare opportunity to join the senior leadership team of One Degree Academy and to be part of something profound and special.

In this role, you will have the opportunity to:

- Join an engaged team and organisation utterly committed to developing its staff through incremental improvement, step-by-step
- Play a key role developing our school, with the potential to progress as we grow
- Take on a breadth of leadership roles and responsibilities

Successful candidates will:

- Have an unfaltering commitment to serving the Academy, its students and staff
- Be proactive, organised, efficient and reliable, with a positive attitude and strong communication skills
- Welcome feedback and be committed to the idea of continuous improvement and self-development
- Be committed to the One Degree Academy vision and values
- Have the skills and dedication to have a positive impact on the lives of our students and on the school community



Your Role

To serve as a strategic partner to the Principal, driving school performance and providing the leadership capacity necessary to achieve institutional goals.

Key Responsibilities

Strategic Development and Leadership of the Academy

- ♦ To provide strategic leadership of the academy's pastoral systems, driving excellent attendance through innovative support for all families, particularly those from disadvantaged backgrounds.
- ♦ To serve as a Designated Safeguarding Lead (DSL), fulfilling all statutory safeguarding duties while thinking beyond standard practices to engage hard-to-reach families and ensure robust protection for all students.

Teaching, Learning, Curriculum and Assessment

- ♦ To model excellence in classroom practice, serving as a lead practitioner who inspires and raises standards of teaching and learning across the academy.
- ♦ To oversee efficient, fit-for-purpose assessment systems that accurately track student progress and ensure all students are challenged to make exceptional gains.
- ♦ To oversee robust assessment and moderation processes that meet all statutory requirements and directly inform high-quality, targeted learning.
- ♦ To foster a culture of professional dialogue, proactively identifying and scaling good practice to enhance the collective expertise of the teaching staff.

Other

- ♦ Support the academy's values and ethos by contributing to the development and implementation of policies, practices and procedures.
- ♦ Help create a strong school community characterised by consistent, orderly behaviour and caring, respectful relationships.
- ♦ Safeguard and promote the welfare of children and young people, and follow academy policies, including the staff code of conduct.
- ♦ Be cognisant that there may be times when working outside the standard hours is required for operational purposes.

This document provides an outline of the responsibilities that this role involves. However, the post-holder must be available to perform such duties at such times and such places as may be specified by the Principal and which may be reasonably requested as being commensurate with the role and duties undertaken.

E/D Essential/ desirable

Education / Status

E/D

2.1 degree or above in a relevant field	E
QTS	E
Right to work in the UK	E

Experience and training

Proven track record of outstanding leadership on a whole school level	E
Experience of managing teams	E
Experience of communicating effectively in a wide variety of forms to a range of audiences	E
Confident working in a senior position with line management experience	E
Excellent IT skills	E

Behaviours and Attitudes

'Can do,' hardworking attitude and willingness to support in all aspects of academy life – often going 'above and beyond'	E
Alignment with One Degree's vision and values and a strong commitment to delivering it with an innovative, 'up to try anything' mindset	E
High expectations of staff, students and self	E
Action-orientated, outcomes-focused and takes personal responsibility for own actions	E
Strong interpersonal, written and oral communication skills	E
Ability to lead, enthuse and inspire others, fostering a high-performance culture that brings the best out of every team member.	E
The confidence and professional authority to hold direct, challenging conversations with all stakeholders when necessary.	E
Ability to think strategically but with an eye for detail	E
Commitment to the safeguarding and welfare of all students	E
A good sense of humor, energy and enthusiasm coupled with resilience	E
Evidence of commitment to equality and diversity	E

To apply

- Download an application pack from onedegreeacademy.org/vacancies
- Completed applications should be e-mailed to: HR@onedegreeacademy.org
- Closing date: 19 April 2026
- Early applications and school visits are encouraged. We will process all applications on a rolling basis.

To arrange a visit or if you have any questions, please email: HR@onedegreeacademy.org

Encouraging Diversity

ODA is committed to eliminating discrimination and encouraging diversity amongst our employees. We consider ourselves incredibly fortunate to be working in London, one of the most diverse cities in the world. Our aim is that our workforce will be representative of all sections of society and each employee will feel respected and able to give their best.

Fairness in how we recruit and select our employees plays a significant part in creating an equal-opportunity environment. Our aim is that every internal and external applicant who applies for a position within the Academy is considered against criteria, which relates only to the requirements of the job. To that end, we are committed to providing equality and fairness for all.

Appointment is conditional upon receipt of references from appropriate referees, which, in the view of the Academy, are satisfactory.

Safer Recruitment

ODA is committed to safeguarding and promoting the welfare and safety of our children and young people in our schools. We expect all staff to share this commitment in line with the latest “Keeping Children Safe in Education” guidance. The Academy will not unfairly discriminate against any applicant for employment on the basis of conviction or other details revealed. The Academy makes appointment decisions on the basis of merit and ability. If an applicant has a criminal record, this will not automatically debar him/her from employment within the Academy. Instead, each case will be decided on its merits in accordance with the objective assessment criteria.

ODA requires all employees to undertake an Enhanced DBS check because of the nature of our work. Applicants are required, before the appointment, to disclose all previous convictions, cautions, reprimands or warnings (except those which are “protected” as defined in the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (Amendment) (England and Wales) Order 2013). A failure to disclose a previous conviction, caution, reprimand or warning may lead to an application being rejected or, if the failure is discovered after employment has started, may lead to termination of employment.

For further information visit www.gov.uk/government/organisations/disclosure-and-barring-service

