

Deputy Principal

Leigh Academy Halley



More than just a job. More than just an employer.

Leigh Academies Trust is a dynamic, vibrant multi-academy trust, founded in 2008. Today we encompass 33 academies across Kent, Medway and South-East London.



LEIGH
Academies Trust

Simon Beamish

BA (Hons) MSc PGCE NPQH NLE FCCT

Chief Executive
Leigh Academies Trust



Welcome

Leigh Academies Trust (LAT) is one of the largest and most successful school groups in England. Starting in 2008 in Dartford, the Trust is now responsible for 33 academies of all types, educating over 24,000 pupils, employing almost 4,000 talented staff and with access to an annual income of over £200m. Our Ofsted track record is impressive. Currently, 16 of our academies are considered to be “Outstanding” which is 53% of those which have been inspected whilst part of the Trust.

LAT has remained local with all of its academies located in the South East (Kent, Medway, Bexley and Greenwich), within a one hour drive across the South Thames Corridor. This helps us to share resources and expertise much more easily and offer abundant training and progression opportunities to staff. We invest heavily in our workforce and enjoy strong retention across all job roles. The Trust has embedded various advantages which mean that LAT is an excellent place to develop a career in education. This includes being a highly inclusive employer which celebrates the diversity of its workforce.

Our scale and experience means we have been able to develop several well-chosen approaches to running schools which we know work well. These include:

- A small school approach to education where larger academies are organised into colleges. This ensures high quality pastoral care for pupils.
- A world class digital strategy where all staff and pupils have their own device making teaching, learning and operations efficient and highly impactful.
- Disruption free learning and a “warm strict” approach to behaviour management so that teachers can teach and pupils can learn.
- An all-through International Baccalaureate curriculum equivalent in quality to some of the best fee-paying schools and grammar schools in the UK and further afield.

In addition, The Leigh Institute - which is part of LAT - is responsible for Kent and Medway Training, one of the region's biggest initial teacher training organisations, a large teaching school hub called Thames Gateway and an accredited apprenticeship provider. This powerful organisation trains, develops and supports 1,000s of teachers, support staff and leadership teams across the region each year. Our future plans are found in our [Vision 2030](#), available on our website.

We are now recruiting to appoint an exceptional Deputy Principal at Leigh Academy Halley.

Ben Russell

Principal
Leigh Academy Halley



Leigh Academy Halley

I am delighted to welcome you to Leigh Academy Halley. We are an aspirational, disciplined and inclusive academy where human-scale education, a dynamic curriculum, and excellent teaching and pastoral care, maximise student achievement.

Our core values - respect, achievement, collaboration, integrity and resilience - permeate everything we do. We believe in the potential of every student. We champion the highest outcomes for all young people. Our staff are driven by the belief that education can transform our students' lives. We take our role as educators seriously and sincerely - we know that the culture of our academy affects the character of our students, which in turn shapes the culture of our society.

It is for this reason why we are so proud to be a caring community where everybody feels empowered and supported to be the best version of themselves. Students are inspired to work hard, play an active role with the world around them, and to achieve more than they thought possible. Safeguarding is of paramount importance; our students are happy, safe and successful in our care.

We build strong partnerships with parents and carers, working closely together to ensure all students enjoy a fulfilling and rewarding education. Our teachers lead with professionalism and scholarship; they are experts in their field and love sharing their knowledge and enthusiasm for their subject with their classes. All of us are part of a warm and compassionate family of staff, Governors and Trust colleagues who have boundless ambitions for those we work with and a deep commitment to learning and self-improvement. We know that working with children every day is the best job in the world.

Leigh Academy Halley has a diverse and dynamic staffing body of committed, creative and

hardworking educators who enjoy coming to work as they benefit from:

- A calm, organised and professional learning environment;
- An academy culture that is committed to the holistic development of children;
- Evidenced-based teaching and learning policies rooted in the strongest possible evidence about how children learn best;
- A clear and consistent behaviour policy which ensures that disruption to learning is minimal;
- A visible and approachable leadership team;
- A comprehensive weekly CPD programme that supports all staff in their academic and pastoral roles;
- Opportunities to collaborate with, and learn from, colleagues across the Leigh Academies Trust.

Our ambitious world-class curriculum delivers an education of excellence for all. Leigh Academy Halley has been an International Baccalaureate World School since 2019. We are committed to students engaging deeply and comprehensively with both substantive and disciplinary knowledge so that they achieve strong outcomes throughout each phase of the curriculum: the Middle Years Programme (MYP) in Years 7, 8 and 9; a two year Key Stage 4 where students study a range of GCSE and vocational qualifications in Years 10 and 11; and the International Baccalaureate Careers Programme (IBCP) and T Level programme in our Sixth Form.

We have enjoyed unprecedented investment and refurbishment as part of joining Leigh Academies Trust, providing excellent learning facilities in an historic listed building which has real character and charm.

'Students' behaviour around the site is impressive. They show consideration and respect for each other as well as to staff.' - Challenge Partners 2024

All students at Leigh Academy Halley are given access to a personal Chromebook, which they use every day in lessons and at home to support their learning. All physical classrooms have a corresponding virtual classroom, and all teaching staff have Google Educator certification so that technology can enhance the learning experiences of students. With considerable investment from the Tallow Chandlers Livery Company, our new Engineering and Design Centre opened in June 2022. Students and staff also benefit from a modern sports complex on our 16 acre site and a number of cutting edge science laboratories. We have just opened our state-of-the-art visual and performing arts centre, and work has just commenced on modern new playground spaces.

We know that happy and supported students will be successful and engaged in their learning. This is why students between Years 7-11 join one of our three small school communities - Easley, Franklin or Turing - each with a team of staff dedicated to helping them surpass their potential. Our fourth small school - Hawking - offers bespoke academic and pastoral support to our Sixth Formers.

Our curriculum is rich and dynamic because it invests deeply in the holistic development of our students. We offer a wide range of enriching extracurricular clubs both before and after school. We maximise opportunities for learning outside of the classroom through trips, visits from outside speakers, Cultural Capital Days and careers guidance that opens our students' minds to the possibilities and opportunities in the world around them. Our Values programme and Religious Studies lessons help develop the global mindedness of our students, whilst IT classes ensure that they can use technology safely and responsibly.

This is an exciting time for colleagues to be joining our Academy community. Our first cohort of Leigh

Academy Halley students achieved the best ever GCSE results in the school's history in August 2023. This has recently been surpassed by our results in 2024. In a vast array of key performance indicators, our students are outperforming their peers nationally. We're immensely proud to now be one of the top performing mixed comprehensive schools in Greenwich, and we were celebrated in Schools Week magazine as the third most improved school in the country for the progress of disadvantaged pupils, compared with pre-pandemic performance. Our Year 13 cohorts have a consistent track record of outperforming international averages in the IBCP programme, and we are becoming oversubscribed in many Key Stage 3 year groups.

Our mission here has always been to provide the gold-standard of comprehensive education, where every child, irrespective of their starting point or background, can inspire, learn and achieve. The fact that over a third of students achieved the prestigious English Baccalaureate qualification in 2024, with our average EBAC point score now noticeably above national averages, is a testament to us putting our values into practice, for the benefit of our students.

We are proud to be a local school of choice for the community we serve. Our school equips students with the knowledge, skills and experiences they need so they can lead fulfilling and successful adult lives. None of this would be possible if it wasn't for all the hard work, expertise and professionalism of all of our staff. It's a real privilege and pleasure to work with colleagues here at Leigh Academy Halley. If you feel that you want to be a part of our exciting and unique learning community, then we look forward to hearing from you.



Vacancy

As of September 2025, we have a rare leadership opportunity within a very successful, local multi-academy trust. Leigh Academies Trust is seeking to appoint a highly effective senior leader to join us as Deputy Principal at Leigh Academy Halley; the successful candidate will play a huge part in accelerating the development of the school into an outstanding provider of education.

Our successful candidate will be a talented, inspiring and highly motivated leader. Personal qualities such as passion, commitment and a can-do attitude are incumbent to the role. Strong interpersonal skills, and the ability to communicate to a range of stakeholders is essential. You will be joining a supportive, committed and passionate Academy Leadership Team who are dedicated to deliver our core purpose 'Education for a better world'. We are looking for an experienced professional who can demonstrate the impact of strategic leadership, excellent management and a proven track record of success in raising standards.

This is an exciting time to join our Academy Leadership Team. You will be expected to play a key role in developing the strategic vision for Leigh Academy Halley whilst ensuring that our students develop their full potential, achieve academic success and develop our core values. The successful applicant will facilitate a significant role within the Academy Leadership Team, will deputise for the Principal on the rare occasion that they're off site or absent and will work with significant autonomy.

We have a dynamic, experienced and hardwork Academy Leadership Team, led by our Principal and Deputy Principal. Our school is divided into 4 small-school communities, three across Years 7-11, and one small-school for our sixth form. Each of our Key Stage 3 and 4 Small Schools are led by a Head of School (Vice Principal) who holds a significant whole-school responsibility.

To view the structure of the senior leadership team from September 2025, please [click here](#).

This post provides an outstanding career opportunity to be part of driving our academy forward and to play a critical role in the next phase of the academy's development.

We wish to hear from you if you are committed to making a difference to the lives of our community and are:

- an enthusiastic, energetic and ambitious leader with a successful track record at secondary level;
- a motivational and inspirational leader with high expectations of staff;
- confident and able to communicate the values and visions of the Academy;
- able to develop children holistically to reach their full potential regardless of background or circumstance;
- approachable and keen to work with staff across the Trust to ensure wide success;
- able to establish and develop excellent relationships with the community and other stakeholders.

Position	Deputy Principal
Location	Leigh Academy Halley
Responsible to	Principal
Basis	Permanent, Full-Time
Commencement	September 2025
Salary	£95k per annum + performance bonus + private health care

Application Process

Naturally, we are seeking to appoint the best possible candidate and therefore the application process will reflect our desire to undertake all necessary measures to achieve this.

On the basis that interested candidates may be keen to visit the academy before making a formal application, you can arrange this by contacting Carmel Byrnes (PA to Principal) - carmel.byrnes@halley.latrust.org.uk. Visits will be offered and hosted by the Principal, Ben Russell. Please ensure you offer Carmel a range of dates when you are available in your initial email to ensure we can coordinate a visit that works for both you and the academy.

Candidates wishing to have an initial conversation with the Principal about this role can also arrange for a telephone call. Those wishing to do so should also contact Carmel Brynes (as above) in the first instance.

To submit an application in full, please do so online via the following link:

[Deputy Principal | Leigh Academy Halley | Online Application Form](#)

If you have any queries on any aspect of the application process or need additional information please contact Charlotte Herberts (Recruitment Advisor) on **01634 412 245** or charlotte.herberts@latrust.org.uk.

The academy is committed to safeguarding children and successful candidates will be subject to an Enhanced DBS check. Our commitment to safeguarding is underpinned by robust processes and checks which are in place across the Trust.

Closing date for applications	Monday 27th January 2025, 8am
Shortlisting date	Monday 27th January 2025, PM
Interviews and assessment activities	Thursday 30th January 2025

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Job Profile

Role: Deputy Principal - Leigh Academy Halley
Reporting to: Principal

The Leigh Academies Trust is a highly successful multi-academy trust. Our model of education enables students to reach their full potential, through an IB curriculum, transforming their lives and ultimately the communities in which they live. This position would suit an experienced Vice Principal or Deputy Head Teacher with an aspiration for Headship.

Core Purpose

The Deputy Principal is to collaborate with the Principal towards the strategic development across the academy, embedding a climate of learning where expectations are high, clearly communicated and consistently reinforced. To support the development of the whole child through the IB Learner Profile, within a safe and healthy environment. To promote a culture where students have high aspirations, the determination to succeed, and opportunities to make exceptional progress. Ensuring students are prepared for successful futures within a modern digital world. To effectively promote the educational vision associated with the Leigh Academies Trust.

Duties

The duties outlined in this job description are in addition to those covered by the latest School Teachers' Pay and Conditions Document and the National Teachers' Standards. It may be modified by the Principal, after consultation, to reflect or anticipate changes in the job, commensurate with the salary and job title, also other duties that the Principal may from time to time ask the post-holder to perform.

General Responsibilities

1. To collaborate with the Principal in maintaining an inspirational working environment underpinned by positive IB ethos where all in our community can enjoy our academy motto in practice - inspiring, learning and achieving together.
2. As a member of the leadership team you will:
 - Support the Principal in the effective and successful leadership and management of the Academy, including line-management responsibility across departmental and pastoral areas, deputising for the Principal where necessary
 - Ensure the safeguarding and wellbeing of students through being a key member of the academy's safeguarding team
 - Ensure the highest standards of teaching and learning throughout the academy
 - Use the latest pedagogical practice to influence whole school strategies for the benefit of student outcomes
 - Think critically and implement successfully suitable strategies and interventions to raise levels of student achievement
 - Make balanced and informed decisions to ensure the smooth and successful day-to-day operation of the academy
 - Uphold and model our policies, systems and procedures for ensuring a successful learning environment
 - Support students in their academic and social development, and to implement the academy's Behaviour Management Policy, reinforcing disciplinary measures as necessary



- Play an active role in supporting the academy's Personal Development Programme, including assemblies, trips and visits
- Commit fully to 'whole-Academy' life – fully supporting academy events, taking an interest, and participating in academy activities
- Share responsibility for shaping and implementing the Academy Performance Agreement
- Play a key role on the governing body panel
- Balance strong emotional intelligence, alongside implementing accountability when dealing with HR and well-being matters
- Work alongside the Principal when dealing with community matters
- Represent the academy at public events
- Chair meetings and working parties where appropriate
- Attend and contribute to meetings of the Trust community, as appropriate

Safeguarding of students and Duty of care

All staff, regardless of role, level of seniority and location, have a responsibility to ensure the highest levels of safeguarding and promoting the welfare of our pupils, and we expect all our staff and volunteers to share this commitment. We must collectively create an environment where children feel safe to learn, play, and grow. Children should feel comfortable in their surroundings and know that they can approach any responsible adult with any problems or concerns.

All staff must be able to identify any children who are at risk of harm, and know the characteristics of abuse or neglect. If you suspect or confirm harm then it's essential you know what actions to take.

Annual safeguarding training is offered to all staff at Leigh Academies Trust, and it is the staff member's responsibility to be aware of the most up to date guidance documented in the [Keeping Children Safe in Education document \(Department of Education\)](#).

Notes

The job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so construed. This job description is not necessarily a comprehensive definition of the post. It will be reviewed at least once a year and may be subject to modification or amendment at any time after consultation with the holder of the post.

The duties may be varied to meet the changing demands of the academy/business unit at the reasonable discretion of the Principal/Director. This job description does not form part of the contract of employment. It describes the way the post-holder is expected and required to perform and complete the particular duties as set out in the foregoing.

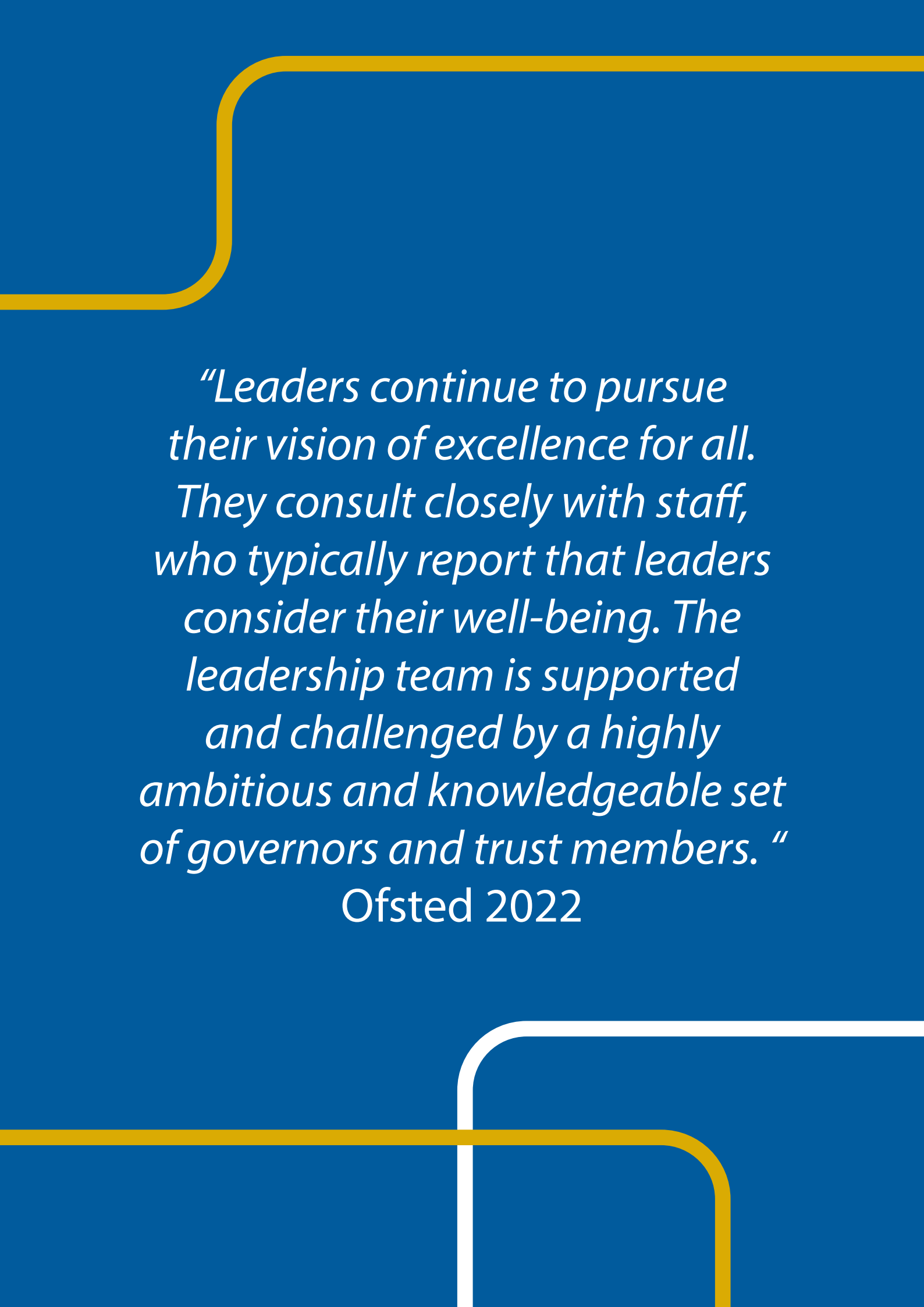
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Person Specification

As a Trust we seek to recruit talented individuals who can not only help to build the success of our academies but also people who are engaging and passionate about everything they do. When we recruit we look for specific experiences and qualities. However, we also value diversity because we recognise the importance of people bringing their own backgrounds, experiences, perspectives and ideas to the Trust.

For the role of Deputy Principal, we would expect candidates to demonstrate:

- A commitment to providing the gold-standard of secondary comprehensive education
- Excellent subject knowledge and pedagogical practice
- A proven track record of raising standards and attainment in urban comprehensive schools
- A natural and innate ability to inspire and motivate students and staff
- Excellent leadership, interpersonal and communication skills
- Significant leadership and management experience
- A genuine passion for, and commitment to, the safeguarding of young people
- The ability to form strong relationships with external stakeholders, such as governors, parents and local authority agencies
- Proportionality, good humour and a can-do attitude, particularly when facing challenges
- A commitment to the International Baccalaureate programme and its values
- An openness to new tackle new challenges and use new innovations to improve our learning community
- A steadfast commitment to ensuring equality of opportunity for all stakeholders
- Energy, resilience and empathy, remaining calm and consistent under pressure
- A commitment to the holistic development of children
- Professional integrity and respect for the opinions and circumstances of others through strong emotional intelligence
- A commitment to self improvement and the improvement of others, through a willingness to share best practice and work collaboratively with other academies and trust executives
- Reliability and ability to meet deadlines
- Effective organisational skills and a keen eye for detail
- Excellent personal ICT skills



“Leaders continue to pursue their vision of excellence for all. They consult closely with staff, who typically report that leaders consider their well-being. The leadership team is supported and challenged by a highly ambitious and knowledgeable set of governors and trust members.”

Ofsted 2022

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Benefits at Leigh Academies Trust

At Leigh Academies Trust, we want to provide you with a rewarding and enriching career and to help you to reach your full potential, both professionally and personally. As an employee of Leigh Academies Trust, here is a taster of the great benefits you can receive from day one;

- An open and collaborative working environment, not just within your academy but also across the Trust where innovation is encouraged
- A career in an organisation that values individuality and diversity
- Dedicated focus groups to ensure we have the optimal working environment in all aspects.

Professional development opportunities

- Regular training and access to a range of internal and external programmes tailored to your learning needs throughout your career
- Educational sponsorship (application required)
- Opportunities for career progression as we are willing and able to support moves from one academy to another.

Financial

- A competitive salary for both teaching and non-teaching staff whereby pay progression is possible on an annual basis, following successful performance
- Access to a highly attractive pension plan
- Neyber platform – support provided to build your financial confidence and support when needed with Neyber loans
- Access to a range of benefits and discounts that are sourced specifically for our staff.

Well-being

- Full-time associate staff receive 25 days annual leave plus bank holidays which increases to reflect your length of service
- The chance to work with a company who received a 'Platinum' Workplace Wellbeing Award for the last two years
- Wellbeing champions and access to Mental Health First Aiders
- 24/7 access to a free Employee Assistance Programme to provide confidential advice and guidance
- Student Wellbeing support from our Educational Psychologist team
- Personal resilience and Wellbeing courses
- Access to our Wellbeing platform with a range of ever evolving benefits
- Wellbeing campaigns.

Facilities

- Great school buildings with many state-of-the-art facilities across our academies, providing positive working environments
- Free gym access on selected academy sites
- Free car parking at every site
- On-site catering with great food, all reasonably priced for staff (with the option to buy evening meals so you don't have to cook!)
- Social networking opportunities across the trust to create new relationships both inside and outside of the work setting.

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An overview of the Trust you'd be joining

Leigh Academies Trust is a non-profit making charitable company limited by guarantee, based in Strood, Rochester, Medway. The Trust exists to support and assist schools to build upon their existing strengths and to help them achieve educational transformation. It has significant experience in running schools, and today includes both sponsored academies and schools which have chosen to convert to academy status.

The Trust was formed in 2008 with the linking of The Leigh Technology Academy and Longfield Academy under one governing body. It now encompasses over 24,000 students, between the ages of 2 and 19, in 33 primary, secondary and special academies, across Kent, Medway, Bexley and Greenwich. Currently, 16 of our academies are considered to be "Outstanding" which is 53% of those which have been inspected whilst part of the Trust.

Leigh Academies Trust – Our Values:

- We care – about our pupils through our human scale approach to education, our staff and their well-being and the communities that we serve, driven by our high ideals and strong moral values.
- We have boundless ambition – to achieve excellence for all and create confident young adults with high levels of resilience and integrity.
- We work together – as one team in the belief that we are greater than the sum of our parts. We foster an enterprising culture through collaboration and in close partnership with industry and other educators.
- We keep getting better – using our 'can-do' attitude towards continuous improvement and

innovation.

Trust Advantages:

- Expert central services for finance, HR, IT, facilities and business functions.
- Innovative approaches to teacher recruitment and retention.
- Fast track development of leaders for internal promotion opportunities.
- Central reserves protect individual school budgets.
- Substantial investment in cross-Trust initiatives to improve teaching and learning.
- Close collaboration between senior leaders across the Trust.
- Integration of primary and secondary approaches into all-through education.
- Adequate scale to design and test new ideas.
- High quality strategic governance with wide business and professional experience.
- Robust delivery models as government policies, rules and measures change.

**Our Mission:
Education for a better world**

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