



What are we looking for in our Principal?

The role of Principal in our school is the most key appointment we will make. We are looking for someone who can confidently lead teaching and learning in the school from a secure knowledge base but more importantly from a position of having shown they have the capacity to lead school improvement. Our Principal will be someone that staff and pupils can look at to model the best in the classroom and lead others to improve their own work. Our Principal is the public face of the school, the guardian of its Christian ethos on a day to day basis and someone who will reflect the very best of what our school does and has to offer in its community.

What we will do for you.

We will offer you a role working with great children with a real capacity to develop and grow. We will provide you with a challenging job for certain but you will have the support of a dedicated and professional governing body plus the backup and resilience of the Southern Academy trust behind you. This is a role where you will grow both as a leader and as a teacher and one where we expect you to develop your career learning the skills to take the school forwards and to contribute to the wider educational landscape both within the trust and beyond it.

What will you be like?

You will be someone with the right qualifications to be a school leader and a strong track record of developing your own professional career. You will understand and support the Christian ethos of the school and be a leader we can be proud of.

As an excellent classroom teacher you will have a knowledge and experience of working at various levels in schools. You will need to be someone who has shown they can lead, both small scale and larger scale leadership. The ability to reflect, to analyse, to monitor and evaluate should be seen in your work to date, as will the ability to understand and use school performance data. A good knowledge of how to improve things in school is essential, as is the ability to work out if planned improvements are having an impact.

You really do need to be a people person for this role. You will be the face of the school and you will work with a whole range of professionals, governors and parents and we would want you to have experience of these things already to some degree. Your ability to communicate your vision, passion, knowledge and understanding are key to the role of Principal.

You are likely to have some experience of "being in charge" and we will look to work with you to develop this area of your career. You will not be alone doing this job - there is a whole backup team in the Southern Academy Trust and the governors who will support you at every step. Advice and guidance will be available and you will be someone who has shown you are able to make use of those around you who have helped you in the past.

You will of course be conversant with safeguarding matters and will take a lead role for this in the school. As part of this you will be part of a wider safeguarding team within the Trust which will provide supervision and support with this essential area of your work.

We would want you to understand and model a way of working which is based on the National Standards for Headteachers and show that you fulfil the skills and knowledge needed, but above that the characteristics of the best school leaders.

We know we are asking for a lot and we also appreciate that you may not be the "finished article" yet. However, everyone starts somewhere and if you are someone willing to learn and want to develop yourself in the context of our school then we will support you all the way .