



WE ARE ASTREA

PRINCIPAL

DENABY MAIN PRIMARY ACADEMY
PART OF ASTREA ACADEMY TRUST

APPLICANT BRIEF





OPEN LETTER FROM DIRECTOR OF PRIMARY

Dear Candidates,

We are excited to be recruiting a Principal! 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 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 Lauren Ward lauren.ward@astreaacademytrust.org and we can discuss the opportunity further.

I look forward to hearing from you.

Jo Leishman
Director of Primary



JOB DESCRIPTION

SALARY	£57,137 - £66,209 (L14 – L20)
CONTRACT TYPE	Permanent
WORKING PATTERN	Full time
HOURS PER WEEK	37

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
- Instil 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

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.

LEADERSHIP SKILLS

- 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 & 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