

CANDIDATE PACK

www.park-aspirations.org

PRINCIPAL

Full-time, Permanent



Park Academy West London
an Aspirations Academy



Welcome to Park Academy West London

Thank you for your interest in the position of Principal at Park Academy West London, part of Aspirations Academies Trust. This is an exciting opportunity to lead the Academy through the next stage of its journey and to contribute to the wider Trust.

We are looking for a talented and inspirational leader with the drive, ambition and moral purpose to build on Park Academy's strong foundations. Our community has high expectations for behaviour, attendance, punctuality and achievement, and we are committed to giving every student the confidence, knowledge and skills to pursue their ambitions.

Aspirations Principals benefit from the expert support of the Trust central team, comprising the Trust Chief Education Officer and phase Directors of Education, all of whom are highly experienced and previously successful principals. Academy-to-academy support is brokered to provide direct easy access to other areas of expertise across the Trust and specialist central services support with operations and logistics for finance, premises and HR. Our Trust has a training offer where staff have the opportunity to train and learn as the next generation of leaders and teachers. We have a strong network for principals with regular group meetings and cpd and opportunities to share best practice to enable you to maximise your efforts and be supported.

If you are an ambitious school leader with an excellent track record and are ready to lead Park Academy forward with the support of a forward-thinking Multi-Academy Trust, we would very much welcome your application.

Yours faithfully,



Steve Kenning
Managing Director,
Aspirations Academies Trust



As a parent I want my daughter to achieve her best, and by attending Park Academy West London, she is doing just that. Staff support her to meet and exceed her potential!

Parent of Year 7 Student



The Aspirations Academies Trust

Aspirations Academies Trust is committed to raising students' aspirations so that every young person can reach their fullest potential and achieve the success they want for themselves.

The Trust's approach draws on more than 30 years of research and experience from the Quaglia Institute for Student Aspirations (QISA). At its heart is the belief that aspiration means being able to dream about the future while being inspired in the present to reach those dreams.

The Aspirations Framework

Three Guiding Principles shape the educational experience across the Trust:

- ✓ Self-Worth
- ✓ Engagement
- ✓ Purpose

These principles are brought to life through eight Conditions: Belonging; Heroes; Sense of Accomplishment; Fun & Excitement; Curiosity & Creativity; Spirit of Adventure; Leadership & Responsibility; and Confidence to Take Action.

Vision and ethos

We believe excellent teaching transforms lives. Our academies provide engaging and challenging learning that develops the knowledge, power skills and mindsets young people need to succeed in a fast-changing world.

We are ambitious for every child, regardless of background, prior attainment or need. Our aim is to help students achieve strong qualifications, grow into well-rounded young people and move confidently on to university or skilled employment.



ASPIRATIONS



OUR ACADEMIES

Why Join Park Academy West London

This is an opportunity to lead an ambitious 11-18 academy in West London, supported by a dedicated team and a Trust that places professional growth, collaboration and school improvement at the centre of it's work.

What we offer

Full-time staff are entitled to 125 hours each year of dedicated professional growth time, with programmes, training and qualifications available through the Aspirations Learning Institute.



Competitive salary.



High-quality professional development and leadership support.



Access to occupational health and an Employee Assistance Programme.



Career mobility across the Aspirations Academies Trust network.



A positive, collaborative working culture.



Cycle to Work Scheme.



Teachers' Pension Scheme.

Hear from our employees



What makes Park Academy special is the balance between high ambition and genuinely strong team support. But above all, it's the culture. The genuine warmth you feel the moment you walk through the doors, our commitment to disruption-free learning, and the amazing relationships we build with our students every day. From day one, you feel part of a driven, down-to-earth team where high standards go hand-in-hand with looking out for one another. Leaders listen, staff collaborate, and student-staff connections are rooted in mutual respect, energy, and care. With robust systems in place that allow teachers to focus on teaching, it's an environment that challenges you to grow, provides the autonomy to innovate, and makes coming to work genuinely rewarding. If you want to make a real impact alongside dedicated colleagues and brilliant young people, Park is where you want to be. //

SLT, Park Academy West London



Teaching at Park Academy has been everything I hoped it would be and hugely rewarding. I chose education to make a difference and give back to the community - just as my own teachers did - and Park Academy has empowered me with the perfect environment to achieve that. The support for professional development is exceptional, offering endless opportunities to refine your craft and learn continuously alongside incredible, supportive colleagues. Coming to work each day is a joy when you are backed by such a brilliant team and surrounded by engaging, characterful students. //

**Teacher,
Park Academy West London**

Principal Park Academy West London

Reporting to: Director of Education

Salary: Outer London Leadership Pay Scale Range L29-L35 (£110,884-£127,778 FTE)

Contract type: Full-time, Permanent

Closing date: 16th October 2026

Interview date: 12th November 2026

Start date: April 2027 or sooner

The role

Park Academy is dedicated to academic excellence, innovation and student success, and aspires to be the best 11-18 school in West London. We are seeking an exceptional leader to take the Academy forward, building on its strong foundations and ensuring an inspiring, inclusive and high-achieving learning environment for all.

Reporting to the Director of Education, you will provide strategic and operational leadership, set a clear direction for the Academy, secure high standards of teaching and learning, and lead a talented staff team. You will foster a culture of continuous improvement and work closely with the Trust, families and the wider community.

About you

We are looking for a passionate and experienced leader who:

- Has a proven track record of successful senior leadership and strong classroom practice.
- Is ambitious for every student and committed to improving attainment, progress and life chances.
- Combines clear strategic vision with the ability to deliver consistently and follow through on priorities.
- Uses evidence and data intelligently to identify priorities, evaluate impact and act quickly when improvement is needed.
- Can inspire, develop and empower staff while maintaining high expectations and clear accountability.
- Communicates confidently and builds strong relationships with students, colleagues, families and the wider community.
- Leads with moral purpose, resilience, optimism and humility, and is open to challenge, scrutiny and collaboration.

Job Description

The Principal is accountable overall to Aspirations Academies Trust, and directly to the Director of Education, for the educational success of Park Academy West London within the Trust's strategic framework. The Principal is responsible for the Academy's professional leadership, internal organisation, management and continuous improvement, creating a culture in which students are at the heart of decision-making and the highest achievement is expected in every area.

1. Strategic leadership and school improvement

- Carry forward the Aspirations Academies Trust vision and work with the Director of Education to develop a shared vision and strategic plan for the Academy that is responsive to the community it serves, with students' educational and aspirational development at its core.
- Develop and implement the strategic plan, underpinned by sound financial planning, with clear priorities and targets for student outcomes, teacher effectiveness and sustained school improvement.
- Maintain a detailed understanding of Academy performance and data, using self-evaluation to identify pressure points, secure timely intervention and ensure that agreed actions are followed through and evaluated for impact.
- Secure commitment to the Academy's direction from staff, students, parents, carers and the wider community; challenge, motivate and empower others to achieve ambitious outcomes; and maintain a positive profile for the Academy.
- Work closely with other Aspirations academies, sharing expertise and resources while maintaining the distinctive educational qualities of Park Academy West London.

2. Lead teaching, learning and inclusion

- Secure and sustain effective teaching and learning throughout the Academy by monitoring and evaluating the quality of teaching and standards of student achievement, and by setting challenging, realistic targets for improvement, including for students with special educational needs.
- Promote excellence in teaching and learning, with a continuous Academy-wide focus on student achievement and development, supported by effective pastoral provision and an inclusive environment in which every young person feels welcome.
- Establish creative, responsive and effective learning across the curriculum and create a positive culture of challenge, support, high expectations and high aspirations.
- Embed the Trust's Core Principles and "No limits" curriculum, promoting the acquisition and application of knowledge alongside the development of the power skills students need for future success.

3. Raise aspirations, achievement and attainment

- Address the needs and aspirations of individual students through appropriate personalised learning and mentoring, using assessment information to set challenging targets and guide improvement.
- Ensure Academy-wide priorities are implemented consistently and effectively, supported by robust review systems that lead to continuous improvement.

- Challenge practice where needed and ensure that high expectations translate into excellent progress and strong attainment against appropriate national benchmarks.
- Ensure performance targets, interventions and improvement actions are reviewed rigorously, with clear measures of impact and prompt action where progress is not strong enough.

4. Develop self and work with others

- Develop a culture of personal responsibility that encourages excellence, provides appropriate support and addresses underperformance when necessary.
- Ensure high-quality professional development for all staff and for yourself, building effective teams and sustaining the motivation of colleagues to carry out their roles to the highest standard.
- Develop leadership and management capacity, particularly within the Senior Leadership Team, through coaching and other appropriate development, and create opportunities for colleagues to grow and progress.
- Keep abreast of educational developments and effective management practice, introducing appropriate innovation and encouraging staff to share good practice across Aspirations Academies Trust.
- Build a positive and encouraging culture in which the contribution of staff and students is recognised, while maintaining clear expectations and accountability.

5. Lead and manage the organisation

- Provide dynamic, consistent and highly visible leadership, establishing collaborative and open relationships with stakeholders and communicating regularly with the Director of Education.
- Ensure staff have clearly defined responsibilities and accountabilities, strengthen senior and middle leadership within a distributed leadership structure, and secure robust self-evaluation and quality assurance.
- Work with the Director of Education to recruit and retain staff of the highest quality and deploy colleagues effectively to improve the quality of education provided.
- Plan, manage and monitor the curriculum within agreed budgets; set appropriate priorities for expenditure; allocate resources effectively; and ensure regular budget monitoring and value for money in liaison with the Director of Education.
- Ensure effective implementation of Trust systems, completion of statutory returns, and efficient management of the Academy's accommodation, resources and health and safety responsibilities.

6. Trust, community and partnership leadership

- Develop strong, positive relationships with colleagues across Aspirations Academies Trust, contribute to collaborative and Trust-wide activity, and support the sharing of best practice and school improvement across academies.
- Participate in Trust and sector-wide activity where appropriate, contributing to the development of Trust strategy and policy and supporting other Aspirations academies when required.
- Build effective partnerships with parents and carers, strengthen the Academy's positive image and engagement in the wider community, and actively support the diversity of its students and community.

The Principal will also carry out the professional duties set out in the Trust's contractual framework for teachers.

Person Specification

A – at application R – through the recruitment process

Knowledge and Qualifications	Essential	Desirable
Degree or equivalent	A	
Qualified Teacher Status	A	
Evidence of continued professional development	A	
NPQH (or is currently undertaking or will start the course before the role begins)	A	
High levels of involvement in safeguarding with relevant in school or external qualifications or course attendance	A	
Professional Experience	Essential	Desirable
Experience at Headteacher, Head of School, Deputy or Assistant Headteacher level	A	
A proven track record of successful leadership and delivery of learning for all groups of pupils	AR	
Experience in the analysis of performance data for the purpose of target setting and evaluation	AR	
Experience of monitoring and improving the quality of teaching and learning	AR	
Experience of effective behaviour management and a commitment to ensuring that student behaviour is outstanding	A	
Experience of coaching and mentoring and leading CPD for all staff	A	
Experience of systematic and rigorous school self-evaluation	AR	
Success with working with parents and the local community	A	
Personal Aptitudes, Qualities and Skills	Essential	Desirable
Hard-working and able to thrive and manage pressure points	A	
Professional and positive manner	A	

Passion for teaching	AR	
Reflective	A	
Commitment to vision and values	AR	
Effective communicator and interpersonal skills	AR	
Team work	R	
Raising Aspirations	Essential	Desirable
Evidence of effective leadership of the curriculum	A	
Involved in monitoring effective teaching and learning	AR	
Promotes a curriculum beyond the NC	AR	
Experience of successfully initiating, implementing and evaluating change and development	AR	
Understand and practice inclusion so that all have the opportunity to be the best they can be	A	
A sound understanding of how children learn, how teachers can best teach and how to raise achievement for all pupils	A	
Acknowledges excellence and challenges underperformance	A	
Managing the Organisation	Essential	Desirable
Able to demonstrate working knowledge of the principles and strategies of school improvement and the principles and practice of dispersed leadership	A	
Ability to create policies, through informed decision making, consultation and informed judgements		AR
Knowledge of strategic financial planning, budgetary management and application of the principles of best value		AR
Ability to manage a school on a day to day basis including delegation management of tasks and monitor their implementation	AR	
Awareness of health and safety requirements		AR



How to apply

Please submit a statement of interest to careers@aspirationsacademies.org outlining the skills, knowledge and experience that make you the right candidate for the position and referring to the Person Specification where relevant.

Completed applications should be submitted: **by 16th October**

Interview date: **12th November**

Start date: **April 2027 or sooner**

Equal opportunities

We welcome applications from people with disabilities and guarantee an interview to applicants with a declared disability who meet the minimum criteria for the role.

Safer recruitment

Aspirations Academies Trust is committed to safeguarding and promoting the welfare of children and young people. All appointments are subject to appropriate pre-employment checks, including an Enhanced DBS check and satisfactory references.

Shortlisted candidates may be asked to take part in a screening interview and/or selection exercises relevant to the role. Candidates may also be asked to address any discrepancies, anomalies or gaps in their application, and references may be sought before interview.

Further information about the Trust's safer recruitment process can be provided on request.

**Join us in leading
Park Academy West London
to even greater success!**



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