



Lea Valley
ACADEMY
aspiration · innovation · respect

Headteacher

Scale L21-35 (position on scale to be agreed on appointment)

Permanent / Full Time

Required For September 2026



Bullsmoor Lane
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Headteacher: Stephen Kinson





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Candidate Letter

Dear colleague

On behalf of the Trustees of EdAct and the LGB of Lea Valley Academy, thank you for your interest in the post of Headteacher of Lea Valley Academy. This post has arisen because after six years of excellent leadership of the Academy, Stephen Kinson is moving to a Trust-wide post.

EdAct is a small Trust that is focused on delivering high quality education to children in Enfield. Our Trust currently comprises Edmonton County primary and secondary school, Lea Valley Academy, Salmons Brook Free School (SEMH) and the Konrad Halls Centre (our centre for therapeutic work and alternative education).

Lea Valley Academy joined EdAct in 2019 having been brokered by the DfE. The Academy was experiencing a period of difficulty with low levels of trust by the local community, poor behaviour and very low attainment and progress. The school serves an area of considerable social and economic disadvantage but is a place where children enjoy attending, feel safe and the community now trusts the school. Stephen joined LVA as Headteacher in January 2020 and over the next period the Leadership Team was replaced, and we have seen an excellent rate of improvement across all areas of the school. Of course, Stephen's first period as headteacher coincided with the lockdown as a result of the pandemic. Whilst this was a difficult period for all schools, it enabled significant changes and a 're-set' to be achieved.

Confidence in the school has soared and we were delighted when the school was inspected by Ofsted in November 2022 (<https://reports.ofsted.gov.uk/provider/23/144084>) and the school was graded as 'Good'. Visitors to the school comment, some with surprise, at how calm the school is, that the pupils are confident, friendly and there is excellent behaviour and improved attitudes to learning. It is important to say that this has been achieved by a great deal of very hard work by Stephen and his team.

Decades of underperformance have been turned around, and the school is in a strong place. In a Borough where pupil numbers are declining, LVA is 'bucking the trend' and seeing an increase in its roll. The budget is healthy because of excellent stewardship of the school's finances.

Lea Valley is ready for the next stage on its journey. Its next Headteacher will be a very visible person who is firm, friendly and fair with the students. The successful candidate will be creative in their approach to teaching and learning, ready to look critically at the systems that have brought the school to its current place and be able to see the potential for further improvements in pupil outcomes.

The next Headteacher will enjoy working with a strong leadership team that currently comprises 3 deputy headteachers, two assistant headteachers, the director of literacy, director of numeracy, director of student wellbeing and the business manager. You will also be part of EdAct's Central Executive Leadership Team (CELT) where we work together to secure the best outcomes for the children in our schools. The CELT is an important network and one that we all enjoy. You will also be able to join Enfield Secondary Headteachers Association and that is yet another source of support and learning.

If you think you have the skills and attributes to successfully lead Lea Valley, we would really like to meet you. Please do come for a visit as we think it will help you with your application and decide if LVA is the right place for you to work.

I appreciate that if you are in the position to apply to be a Headteacher you will have a very busy work schedule, so we ask for two things at this stage, a completed application form and a letter of application, no longer than 2 sides of A4 with a minimum font size of Times Roman 12. Please don't include anything else as we will not look at it, in fairness to all candidates.

Your letter:

Please set out how your recent experiences have prepared you to lead Lea Valley Academy. Tell us about the kind of leader you are. Please include data that tells us about the impact you have had on your current school.



Candidate Letter (continued)

Your application form must be completed in full as it is part of our safeguarding responsibilities. We will approach your referees at the shortlisting stage.

If you are shortlisted, you can expect a rigorous assessment designed to test out your skills and attributes and for you to decide if we are right for you, and for us to decide if you are right for us.

The schedule for appointment is as follows:

Activity	Date
National advertisement published	18 March 2026
Visits to the school	23-26 March and 14-16 April 2026
Applications close	9am 20 April 2026
Shortlisting and notification to candidates	22 April 2026
Interviews and assessment	29 & 30 April 2026

With the best wishes of EdAct.

Yours sincerely

S M Tranter

Chief Executive Officer



CEO's Welcome

EdAct comprises Edmonton County Secondary School (Bury and Cambridge Campuses), Lea Valley Academy, Edmonton County Primary School, Salmons Brook School and, the Konrad Halls Centre.

Our Academies provide an education for children aged 4-18 in North London. We have been educating young people in this part of London since 1919 and throughout that time our approach has been epitomised by high standards and academic excellence, a tradition that continues today.

Our values of aspiration and achievement, personal responsibility, self-discipline and mutual respect are evident in all our work and result in young people who develop and grow as independent, resourceful and resilient individuals.

The Trust has set out the following vision for its work:

Excellence in all we do

Developing a shared understanding of teaching and learning by sharing strengths and best practice

Ambitious and Accountable to our community for the better use of public funds so more resources are available to address the challenges we face

Creative in our approach to achieving the best for the children

Trusted by the community to provide a high-quality education and a great place to work

As a Trust we are committed to providing the best for the children in our schools but also to offer excellent professional development to our wonderful team of staff. If you join us you will enjoy excellent conditions of service and teach children who are keen to learn and succeed. The success of our Trust means that you will have great career prospects either within the Trust or beyond.

We look forward to hearing from you.

Dr Susan Tranter Chief Executive



Headteacher's Welcome

It is my pleasure to welcome you to Lea Valley Academy, where we are dedicated to providing a dynamic and supportive learning environment that fosters academic excellence, personal growth, and social responsibility. Our school ethos is rooted in mutual respect, inclusivity, and collaboration, creating a safe and welcoming atmosphere for all.

All members of our community are guided by the core values of our Academy: Aspiration, Innovation, and Respect. These principles are central to everything we do at Lea Valley Academy.

We believe every student possesses unique strengths and talents. Our dedicated team is passionate about nurturing these qualities, encouraging curiosity, and inspiring a lifelong love of learning. We offer a curriculum that is both challenging and engaging, designed to prepare our students for future opportunities.

Lea Valley Academy is more than just a place of learning; it is a diverse and vibrant community where students feel respected. We emphasise the importance of strong relationships among students, staff, and parents, striving to create a safe and inclusive atmosphere where everyone can thrive.

Ensuring the well-being of our community members is at the forefront of our work. Our efforts to support students' well-being have been recognized by both Ofsted and the local authority as models of good practice. Additionally, we have adopted an innovative approach to staff well-being, resulting in staff surveys indicating that teachers at Lea Valley Academy are significantly happier at work compared to the national average. I believe that happy staff lead to happy students.

We are proud of our state-of-the-art facilities, which provide an ideal setting for academic, athletic, and artistic creativity. From our well-equipped classrooms to our modern sports and performing arts spaces, we are committed to offering the best possible resources to support our students' education.

Lea Valley Academy is also dedicated to the holistic development of our students. We offer a wide range of extracurricular activities, clubs, and programs that encourage students to explore their interests, develop new skills, and contribute to their community. We believe that education extends beyond the classroom, and we strive to cultivate well-rounded individuals who are prepared to make a positive impact in the world.

As Headteacher, I am immensely proud of our school community and the achievements of our students. I invite you to explore our website to learn more about the exciting opportunities at Lea Valley Academy and discover what makes it a special place to learn and grow.

Stephen Kinson - Headteacher

Job Description

Post: Headteacher
Grade: Scale L21-35 (position on scale to be agreed on appointment)
Accountable to: Board of Trustees, via the Chief Executive Officer

Purpose of the Job: Purpose:
To support the Board in the efficient and effective delivery of the school's strategic aims and business plan, to uphold the school's values and to provide strategic and operational leadership across the organisation.

This post is to lead Lea Valley Academy but the Trust reserves the right to deploy staff to any of the schools that make up the Trust

Key Strategic Responsibilities

- Strategic Educational leadership and Performance Management:
- Be accountable and responsible for the day-to-day leadership and management of Lea Valley Academy
- Provide inspirational, strategic and professional leadership both internally and externally focused, to ensure the continuing growth and success of Lea Valley Academy as a place of outstanding achievement for all.
- Being a visible headteacher, who is well known by students, staff and parents
- Support the Chief Executive and the Board in the formulation and development of strategy and ensure that all decisions made are implemented.
- Responsible for the continuous improvement of educational standards, equality of access and achievement for all.
- Enable Lea Valley Academy to articulate its philosophy, strategy and policies; ensuring that these are consistently applied across all areas.
- Provide strategic leadership by ensuring that critical evaluation of performance secures high standards that are continually improving and that under achievement is rigorously challenged should it exist.
- Provide strong and effective leadership, vision and strategic direction to staff to achieve the highest levels of performance and ensure a culture of continuous improvement.
- Hold the staff to account for all aspects of achievement and well-being of students and the opportunities offered to them.
- Develop and expand the school in response to its vision and national and local initiatives.
- Lead in the planning and development of the strategic plan to ensure that aspirations and educational standards continue to rise across all areas.
- Support the Trust as a member of CELT (Central Executive Leadership Team) and commit to supporting other schools and colleagues in the Trust.

Job Description (continued)

Financial Accountability:

- Take personal responsibility for propriety and regularity in the management of public funds and in the day-to-day operations of the organisation.
- Development and management of the Lea Valley Academy risk register including finance, safeguarding and reputation management.

Operations:

- Drive the recruitment to appoint highly motivated personnel to create exceptional teams that achieve transformational change and deliver outstanding educational outcomes.
- Ensure the planning, development and implementation of an effective resource strategy so that money and resources are used efficiently and effectively.
- Provide direction and management oversight to all Lea Valley Academy operations, including overall accountability for safeguarding and security.
- Take responsibility for the safety, health and environmental performance of the school.
- Ensure that Lea Valley Academy reflects a vibrant and inclusive ethos which actively values and promotes diversity, unity and community cohesion, and supports students to become successful integrated citizens.
- Actively challenge and address discrimination where it exists.

Relationships with the Chief Executive and Board of Trustees:

- To be accountable to the Chief Executive and to work constructively and collaboratively with the Chief Executive to drive school improvement in line with the Trust's aims and objectives.
- Develop and deliver, in conjunction with the Chief Executive and the local governing body and senior staff, the vision and aims of the school to create high standards of learning in all aspects of its work.
- Provide leadership to identify and build relationships with external stakeholders to enable the ongoing development of Edmonton County School.
- Establish and maintain an appropriate working relationship with the Chief Executive and Chair of the Board.
- Ensure the continuing engagement and involvement of Board of Trustees to further the vision and aims of the school.
- Work effectively across the full range of external stakeholders, external agencies, funding and regulatory bodies.



Job Description (continued)

Communication:

- Ensure appropriate reporting to the Chief Executive and Board of Trustees on progress.
- Ensure that an effective internal and external communications strategy is in place.
- Communicate effectively with academy staff, students, parents and governors.
- Represent Lea Valley Academy effectively to key external partners, the media and the public.

Confidentiality:

- Ensure that confidentiality is maintained in line with agreed policies and protocols.
- Comply with Trust policies and procedures on safeguarding and child protection

Person Specification

Education & Qualifications

Essential

- Good honours degree
- Qualified Teacher Status (QTS)
- Successful completion of initial teacher training (e.g., PGCE or equivalent)

Desirable

- Evidence of further professional study (e.g., NPQH or NPQEL)

How identified: Application form, references

Relevant Experience

Essential

- Holding a senior leadership role and successful experience at leadership team level in a secondary school.
- Knowledge of what constitutes excellent teaching and learning.
- Leading improvements in the quality of teaching and learning linking to student progress and raising standards.
- Expertise using data to set targets, monitor and track student achievement and progress and build capacity in others that is sustainable recognising that a range of progress measures are needed in a school that serves an economically and socially disadvantaged community.
- Developing, leading and implementing interventions in either a curriculum or pastoral area to target improvement.
- Evaluating impact to identify priorities resulting in improving practice and outcomes.
- Using performance management and intelligent accountability to drive up standards.
- Leading teams and participating as a team member.
- Setting high standards to staff and students by personal example .
- Dealing with day-to-day issues while remaining focused on longer-term goals.
- The energy, enthusiasm and skills of an outstanding teacher.

Desirable

- Current or previous post holder in a large school.
- Experience of leading in an academy and /or a school with a PFI contract
- Expertise with Arbpr and Excel.
- Raising Achievement Planning.

How identified: Application form, statement, references, interview tasks

Person Specification (continued)

Special Knowledge & Skills

Essential Able to demonstrate the ability to take responsibility for:

- Ability to be the strategic lead for the school.
- Ability to command the respect of the school community through personal presence.
- Ability to work with the LGB, and as part of a Trust community of leaders, using the Scheme of Delegation as a key guide to activity.
- Ability to deliver a balanced budget, to monitor the budget and ensure that corrective action is taken to ensure that the budget remains in balance.
- Ability to plan the budget over a period of time such that major projects can be planned using surpluses generated from savings.
- Demand ambitious standards for all pupils, overcoming disadvantage and advancing equality, instilling a strong sense of accountability in staff for the impact of their work on pupils' outcomes.
- Create an ethos within which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other.
- Identify emerging talents, coaching current and aspiring leaders in a climate where excellence is the standard, leading to clear succession planning.
- Behaviour in school and in the wider society.
- Be accountable for the progress and achievement of areas of responsibility.
- Supervision of student before school, break, lunchtimes and after school, as directed.
- Any other duties as required.

More generally to:

- Lead and inspire others.
- Work on their own initiative and be part of a team.
- See tasks, plans and ideas through to completion: a clear knowledge that reflection is the bridge between 'doing' and 'understanding'.
- Think strategically but have an 'eye for detail': a creative and strategic thinker able to turn theory into practice.
- Undertake complex, problem solving tasks such as data analysis.
- Assimilate information quickly and prepare succinct summaries.
- Research educational literature and present papers.
- Communicate effectively in a wide variety of forms to a range of audiences.
- Use emotional intelligence to manage change effectively.
- Use ICT solutions effectively and with confidence.
- Ability to teach effectively

Desirable

- Understanding and expertise in using new technologies to promote and deepen learning

How identified: Application form, interview, references

Person Specification (continued)

Attitudes

Able to demonstrate:

- value the education of every student as equally important.
- A relentless focus on standards and the deeply held belief that all students can succeed given the right opportunity and support.
- A 'can do' attitude
- A willingness to relate to the local community.
- A commitment to equal opportunities.
- A clear understanding that it is the responsibility of leadership to provide active support and challenge to colleagues and grow other leaders.
- Be committed to high quality in all aspects of their work.
- An understanding and practise of the principles of change management.
- A collaborative approach to partnership working.
- A deep understanding or willingness to learn about school systems, timetabling, data tracking for students, development, planning and implementation.
- Experience as an outstanding teacher

Desirable

- Experience of working with the community.

How identified: At interview, references

Personal Qualities

You will have the personal qualities to inspire, motivate and challenge others.

- Creative and strategic thinker who encourages others
- Empowers, delegates, develops potential in others
- Intellectual tenacity
- Efficient
- Ambitious for self and others
- Capacity for hard work
- Good sense of humour
- Genuine concern for others
- Decisive, determined and self-confident
- Integrity, trusted, honest and open
- Accessible and approachable
- Manages change sensitively and skilfully
- Excellent attendance and punctuality
- Excellent interpersonal skills with all stakeholders

Desirable

- Commitment to and experience within comprehensive education

How identified: Interview, references

Vision and Values

The vision at Lea Valley Academy is to create an inspiring learning environment that encourages high expectations and where every student can reach their potential, strive for success and embrace limitless opportunities.

The key for us is to open new horizons and share possibilities to enable each young person to create their individual life journey. This is made possible by the entire school community living by our set of core values of **Aspiration**, **Innovation** and **Respect**.

Together, we aspire to develop an atmosphere where all our students are valued and supported as individuals, enabling them to grow into independent and confident learners.



Staff Testimonial #1

In 2017, I commenced my Teach First training placement at Lea Valley Academy, driven by a belief that all young people deserve access to a high-quality education and a brighter future.

Throughout my time here, I have relished the opportunity to develop my practice by learning from experienced colleagues, while also being entrusted with leadership roles. As an ECT, I was given responsibility for a reading strategy and enjoyed leading a small team to implement weekly reading lessons for KS3 students. Following the success of this initiative, I was appointed Head of English and now take great pride in leading a team of passionate, driven teachers, collaborating on a shared vision to improve life chances for our learners.

What I love most about LVA is its diversity, which allows us all to learn from one another. The inclusivity and celebration of each individual's uniqueness truly make LVA a special place to be.

I feel fortunate to continue growing here, with plans to start my NPQSL in the spring term, as I remain committed to helping our young people succeed.



Staff Testimonial #2

Having been at LVA since 2005 I have had a number of roles which have enabled me to work in both pastoral and curriculum pathways. I have seen over the years the tremendous energy and enthusiasm the staff possess which has transferred to positive outcomes for students.

Whilst at LVA I have also had the opportunity to be a LVA parent as my own child attended the school and stayed on at 6th form and like many others left having achieved their desired grades.

I have personally stayed at LVA as we have a strong community, and it has been a pleasure coming into work everyday.

As it is coming to nearly 20 years as a staff member, I look forward to continuing and making a positive contribution.



Staff Testimonial #3

I only started at LVA recently and whilst it can be, like any school, at times challenging it's also rewarding. I have quickly built bonds with staff outside my department, taken on a club responsibility and look forward to seeing my progression here.

The school prioritises teacher wellbeing at the highest levels, we have an amazing timetable. Professional development is necessary and informed. Inset time is given to both development and preparation appropriately and these small things just make it much easier to have work life balance.

Being a teacher will never be an easy job, but I am proud to be a teacher at Lea Valley Academy



Staff Testimonial # 4

I started working at LVA in March 2024 and it has been a great journey so far. Lea Valley Academy provides a dynamic and diverse working environment empowering the next generation to achieve their very best.

I work in the office as an SLT/SENCO Administrator, and I can confidently say that no two days are the same. I have thoroughly enjoyed working with an amazing team, the staff are very lovely and supportive, and they really care about each other and the students!

I love that staff well-being is recognised, and I love that students are supported and nurtured. I look forward to continuing to learn in this challenging yet rewarding and vibrant environment. It has been an absolute pleasure being part of the Lea Valley community and I hope to progress within the school in the near future.



Benefits of working at WA

- Friday early finish for teaching staff
- Two week Autumn Half Term
- Directed time allocated for marking and moderating mock exams and assessments
- All teachers have their own classroom.
- Calendar designed to spread workload (whole school and department level)
- Some staff have a blanking code so they can come in later or leave earlier
- Access to BUPA services
- In-school counsellor available.
- Line Management meetings (wellbeing is first item on agenda)
- Every staff member has their own laptop
- Cycle to work scheme
- Staff induction programme, including support throughout the year
- Plenty of on-site car parking
- On site gym
- Range of extra-curricular activities for staff and students
- Well-resourced library, PE faculty and IT department
- Fully staffed Reprographics department
- Faculty bases to encourage collaborative working
- Personalised CPD programme



