



Atlantic Academy Portland
an Aspirations Academy

Vice-Principal Pastoral (including attendance, behaviour, inclusion and safeguarding).

L16-20

(September 2025 Start or Before)



Welcome to Atlantic Academy Portland

Thank you for considering Atlantic Academy Portland for your next appointment. We seek a passionate and talented Vice-Principal, for September 2025 or before.

The post would be excellent preparation for a headship. This role is critical to the continuing progress of the Academy. You would be joining a strong Senior Leadership Team who are determined to drive improvements at Atlantic Academy and develop our all-through school.

Our Academy is a vibrant and exciting place to work and was graded as good by OFSTED in January 2022.

The successful candidate:

- You will be a very successful senior leader with a proven track record of school improvement.
- You will have been an Assistant Principal for at least 2 years.
- You will have significant experience of raising achievement, leading change and have excellent communication skills and the ability to motivate staff and students.
- You will have expertise in creating a positive culture through managing behaviour effectively however whole academy responsibilities may change over time to help provide you with further experiences and skill development to support your career progression and promotion opportunities.

What we offer:

With great students, an outstanding team of staff, spacious facilities, and an enviable location in coastal Dorset, Atlantic Academy offers an excellent opportunity for an ambitious, talented individual looking to develop their career.

You would be joining a very strong and supportive Senior Leadership Team who are determined to drive further improvements at Atlantic Academy.

There will be ample professional development opportunities within the Trust, such as the Level 7 Senior Leadership Apprenticeship. You may also have the opportunity to provide academy to academy support where required.

Whole academy responsibilities may change over time to help provide you with further experiences and skill development to support your career progression and promotion opportunities.

As an ambitious academy, you would be joining us at a very exciting time and would become part of a vibrant learning community that will offer you fantastic opportunities for CPD, career development, future promotions and for you to be able to make your mark.

Vision and Culture

At Atlantic Academy, we have the vision to provide an ambitious all through provision to transform the lives of all of our students; inspiring them to have the confidence and commitment to realise their full potential in an ever changing world.

We are passionate about excellence in education, giving students the very best start in life with a belief that excellent teaching transforms lives. Our core belief is that for all students to have high aspirations they must believe in themselves, be actively engaged in their learning and see the connection between what they learn today and who they want to become tomorrow.

We teach a highly challenging ambitious academic curriculum for all students. We are

unapologetically ambitious for every child and committed to providing a genuinely worthwhile education for all. Everything we do at Atlantic is driven by this, so that our students can leave Atlantic with the best set of qualifications possible and as well rounded young people, thereby helping to maximise their life chances. We uphold an inclusive, caring culture of mutual respect and celebrating diversity, with high expectations and aspirations at its core.

We believe that the key to a fulfilling life lies in the attitudes that people develop whilst they are young: attitudes to other people and towards challenges and uncertainty. Therefore everything we do is centered on students being resilient, adventurous and committed.

We have a strong heartfelt sense of moral purpose and want all our students to feel safe and build their capacity for independent thought and learning. When our students leave Atlantic Academy we want them to be inquisitive, adventurous, honourable, kind and resilient.

Work life balance, not burnout:

We know that teaching is the most rewarding, exhilarating but exhausting profession. So we are guided by a philosophy of simplicity that aims for maximum impact on student learning with minimal overload on workload for staff. We reduce burnout by applying this effort-to-impact ratio to everything we do.

For example:

- Bespoke support and line management from an experienced team
- A wide range of professional progression opportunities
- Strong systems and structures meaning students feel safe and secure
- Measures to reduce staff workload such as centralised detentions and a sensible feedback policy focused on whole class feedback
- A centralised homework system at KS3
- No formal graded lesson observations – just ongoing 'no-stakes' feedback, helping you to continuously develop – we believe that trusting our staff with autonomy helps to develop a strong 'develop and excel' culture
- Collaborative planning with centralised, shared schemes of work and resources
- State of the art facilities and a very pleasant location in beautiful Dorset

Leadership:

At Atlantic Academy, senior leaders have high expectations of themselves and of

everyone within the academy. They uphold and demonstrate high ethical standards and behaviour. The team seeks to uphold public trust by fostering relationships rooted in mutual respect, showing acceptance of others and recognising and celebrating differences within our community and beyond.

In addition, they ensure an ambitious, structured and coherent curriculum is in place, clearly outlining the knowledge, skills and values that will be taught. They provide effective curricular leadership, helping to develop subject leaders with high levels of relevant expertise with access to wider professional networks.

Importantly, the senior team identifies priority areas for improvement and utilises appropriate evidence informed strategies as part of the academy improvement plan. The academy improvement plan is well targeted with realistic, timely and appropriate actions to ensure careful and effective implementation leading to sustained academy improvement over time.

Context:

- Atlantic Academy opened on 1st September 2017. It replaced the predecessor school, Isle of Portland Aldridge Academy.
- Atlantic operates in challenging circumstances. With a third of our students being disadvantaged and just under a third of our students being with low prior attainment on entry.
- We are looking for staff who want to make a difference to the life chances of our students and rapidly accelerate their progress.

Our Future Ambitions:

- Atlantic Academy's success is testament to the tremendous hard work of our staff, Trust members, students and parents/carers. We are all exceptionally proud of the high quality of education provided and the support we receive from our local community.
- Moving Forward we want to, and know we can, achieve even more. Our ambition is to be a truly exceptional academy in all aspects of our work.

Next steps:

Atlantic Academy offers an excellent opportunity for an ambitious, talented individual looking to develop their career. We would be delighted to show you around our academy in order to fully appreciate our excellent learning environment.

How to Apply:

Closing date for applications: **Monday 19th May - 9.00 am**

Interviews: **Thursday 22nd May 2025**

Please outline in your supporting statement why you wish to apply to work at Atlantic Academy, your vision for this role and how you best meet the person specification.

Learn more about Atlantic Academy at: <https://www.atlantic-aspirations.org/>

About Aspirations:

Across our 16 Academies, Aspirations educate more than 9,000 students from ages 2 to 19 years, covering an area from West London to the Southwest of England. Operating since 2011, we have a consistent track record of improvement and success and offer excellent Continuous Professional Development (CPD) opportunities. We are determined that children receive an excellent education that prepares them for success in adult-life and are looking for people to join us who share our ideals. We are unapologetically ambitious for every child, no matter what their background, prior attainment or needs.

Central to our philosophy of our Trust is the innovative Aspirations framework, which outlines the belief that for all students to have high aspirations, three guiding principles must be present: Self-worth, Engagement and Purpose.

We welcome applications from people with disabilities and guarantee an interview for those with a declared disability should they meet the minimum criteria for the job. The Equality Act 2010 defines disability as "any physical or mental impairment which has a substantial and long-term effect on his or her ability to carry out normal day-to-day activities" .

Atlantic Academy is committed to safeguarding and promoting the welfare of children. The successful candidate will be subject to an enhanced DBS check before taking up the post.

Yours faithfully



Melissa Heppell
Principal