



WE ARE ASTREA

PRINCIPAL (PRIMARY)
Applicant Brief

ATLAS ACADEMY
Part of
ASTREA ACADEMY TRUST





Open Letter from the Chief Executive, Rowena Hackwood

Dear Candidate,

This is a hugely exciting time for our family of academies. The Trust has been recognised by the department for Education as being well placed to **raise standards** and **achieve excellence** for pupils in a growing number of academies.

We are an **inclusive**, all-through Trust that was established to tackle historic **educational disadvantage** and to play our part in the **social regeneration** of the areas in which we work and we are presented with a rare opportunity to make a real difference to the lives and **life chances** of so many primary and secondary school children – many of whom haven't previously received the educational opportunities they deserve.

The Trust currently has academies based across South Yorkshire and Cambridgeshire, including academies at various stages of development. As a Trust, we are clear about the importance of achieving **long term sustainability** for our academies. Our vision is to enable individual academies to flourish with real autonomy, whilst also ensuring a strong ethos of '**one Astrea**' across our academies.

Employees within Astrea belong to a community of professionals, and benefit from a wide range of networks and **development** opportunities across the Trust. The Trust provides a strong culture of **collaboration** and **support**, together with **high expectations** for staff and pupils alike.

Those we recruit can demonstrate that they **share our values**, are highly motivated to work with colleagues in and beyond their academy to **continuously develop** their skills and pursue **professional excellence**; are committed to providing the highest standards of teaching for all children and to ensuring each child, irrespective of socio-economic background, circumstance or ability, has **equity of access** to an educational experience that supports their **individual needs**.

If this is you, then we would be delighted to receive your application.



Rowena Hackwood
Chief Executive, Astrea Academy Trust



Open Letter from the Director of Primary, Jo Leishman

Dear Candidates,

We are excited to be recruiting a Principal at Atlas Academy as our Trust appointed Executive Principal retires and we look to secure its substantive Principal for the next phase of its development.

Atlas is on an exciting improvement journey with new senior leaders and a clear plan for its future success. The team have introduced some strong initiatives such as a tightly coherent phonics scheme and a knowledge rich curriculum. Staff are flourishing from the additional training and support given by our Trust Central Team as well as Read Write Inc, Early Excellence and the Primary Knowledge Curriculum team. Leaders have introduced incremental coaching to support improving pedagogy and included pupil voice in their school improvement activity to drive successful improvements in behaviour, learning and healthy eating. We now seek the right leader who will embrace these firm foundations and move it to a secure Good on its next inspection.

This pack contains the information of the opportunity with us. The successful candidate will share the Trust's vision for a brilliant education, underpinned by experts in the classroom, a world-class curriculum and excellent behaviours.

We are looking for someone who is therefore committed to a knowledge-rich education, with a track record of leading schools to high levels of attainment and with outstanding learning behaviours. Alongside the academic curriculum, the Trust also aspires to develop cultural capital and opportunities for personal development that enable the Trust's pupils to leave our schools equipped for their next educational and life stage. The successful candidate will embrace the opportunity to work with Trust and school leaders, to drive the further development and implementation Astrea's curriculum strategies across all of our Primary schools.

If you are a passionate, authentic and driven leader who has high expectations and aspirations and believes that we have a collective responsibility for our pupils please contact me via Donna Moulds donna.moulds@astreaacademytrust.org and we can discuss the opportunity further.

I look forward to hearing from you.

Jo Leishman
Director of Primary



JOB DESCRIPTION

SALARY	L15 - 21
CONTRACT TYPE	Permanent
WORKING PATTERN	Full Time,
HOURS PER WEEK	37.5

Purpose

The Trust Appointed Principal is responsible for providing an outstanding education for pupils, whether that is across the Trust or within a designated academy. The Principal will work with the senior team to establish outstanding teaching and learning and an excellent school culture.

Key Accountabilities

- Leadership of the academy and its staff in order to achieve extremely high standards of teaching and learning, behaviour and attainment
- Implementation and coordination of the vision, ethos and strategy for the academy
- Leadership of effective external relationships, including the local community and other stakeholders
- Contribution to the overall direction of Astrea

Key Responsibilities

Personal leadership and coaching

- Recruit, train, motivate and mentor all staff
- Instill an ethos of high expectations for achievement and behaviour for all pupils
- Lead the development of the academy curriculum and culture
- Maintain strong working relationships with the community, agencies, and stakeholders, including parents and LECC members

Coordination of the overall strategy

- Oversee staffing allocation, including support staff, across the academy
- Ensure robust operational systems are in place that support the academy's efficient functioning
- Working with the Finance and Estates teams, oversee the academy finance, facilities, catering and resources across the school.

Development of the network

- Collaborate with others in Astrea to develop good practice and share innovation
- Help shape or lead education initiatives across Astrea
- Undertake any other responsibilities as directed by the Regional Director



PERSON SPECIFICATION

Skills & Experience

- Experience of school leadership (at least at deputy head level or equivalent)
- Experience of having helped lead a school that provides an excellent education for its pupils and has an excellent standard of teaching and learning.

Knowledge & Qualifications

- QTS
- NPQH preferable

Behaviours

Leadership

- Effective management style that encourages participation, innovation and confidence
- Ability to lead, coach and motivate staff within a performance management framework, including professional development and effective management of underperformance
- Ability to develop the leadership skills of others
- Strong interpersonal, written and oral communication skills
- Takes personal responsibility for their own actions
- Resilience and motivation to lead the academy through day-to-day challenges while maintaining a clear strategic vision and direction
- Genuine passion and a belief in the potential of every student
- Motivation to continually improve standards and achieve excellence
- Commitment to the safeguarding and welfare of all pupils.

Vision and strategy

- Vision aligned with Astrea's high aspirations and high expectations of self and others
- Clear vision and understanding of how to implement and sustain high quality education. This includes strategically leading all aspects of the academy, such as training, curriculum, learning, administration, finance and communication
- Clear vision and understanding of the strategies to establish consistently high standards of behaviour and commitment to relentlessly instilling these strategies
- Excellent organisational skills and ability to delegate
- Use of data to inform and diagnose weaknesses that need addressing
- Ability to work collaboratively with partner stakeholders, agencies and peers within Astrea

This is not exhaustive.

Astrea Academy Trust is committed to safeguarding and promoting the welfare of children and young people. We expect all staff and volunteers to share this commitment. Posts are subject to enhanced DBS checks. For further details on the recruitment process, please review our Recruitment Pack. This can be found attached to each vacancy or requested by emailing recruitment@astreaacademytrust.org