



Pimlico Academy, Vice Principal

Letter to Applicants

Dear Applicant,

I am delighted that you have expressed an interest in joining the leadership team at Pimlico Academy. Pimlico Academy is the flagship school of Future Academies, an aspirational and ambitious multi-academy trust based across London and Hertfordshire.

Future Academies' motto, *libertas per cultum* ('freedom through education'), is the clearest distillation of the trust's vision for education. We have an absolute belief in the power of education to empower individuals, to transform lives and to shape a better world. We believe that having access to a first-rate knowledge-rich curriculum, supported by a comprehensive co-curriculum, is a prerequisite to developing understanding, cultural literacy, good character and, ultimately, wisdom.

I joined Pimlico Academy as principal in September 2020, and I am now looking for a well-qualified, intelligent and ambitious vice principal to join me in building a truly great school.

My vision for Pimlico Academy is characterised by the highest expectations of conduct and achievement for all. It will be a happy and caring community, but one that has scholarship, academic achievement and character development at its heart. Through both our formal and informal curriculum, students will develop powerful knowledge and be exposed to 'the best that has been thought and said'. At break and lunchtime, students will eagerly discuss the books that they are currently reading or what they have just learned in class. They will make exceptional academic progress and achieve impressive exam results as a direct result of the excellent teaching that they receive. They will compete enthusiastically in inter-house competitions. They will develop cultural capital and good character. They will become thoughtful and polite young people who are captivated by the world around them: by the arts, by culture, by travel and by politics. They will relish their time at the academy and, when the time comes, they will leave ready and eager to lead their lives as effective, well-rounded and responsible citizens.

On paper, and in reality, Pimlico Academy already has many strengths. The academy has a strong reputation in the local area and is regularly oversubscribed in Year 7. Through our Curriculum Centre, led by Lady Nash, a team of subject-specialists and researchers continually develop and rework curriculum resources, using evidence from the best practice in our schools as well as the latest in pedagogical and cognitive research. We have a thriving Sixth Form, from which students routinely graduate to Oxbridge and Russell Group universities. We have an extensive co-curricular programme, a talented music department and a heritage of impressive school productions. For an inner London comprehensive school, our facilities are second to none. The academy's Progress 8 score is consistently 'well above average', attendance is above average and exclusions are low.

However, I have no interest in beating national averages or in being 'the best school in the area': this sets the bar far too low. My ambition, shared by the CEO and the sponsors, is that Pimlico Academy becomes one of the best schools in England – a national beacon of educational excellence. This requires a gear change in leadership - a change which the new vice principal will be pivotal in delivering. For the successful candidate, it will be a career-defining role.

Given everything that I have said, I can easily understand why you may be attracted to work at Pimlico Academy. Before you apply, please reflect carefully on what we expect from you. Teaching is not a 'job'; rather, it is a career and, more importantly, it is a vocation. I expect every teacher to deliver excellent lessons and to achieve excellent results. I expect every teacher to love their subject and to cultivate a similar passion in their students. Leading a school is a privilege, and nowhere is that more true than at Pimlico Academy. I expect my leadership team to lead with impeccable professionalism, unwavering determination and relentless optimism. I expect them to lead by example, to accept no excuses and to inspire those around them.

If, after reading this, you are still interested in this position, I warmly welcome your application. Together, we will ensure that every child attains 'freedom through education'.

Yours faithfully,

Daniel Smith
Principal