



Information for the position of: Head of School - Ruskin Academy and Ruskin Infant School

Leadership Group Pay Range: L16 – L21 England and Wales
(Negotiable for exceptional candidates)

Location: Ruskin Academy , Wellingborough, Northants, NN8 3EG



Dear Candidate,

Thank you for the interest you have shown in the position of Head of School.

The Lion Academy Trust is made up of ten schools based in Waltham Forest, Essex and Northants. The schools serve diverse, multi-cultural communities and we believe that access to an outstanding education is a right for all our children and young people.

The Trust is looking to recruit an enthusiastic, innovative and committed leader to support the Trust's continual improvement in our schools. You will work alongside the Senior Leadership Teams and the wider Trust Executive Team.

Are you are excited by innovation and challenge?

Are you energised by opportunities to lead, develop and share your practice, whilst learning with your colleagues and from the children you work with?

Then we look forward to hearing from you.

We are seeking a Head of School to commence from September Term 2025 or as soon as possible. We trust the information provided is helpful. For informal discussions, to arrange a site visit or if you do have any questions please contact:

Nicky Kingsnorth – nicky@lionacademytrust.net, Executive Principal, Wellingborough Hub

Yours sincerely,

Justin James
Chief Executive Officer

‘What makes the Lion Academy Trust different from other multi-academy trusts?

It is our relentless focus on being good or better, every day.

Our no-excuses culture means we work tirelessly to support and challenge our students to achieve the very best they can. ‘

Justin James, Chief Executive Officer

The Lion Academy Trust is a non-profit making educational charity with over twenty years of experience in running schools in and around London and is growing to meet the demand of schools in need of support nationally, through our two new hubs.

The Lion Academy Trust is a sponsor of schools in need of a structural and education change to how they operate for the benefit of their pupils and local communities. Successful candidates need to share our no excuses and have an inherent belief that all children, irrespective of context or background have the right to an outstanding education and can succeed.

If you are looking to become a Head in an organisation that has a proven track record of promoting staff with the right skills, attitude and disposition into senior leadership posts, we offer amazing opportunities for mentorship, leadership development and training to further your career in a supportive and secure environment.

Successful candidates will be expected to work across the range of our current and newly opening schools as part of their development and training - exposing aspirational and driven Heads of School to the widest range of settings, challenges and opportunities to develop your practice.

The successful candidate will also work closely with the Trust Executives and the trust board to move our schools forward, ensuring that our pupils have the best possible education and school experience.

We support a range of school improvement services including brokering support from our Specialist Leaders of Education to assist other schools.

We run a series of internal networks including NQTs, subject leaders, EYFS leaders, SEN and Inclusion leaders. Alongside our internal programmes we also facilitate and host licensed national programmes such as National Professional Qualification for Senior Leaders, Middle Leaders and Head Teachers.

Lion Academy Trust have high expectations, ambitious and hardworking staff and above all happy and enthusiastic children with a thirst for learning.

We are seeking committed, positive and ambitious candidates who are:

- Innovative, creative and strategic thinker
- Resilient and confident leaders with a passion for working at all tiers of a school and organisation
- Able to lead, motivate, challenge and inspire whole school communities
- Able to demonstrate an ability to teach and model the highest possible standards of learning and teaching
- Dynamic and enthusiastic with the vision and energy to help lead schools to excellence
- Friendly and approachable with excellent communication skills and a passion for teaching
- Experienced in school improvement with a proven track record of success and strong leadership in developing teaching and learning.

We can offer you:

- Rapid and structured career progression - our growth and your growth are linked
- Competitive salaries and performance related incentives
- Vibrant schools situated in a culturally diverse area across the country with exposure to a wide range of settings and rewards
- Lively, friendly and aspirational children who are determined to make the most of their schooling
- Innovative CPD which is of the highest quality
- A supportive and forward thinking Trust Board and Senior Executive
- An employer who is constantly seeking to moderate and reduce the workload on all staff through innovation and use of related technologies.

Why work for the Lion Academy Trust?

To support all our staff, the Trust is committed to finding ways to ensure that your personal, financial, professional and pastoral needs are met during your time with the Trust. Wherever possible, we seek out innovative and impactful ways to add real benefits to our teams - from helping with cost-of-living pressures, ensuring that professional development is readily and easily accessible through to wellbeing assistance - to ensure the work-life balance is being managed effectively.

You'll find a raft of programmes through our Perks at Work platform that includes benefits like:

- An electric car-lease scheme, through Tusker;
- Support for bicycle and IT equipment purchases via salary sacrifice schemes;
- Cash-back on large purchases across a range of leading retailers and chains;
- Access to our employee assistance programmes and wellbeing schemes like free eye tests for display screen users; and
- Comprehensive access to support for staff and their families - including online fitness sessions, counselling and legal and financial advice.

Professional support is also key - and the Trust has worked extensively to fund critical benefits such as:

- Additional non-contact time for teaching staff - over and above statutory PPA time;
- Deploying a fully-resourced, sequenced curriculum across 11 subjects;
- Unlimited access to CPD and career development through providers such as The National College and The Key;
- Funding annual pay increments - having previously provided a boost even when these are frozen nationally;
- Meeting or exceeding the terms set out in nationally agreed terms and conditions - for both teaching and support staff;
- Clear and well-implemented policies and professional standards - in key areas like behaviour, managing parental engagement and supporting staff in challenging situations.

And as an employer, we know the little things add up to happier, more productive member of staff - so we ensure:

- Free tea and coffee in all our settings;
- Actively implementing workload reduction measures around marking, lesson planning and data tracking;
- Paying staff to run clubs - and fully funding all after school clubs for our pupils;
- Minimising the impact of twilight and INSET days by planning these and managing these clearly throughout each term;
- Systems and core infrastructures work - printers, IT devices and networks, data management platforms - all are extensively vetted, tested and maintained - reducing stress, disruption and aggravation for busy staff; and
- Consistently applying our policies in every setting - and priding ourselves on being a fair and transparent employer.



And set above all this - the biggest benefit of working for The Lion Academy Trust is the pupils who come to our schools every day.

The impact we have on their life chances and the preparation for the secondary phase of education and beyond is critical - and by joining the Lion Academy Trust, in any role or function, you will directly benefit from being part of the team that has transformed the lives of every child who has attended one of our schools.



In addition to a leading CPD programme and published resources, to support every school role, every Trust school has access to the Lion Learning Pathways. A programme of tried-and-tested guides and lesson formats to help build and enhance the progression of learning required by the National Curriculum. An invaluable resource providing all your teaching and learning content requirements – split by key stage to support Year 1 to Year 6.

As an educator within our Trust, the Lion Pathways Teacher supports workload reduction - the provision of content-rich, fully resourced subjects - via planning aides and digitised lessons means less time / resource on sourcing material; more time and focus on precision teaching. Learn more at <https://lionpathways.net/>

Reap the benefits:



Quality lessons



Engaging content



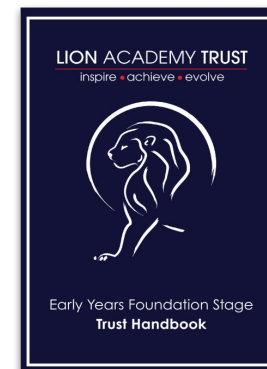
Class collaboration



Easy assessments

Lion Academy Trust Publications

To support teaching and learning





How to apply

Applications can be made through:

TES
Find a Job - Gov.UK
Teach Northants
Lion Academy Trust website

Candidates who are invited to interview will have a further opportunity to explore the content and context of these responses

Please send your completed application by email to Rebekah Parker, HR via:

r.parker1@ruskinacademy.net

Recruitment process

We will treat all enquiries, formal and informal in confidence. Potential applicants are welcome to visit the schools in the Trust.

The closing date for applications:

Tuesday 13th May 2025 12pm

A selection of candidates will be invited for interview week commencing: **19th May 2025**.

Candidates will have the opportunity to spend time with key people involved in the school.

Alternatively, find out more information about the Trust and download an application pack from the Lion Academy Trust website

www.lionacademytrust.net