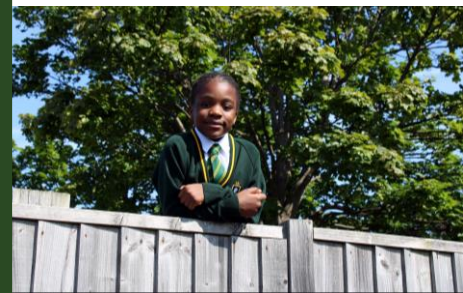




ASSISTANT PRINCIPAL

RECRUITMENT PACK



MESSAGE FROM THE CHIEF EXECUTIVE OFFICER



Thank you for your interest in a position within the Great Schools Trust family of Schools. The Great Schools Trust is an education charity that has a proven track record of successful school start up and improvement whilst transforming the lives of children and young people through our unique values driven approach to education.

You will be joining a values driven, highly innovative, inspirational and ambitious organisation, so we are seeking an outstanding candidate who can realise the highest possible quality of services to support our educational vision, strong leadership and effective support to colleagues, to enable the trust to achieve the best possible outcomes for students. This is an exciting and very rewarding role and we look forward to receiving your application.

Yours faithfully

Shane Ierston

CEO

OUR VISION

To develop a family of Great Schools that allow all students, irrespective of starting point or background, to access university or a career of their choice and succeed in life.



PRINCIPAL'S WELCOME

Welcome to King's Lander Primary Academy, a non-selective academy in the state sector that is providing a world class education for the young people of Litherland and Bootle.

Our vision is "To develop in each of our student the academic skills, intellectual habits, qualities of character and leadership traits necessary to succeed at all levels and become successful citizens in tomorrow's world".

At King's Lander we believe every child can succeed and that great teaching is the key to that success. This sentiment is reflected in our motto, 'Credimus', which translated from Latin literally means 'we believe'.

We believe in appointing only the very best teachers and staff who are committed to serving the whole school community. We believe in having the highest expectations of ourselves and our pupils. We believe that our school exists to provide every child with the best possible start in life and prepare them for the next stage of their education.

King's Lander is unique; we have developed a highly personalised approach to our provision and teaching, providing tremendous opportunities to truly nurture and develop the academic and creative talents in all our students.

As Principal, I am privileged to be part of such a fabulous team of staff who are 'mission driven' in their goal to ensure that the education provided here is second to none. I welcome you to the Academy and hope that you find the information in this pack informative.

Mrs Yvonne Dineley

Principal



Assistant Principal

Salary: L4 – L8

Contract: Full time, permanent

Location: King's Lander Primary Academy

Reporting to: Principal

Start date: September 2025

Working at King's Lander Primary Academy

At King's Lander Primary Academy, we are dedicated to creating a warm, welcoming and engaging environment for all our pupils and their families. As part of the Great Schools Trust, we uphold the values of aspiration, achievement, and holistic development, ensuring every child receives a well-rounded education that prepares them for future success.

King's Lander Primary Academy is situated on Pennington Road, Litherland. Our central location allows us to serve a diverse community, offering a vibrant and inclusive educational environment for children from 2 years old to Year 6.

Key Benefits

- A trust which prioritises the well-being of its staff
- Flexible Working opportunities
- Highly competitive salaries
- Access to the Teacher Pension Scheme and Local Government schemes
- Generous holiday entitlement of 30 days for support staff
- BUPA Employee Assistance Programme which provides access to tools to help manage well-being along with services such as counselling and access to a child and dependant care helpline
- Good occupational sickness and maternity/paternity schemes
- A unique approach to Performance Leadership
- A commitment to personal and professional development with training and support for each staff member
- The opportunity to develop your career within and across the Trust academies
- Salary sacrifice scheme - Cycle to Work





The Role

We are seeking an exceptional Assistant Principal to join our leadership team. This role is pivotal to shaping the future direction of King's Lander Primary Academy and ensuring that our students continue to receive the highest quality education.

As Assistant Principal, you will work closely with the Principal and Vice Principal to lead the strategic development of the academy, maintain high standards of teaching and learning, and promote our ASPIRE values. You will also lead on key areas of school improvement, ensuring outstanding outcomes for all students, particularly the most disadvantaged. It is likely that the successful post holder will lead across Key Stage 2. We always encourage potential candidates to visit the school to meet the staff and pupils.

Key Responsibilities:

- Support the Principal and Vice Principal in all aspects of school leadership, including curriculum development, staff performance, and student progress.
- Leadership of a core curriculum area
- Member of the school safeguarding team
- Responsibility for Professional Development and ensuring high quality, impactful CPD for all staff
- Lead and inspire teaching and support staff to ensure high standards of teaching and learning across the academy.
- Implement and monitor key strategic initiatives to drive school improvement and raise student achievement.
- Foster a culture of high expectations, with a focus on both academic success and character education, including attending and leading on school residential visits
- Work collaboratively with parents, the local community, and external agencies to further enhance the academy's reputation and success.
- To deputise in the absence of the Principal and Vice Principal

What We Are Looking For:

- An outstanding classroom practitioner, preferably with Key Stage 2 experience
- An experienced leader with a proven track record of success in school improvement and raising attainment.
- An individual committed to upholding and promoting the values of the Great Schools Trust and King's Lander Primary Academy.
- Strong communication, leadership, and interpersonal skills.
- The ability to inspire and motivate both staff and students to reach their full potential.
- A passion for education and a relentless commitment to delivering outstanding outcomes for every child.

Key Responsibilities

Strategic Leadership:

- Support the Principal and Vice Principal in delivering the school's vision and strategic plan.



- Contribute to the development of policies and initiatives aligned with the MAT's objectives and school improvement goals.
- Lead on specific whole-school priorities, including teaching and learning, curriculum development, staff performance and student welfare.
- Develop and maintain effective relationships with stakeholders, including parents, local academy council members, and the wider community.

Operational Management:

- Ensure the smooth day-to-day running of the school, addressing any immediate issues or concerns.
- Oversee and manage key operational areas, school events, and assessment cycles.
- Ensure that resources (both human and material) are efficiently allocated to meet school objectives.
- Lead and manage behaviour and attendance strategies to ensure a positive school environment.

Student Outcomes:

- Work closely with the senior leadership team to monitor and improve student attainment and progress.
- Lead the development of interventions to raise academic standards and close achievement gaps.
- Monitor and evaluate student data to inform targeted support and drive continuous improvement.
- Champion high expectations and aspirations for all students.

Staff Leadership and Development:

- Lead and manage a team of middle leaders as required.
- Support staff professional development, including coaching, mentoring, and performance management.
- Support recruitment, retention, and the induction of new staff members.
- Foster a culture of collaboration, continuous professional learning, and accountability within the school.

Safeguarding and Student Welfare:

- Support the Designated Safeguarding Lead and safeguarding team to ensure all safeguarding procedures are robust and effective.
- Promote the welfare, health, and safety of all students, ensuring the school's policies are effectively implemented.
- Work closely with external agencies and pastoral staff to support the well-being of students.

School Evaluation and Innovation:



- Lead the continuous development of innovative and inclusive practices across the school and the MAT.
- Quality assurance the intent, implementation and impact of the curriculum
- Deputise for the Vice Principal in the Trust's QA Alliance.
- Implement and evaluate educational initiatives to improve teaching standards, curriculum delivery, and student engagement.
- Take responsibility for specific areas of the school improvement plan and report on progress.

Governance and Accountability:

- Assist in preparing reports for local academy council members, trustees, and external bodies.
- Represent the school in MAT forums, local authority meetings, and other professional networks as required.
- Ensure compliance with all relevant statutory regulations and MAT policies.
- To undertake any other duties as requested by the Principal



Person Specification

Qualifications & Training

- Qualified Teacher Status (QTS). (E)
- Degree or equivalent qualification. (E)
- Evidence of continued professional development, including leadership training (e.g. NPQ or equivalent) (E)
- Designated Safeguarding Lead Training or willingness to undertake training (D)

Experience

- Experience in a middle leadership role within a primary school (e.g. TLR, leadership allowance, SENDCo). (E)
- Proven track record of improving student outcomes, particularly in raising achievement and closing gaps. (E)
- Experience in leading whole-school initiatives in a curriculum area focused on improving teaching, learning and curriculum. (E)
- Experience in leading staff, including performance management, coaching and professional development. (D)
- Involvement in safeguarding and student welfare (D)
- Experience of successful partnership work with external stakeholders (e.g. parents, local authorities, governors). (D)

Knowledge & Understanding

- Comprehensive understanding of the national curriculum, assessment frameworks, and key issues in primary education. (E)
- In-depth knowledge of effective pedagogical approaches and strategies to improve teaching and learning outcomes. (E)
- Knowledge of safeguarding policies and procedures, including relevant legislation (e.g., Keeping Children Safe in Education). (E)
- Understanding of school self-evaluation, school improvement planning, and data-driven decision-making. (D)
- Awareness of current trends and developments in education policy at both local and national levels. (D)
- Knowledge of Multi Academy Trust structures and governance. (D)

Leadership and Management Skills

- Strong leadership skills, with the ability to inspire and motivate staff, students, and the wider school community. (E)
- Ability to effectively manage competing priorities and maintain high standards under pressure. (E)



- Experience in developing and implementing inclusive practices that meet the needs of all students, including those with SEND and EAL. (E)
- Skilled at supporting staff development, including the ability to provide feedback and challenge underperformance. (D)
- Demonstrable experience in leading change and managing whole-school projects or initiatives. (D)

Personal Attributes

- Strong moral purpose and commitment to providing the best education for all students. (E)
- Passionate about raising aspirations and standards for young people, with high expectations for behaviour, engagement, and attainment. (E)
- Resilient, adaptable, and able to navigate the challenges and demands of a dynamic school environment. (E)
- Excellent interpersonal and communication skills, able to engage with a variety of stakeholders, including staff, students, parents, and external partners. (E)
- Commitment to the school's ethos, values, and vision, and to the wider goals and aspirations of the Trust. (E)
- Reflective practitioner who is open to feedback and continuously seeks to improve their own practice. (E)
- Ambition to progress to Vice Principals/Principal post and take on greater responsibilities within a MAT. (D)

Other Requirements

- Commitment to safeguarding and promoting the welfare of children and young people. (E)
- Willingness to work flexibly, including occasional evenings and weekends, to meet the demands of the role. (E)
- An enhanced DBS (Disclosure and Barring Service) check and two satisfactory references, including current employer (E)

(E) - Essential, (D) - Desirable



Terms

The above responsibilities are subject to the general duties and responsibilities contained in the Statement of Conditions of Employment. The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed. This job description is current but may be reviewed at any time and following consultation with you may be changed to reflect or anticipate changes in the job requirements which are commensurate with the job title and scale.

This appointment is with the Local Academy Council of the School, with the Trust as employers. The job description forms part of the contract of employment of the person appointed to this post. It reflects the position at the present time only and may be reviewed in negotiation with the employee in the future. The appointment is subject to the terms and conditions outlined in the 'Contract'. This Job Description is not intended to be either prescriptive or exhaustive: it is issued as a framework to outline the main areas of responsibility. The trust will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for applicants who may have a disability or continued employment for any employee who develops a disabling condition.

Application and interview process

Deadline for applications: Wednesday 26th February at 12pm

Interviews: W/C 2nd March

Submit Applications to: Anne Mason at a.mason@kingslanderprimary.com

Interested candidates are invited to visit the school on Friday 14th February 2025 at either 9:30am or 1:30pm. Please contact school to book.

The selection panel will short-list candidates based on the information given in the comprehensive application form. Applicants will be assessed against the criteria for the role and candidate profile.

References and Pre-Employment Checks

We will seek references for candidates once the position has been offered and we may approach previous employers for information to verify particular experience or qualifications before interview.

In addition to candidates' ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children, including:

- Motivation to work with children and young people
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people
- Emotional resilience in working with challenging behaviours
- Attitudes to use of authority and maintaining discipline

Our Commitment to Safeguarding

Great Schools Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Any offer made to a successful candidate will be conditional upon relevant pre-employment checks, including:

- Two **satisfactory references**, one of which must be from your most **recent employer**;
- Proof of **identity, address** and **right to work** in the UK;
- Verification of relevant **qualifications**;
- Candidates who have worked or been resident **overseas** for three months or more within the last five years will be subject to **criminal record checks** from the relevant **jurisdiction(s)**;
- Verification of **medical fitness** for the role;
- Confirmation that the applicant is not named on the **Children's Barred List**, administered by the DBS;
- A satisfactory **enhanced disclosure** from the DBS.
- Satisfactory completion of the **probationary period**;
- Candidates in **managerial roles** will be subject to a **Prohibition from Management check** (Section 128 check).
- **Prohibition** check (where applicable)

