

# Deputy Principal

## Strood Academy



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 for an exceptional Deputy Principal to join Strood Academy.

**Jon Richardson**

Principal  
Strood Academy  
BSc (Hons) PGCE MA NPQH



# Strood Academy

At Strood Academy, we are relentless in our mission to ensure that all pupils receive an excellent education that leads to real choice in life. We are committed to our pupils, supporting them to flourish as individuals ready for the 21st century. We offer our pupils a commitment to excellence based on high-quality teaching and a wide range of experiences beyond the classroom.

Our collective mission through our small school model ensures our pupils receive a world class IB education which allows them to become highly ambitious, successful citizens who are well-positioned to create a better world. We set unapologetically high expectations, challenging our pupils to believe in their ability and have the choice in life they truly deserve. We ensure our pupils are at the forefront of tomorrow.

We explicitly teach our values which are embedded within the heart of our academy. They are central in everything we do. Our academy values provide our framework to enable our journey to excellence.

At Strood Academy we are working to achieve Vision 2028 which is underpinned by 10 foundations. These foundations are at the cornerstone of all that we say, we think and we do. Whilst we set upon our journey to excellence, our foundations will remain the key ingredients for success; they will remain constant and enable us to achieve Vision 2028. Vision 2028 has been developed in collaboration with LAT Vision 2030 to ensure a Trust approach to continuous academy improvement. Please see further details of Vision 2028 [here](#).

OFSTED last visited Strood Academy in December 2021 and confirmed that the academy continues to be judged 'Good' and is very strong in many areas. To read the full report please [click here](#).

In November 2024, Challenge Partners visited the academy, we are delighted to share that we received an evaluation of Leading in both Leadership and Quality of Provision. The academy also received accreditation for an area of excellence in behaviour and attitudes. Our full report can be found [here](#).

Strood Academy is part of Leigh Academies Trust and together with our skilled governing body we are committed to providing educational experiences that enable our pupils to reach their full potential. We know that pupils achieve their best in a supportive, caring environment and a strong home/school partnership being essential in helping to develop our pupils into successful individuals.

We look forward to welcoming you to our academy.



# 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 Strood Academy; 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 Strood Academy 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. 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 a clear vision for the Academy;
- able to develop children 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.

<b>Position</b>	Deputy Principal
<b>Location</b>	Strood Academy
<b>Responsible to</b>	Principal
<b>Basis</b>	Permanent, Full-Time
<b>Commencement</b>	September 2025
<b>Salary</b>	£90k per annum + performance bonus + private healthcare

# 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 will be keen to visit the academy before making a formal application, you can arrange this by contacting Julie Tingley (PA to Principal) via: [julie.tingley@stroodacademy.org](mailto:julie.tingley@stroodacademy.org)

Visits will be offered and hosted by the Principal, Jon Richardson. Please ensure you offer 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 Julie Tingley (as above) in the first instance.

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

[Deputy Principal - Strood Academy - Online Application form](#)

If you have any queries on any aspect of the application process or need additional information, please contact Rachel Cribben (Recruitment Advisor) on [rachel.cribben@latrust.org.uk](mailto:rachel.cribben@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.

<b>Closing date for applications</b>	Monday 3rd February, 2025
<b>Shortlisting date</b>	Tuesday 4th February, 2025
<b>Interviews and assessment activities</b>	Monday 10th February, 2025



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## Job Profile

**Role:** Deputy Principal - Strood Academy  
**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 through a positive IB ethos in which individuals feel valued and where teamwork and collaboration is encouraged

2. To model high quality performance through the delivery of exceptional standards and ambitious leadership

3. As a member of the leadership team you will:

- Support the Principal in managing the academy effectively and ensuring the successful implementation of necessary change, and deputise for him on the rare occasion that he is off site or absent.
- To share in the leadership and management of the Academy, including line-management responsibility, both of departmental and pastoral teams
- To promote international mindedness and global appreciation within the community
- To accelerate the highest standards of teaching and learning throughout the Academy
- To research and use the latest pedagogical practice to influence whole school strategies for the benefit of staff development
- To be able to critically think and have the initiative to lead, implement and evaluate strategies for raising levels of achievement
- To make balanced and informed decisions in the day-to-day operation of the academy
- To undertake strategic planning and to share responsibility for shaping and implementing the Academy Performance Agreement
- To play a key role on the governing body panel
- To have a balance of strong emotional intelligence alongside implementing accountability when dealing with HR and wellbeing matters



- To support students in their academic and social development, and to implement the Academy's Behaviour Management Policy, reinforcing disciplinary measures as necessary
- To work alongside the Principal when dealing with community matters
- To collaborate with the Personal Development Lead and facilitate presentations such as assemblies and masterclasses to benefit the students skills for life
- To chair meetings and working parties where appropriate
- To actively demonstrate a commitment to 'whole-Academy' life – fully supporting Academy events, taking an interest and participating in Academy activities.
- To share a responsibility for representing the Academy at public events
- To attend and contribute to meetings of the Trust community, as appropriate
- To lead the effectiveness of supervisory duties within a Duty Manager role
- To work alongside the Principal to critically evaluate and reflect on the progress of each key stage at the Academy

*The post holder will also be expected to undertake any other tasks as reasonably required by the Principal or Governors to ensure the efficient and effective operation of the academy.*

### **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:

- Growth mindset;
- Retain a sense of proportion and good humour with a can-do attitude;
- To promote international mindedness and global appreciation;
- Leadership ability to inspire and motivate staff and students;
- Aspiration to Headship;
- Passion for continuous personal and social improvement by self and others;
- Professional integrity and respect for the opinions and circumstances of others through strong emotional intelligence;
- Excellent interpersonal and communication skills;
- Passion for raising secondary and post 16 achievement and model the attributes of an outstanding school;
- Significant leadership and management experience;
- Creative and innovative skills in finding new solutions;
- Strong relationships with governors, parents and other stakeholders;
- Willingness to share knowledge and work collaboratively with other academies and trust executives;
- Abundant enthusiasm and energy;
- Ability to think reflectively and adapt well to change;
- Resilience and the ability to remain calm and consistent under pressure;
- Reliability and ability to meet deadlines;
- Effective organisational skills;
- Excellent personal ICT skills.





All of our academies  
work closely and  
collaboratively together,  
along with our partners,  
seeking to exploit the key  
educational philosophy of  
human scale education.



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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.



# 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.

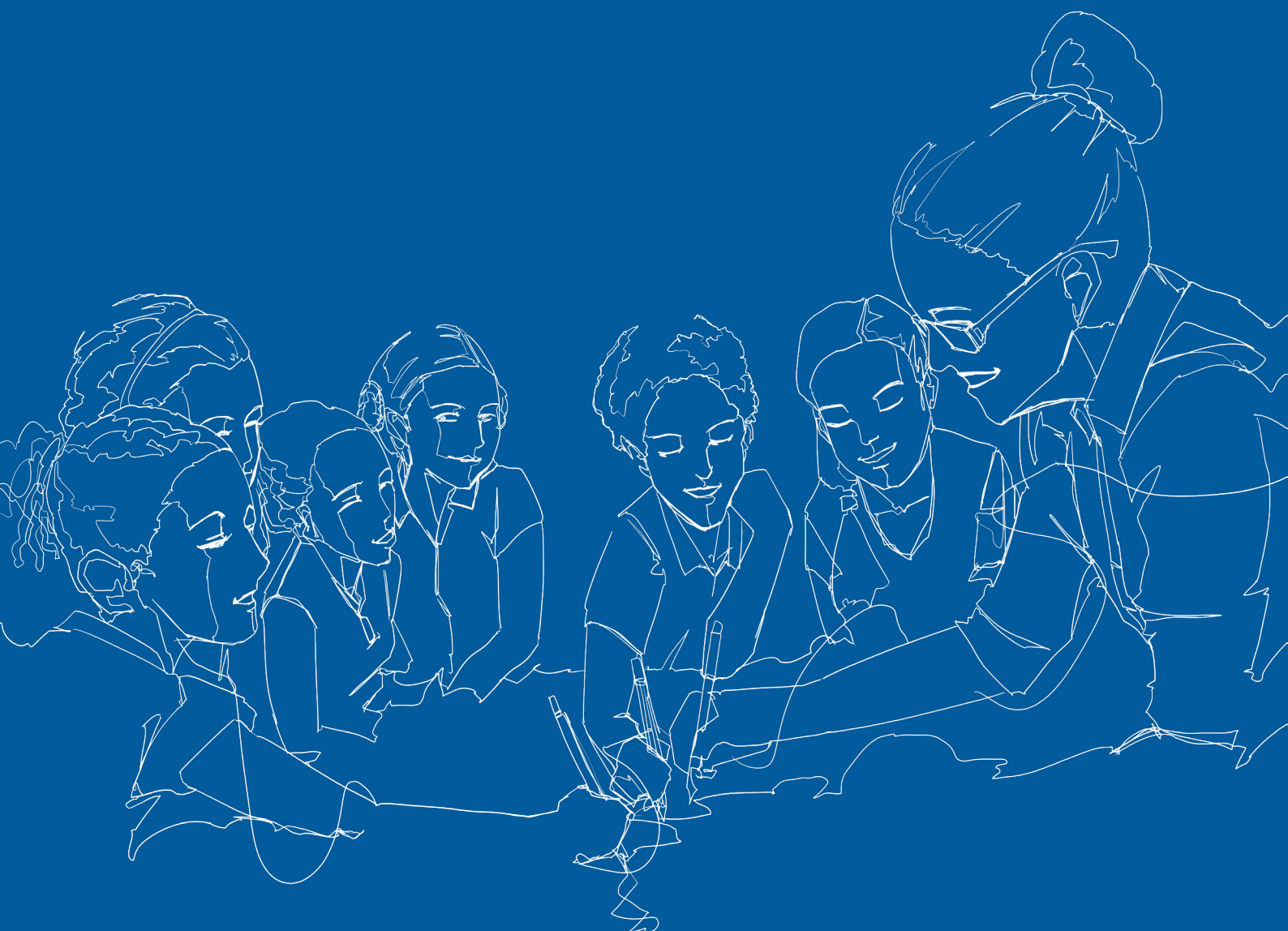
**Our Mission:  
Education for a better world**

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