

Assistant Principal

The BRIT School

Are you an inspirational leader with a passion for improving student achievement? Do you have a proven track record in educational leadership and a deep understanding of curriculum development? We are looking for an Assistant Principal to join our dynamic Senior Leadership Team at The BRIT School, where you will lead and drive student success across National Curriculum subjects, ensuring every student achieves their full potential.



About this Role:

The Assistant Principal will be responsible for driving improvement in student achievement, particularly through the strategic leadership of National Curriculum subjects. You will ensure the highest quality of teaching and learning, empowering students to achieve exceptional progress and outcomes. As a member of the senior leadership team, you will help set the vision for the school and collaborate with all stakeholders to maintain the school's high profile and outstanding performance.

Key Responsibilities:

- **Improving Student Achievement:** Lead and oversee the development of student progress and outcomes across National Curriculum subjects.
- **Curriculum Leadership:** Develop, implement, and lead a strategic vision for curriculum improvement across KS4 and Post-16 (P16).
- **Collaboration with Leadership Team:** Work closely with the Vice Principal and other senior leaders to ensure the effective delivery of the curriculum.
- **People Management:** Lead and support department heads, ensuring staff are motivated and capable of delivering high-quality education.
- **Pupil Premium and BRIT Fit Leadership:** Oversee the strategic delivery and budget management of the Pupil Premium and BRIT Fit programmes.
- **Inspection Preparation:** Ensure the school is well-prepared for OFSTED and other regulatory inspections.

Why Join The BRIT School?

The BRIT School is a unique institution offering specialist education in the arts and related technologies, alongside the full range of National Curriculum subjects. Recently judged 'Outstanding' in all five categories by Ofsted The BRIT School is sponsored by the British Record Industry and has a unique relationship with the performing and creative arts industries. We offer a supportive and inspiring environment where you can make a significant impact. You will be part of a dedicated leadership team that values collaboration, development, and student well-being.

The school runs a five-term academic year with some school holidays falling at different times to the usual Local Authority school breaks. Please see our website for further details of our term dates.

Applicant Information Pack

Closing date

Tuesday 22nd April 2025 (9am)

Interview date

1st May 2025

Contents

- Message from the Principal
- Job Description
- Key Responsibility
- Person Specification
- Terms & Conditions
- Staff Benefits
- About Us
- Find Us
- How to Apply

A Message from the Principal



Creativity is crucial to the future of our economy and society. For 30 years, The BRIT School has successfully nurtured creative skills in students from every type of background alongside a robust and full academic curriculum. And it does so for free.

Young people who choose to come here are given the tools to carve out their career, the space to think and the environment to be themselves. This is a playground with professional boundaries where the raw talent of 14–19 year olds meets the nurturing expertise of world-class teachers.

The BRIT School revolutionises the lives of its students; 99% of all students who have graduated find work in a huge range of creative industries, or enrol for higher education or training. We are proud to be a Croydon school and equally proud to have national and international friends who support the school with professional and unique opportunities. As the Good School Guide articulates, "You'll find BRIT graduates' words, music, performance, directorial and backstage talents just about everywhere you look, from fashion shows to musicals, national theatre to community arts, in the UK and internationally." This is a hardworking, fun, passionate school packed with dedicated individuals who love the creative and performing arts and recognise the importance of a thorough and robust education in all subjects. We believe in developing well rounded, articulate, kind and dynamic young people.

A handwritten signature in black ink that reads "Stuart Worden". The signature is written in a cursive, flowing style.

Stuart Worden
Principal

Job Description

Job Title	Assistant Principal
Department	Senior Leadership Team
Grade	L18 - L22 (Outer London)
Contract Type	Permanent
Responsible to	Vice Principal
Responsible for	Head of English Head of Humanities Head of Maths Head of MFL Head of Science BRIT Fit Leader (currently co. with Musical Theatre) Pupil Premium Leader (currently co. with English)
Job Overview	<ul style="list-style-type: none">• The Assistant Principal will specifically drive improvement and lead student achievement (progress and outcomes) through the strategic leadership of National Curriculum subjects. They will ensure the highest quality first teaching and educational experience across National Curriculum subjects for all its students, such that they make progress beyond expectation and achieve the highest levels of educational outcomes.• To develop the strategic vision and implementation of outstanding student outcomes.• They will motivate and inspire staff, students, parents and caregivers, and the wider community to ensure every student achieves their full potential. They will be a member of the senior leadership team and consequently be part of a team responsible for the overall leadership of the School.• This will include raising the profile of the students' work and our calibre of National Curriculum subjects through quality first teaching and learning, internal communications, our social media accounts and in the context of the School's high profile.• To keep the School at the centre of national school initiatives in order that we are prepared to maintain Outstanding judgements the next time OFSTED visit. To work with the entire School community including the Board of Trustees to achieve this.

Key Responsibilities

- Improving student achievement (progress and outcomes)
- Leading the profile of the National Curriculum subjects
- Strategic curriculum development as a member of SLT
- Oversee the strategic and budgetary leadership of Pupil Premium delivery

KS4 Focus:

- Leading and coordinating KS4 strategy focused on student achievement (progress and outcomes) with a focus on National Curriculum & Options subjects
- Working in partnership with the Pastoral Team (in particular Heads of Year 10 and 11), SENCo and Director of Teaching & Learning and Strand Assistant Directors to lead the KS4 achievement strategy
- Leading, coordinating and quality assuring the KS4 Professional Development programme working in partnership with Strand Directors, Careers and Industry partners
- Developing quality first teaching in conjunction with SLT and the Director of Teaching and Learning
- Reporting into SLT on KS4 strategy and development
- Overseeing the strategic and budgetary leadership of Pupil Premium delivery
- Managing the Pupil Premium Leader to ensure monitoring, tracking and the implementation of strategic planning supports the progress for all KS4 students who have Pupil Premium support
- Overseeing the strategic and budgetary leadership of BRIT Fit delivery
- Managing the BRIT Fit Leader to ensure monitoring, tracking and delivery of physical education, physical exertion and physical well being for all KS4 students
- Preparation for regulatory inspections, visits and monitoring as relevant to the Five Year vision and School Improvement Plan.

P16 Focus:

- Leading, coordinating and quality assuring P16 Pathways
- Leading, coordinating and quality assuring P16 Resits in English & Maths
- Reporting into SLT on P16 Pathway and GCSE Resit strategy and development

As a member of the Senior Leadership Team

- Play a full part in both the strategic and operational leadership of the School.
- Play a full part in delivering the vision and objectives of the School.
- Develop and maintain the School culture and ethos.
- Ensure the safety and well-being of students, including duties and presence.
- Teaching up to 7 hours a week.

Strategic Leadership

- Provide strategic leadership for the educational provision across National Curriculum subjects.
- Set and implement appropriate strategies for raising expectations, outcomes and levels of progress for all students across National Curriculum subjects.
- Integrate the use of data into all levels of strategic and operational management of the teaching and learning experience across National Curriculum subjects.
- Provide strategic leadership for the design and delivery of the curriculum ensuring it is fit for purpose.

- Together with the Principal and Senior Leadership Team, set the educational standards of the School across the National Curriculum, Performing and Creative Arts.
- Set and implement appropriate strategies for raising expectations, outcomes and levels of progress for all students including integrating the use of data across the School.
- Set appropriate targets for student achievement and progress across the School and provide leadership for required interventions.
- Implement appropriate quality assurance and data systems to ensure student achievement and progress is maximised.
- Ensure overall standards of teaching are such that all students achieve their potential.
- Support the Principal and Vice Principals in the design and delivery of the overall curriculum.

Operational Leadership

- Ensure standards of teaching across National Curriculum subjects are such that all students achieve their potential and beyond.
- Setting high expectations for staff and students across subjects.
- Develop and maintain appropriate quality assurance and data systems to ensure student achievement and progress across National Curriculum subjects is maximised.
- Monitor appropriate targets for student achievement and progress across subjects.
- Ensure staff are recruited, trained and developed to deliver outstanding learning.
- Report to the Vice Principal, Principal, SLT and the Board on progress towards agreed targets.
- Report to the Vice Principal, Principal, SLT and the Board on Key Stage 4 Additional Options subjects and Professional Skills lessons.

People Management

- Line manage/Co-line manage (as identified above) the relevant Department Heads/Middle Leaders, as well as coaching and supporting colleagues.
- Provide effective leadership of staff across National Curriculum subjects such that they have clear direction and understand the importance of their contribution to the School and its students, empowered to be responsible and accountable.
- Take the lead on staff matters across National Curriculum subjects ensuring capacity and staffing levels are to the required level.
- Work effectively in partnership, collaboration and consultation with a wide range of staff in delivering student progress and achievement.
- Meet regularly and consistently with staff such as Pastoral leaders, SENCo, Director of Teaching and those in line management in order to drive student progress and achievement.
- Ensure all staff being line managed are developed, performance is managed appropriately and high quality new appointments are made.

Financial and Business Management

- Negotiate budgets for National Curriculum subjects, BRIT Fit and Pupil Premium which are in line with the School's priorities, working in conjunction with the COO and other members of SLT.
- Manage available resources of space, staff, budget and equipment for National Curriculum subjects.
- Monitor actual spend against budget across National Curriculum subjects.

- Manage efficient administrative systems within National Curriculum subjects.
- Support the Development Team in raising funds as relevant to the School Improvement Plan and financial priorities.
- Support opportunities for students to have National Curriculum based educational visits, extra-curricular activities and opportunities.

Partnership and External Facing

- Develop strong and effective partnerships with other schools, businesses and organisations to further develop students and Teachers performance and progress across National Curriculum subjects.
- Create and develop effective links with the community in order to broaden student experience and raise performance across National Curriculum subjects.
- Communicate the work and success of the School to parents, the local area and the wider community.
- Contribute to the marketing activities of the School as relevant to the School Improvement Plan and priorities

School Wide Responsibilities

- To attend School and departmental meetings and INSET.
- To support and promote the School and department code of practice regarding discipline, professional conduct and equality of opportunity.
- To exercise a commitment to the School's mission statement and stated ethos including the equal opportunities policy, health and safety policy and all other current School policies
- To undertake any other duties or delegated one-off tasks at the reasonable request of the Principal/SLT.

This job description sets out the duties at the time of drafting. The job description may be amended from time to time without incurring a change in the grading of the post.

January 2025

Person Specification

Applicants should demonstrate in their supporting statement how their qualifications, experience, skills and training for each of the criteria below.

Criteria	Description	Essential / Desirable
Education and Training	Degree educated	E
	Teacher Trained (QTS/QTLS)	E
	Additional quals	D
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Experience	Minimum 5 years proven track record in excellent teaching and learning across KS4 and/or P16 in both vocational and academic qualifications	E
	Worked as part of a curriculum team to develop student progress and improvement strategies.	E
	Proven people management skills and the ability to lead, coach individuals and work effectively across school	E
	Designing and delivering training sessions for teachers	D
	PGCE, NQT or ECT mentor experience	D
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**Knowledge & Skills
and Qualities**

Have a thorough understanding of the current and future landscape of vocational and academic qualifications at KS4 and Post 16. E

Have a thorough understanding of the current OFSTED framework. E

Deep empathy for teachers, support staff, artists and all stakeholders in the community. E

Ability to present at a high level to all school stakeholders E

Understanding of the current and future development of the arts in the UK and beyond. E

Understanding of the current and future development of technology in education. D

Mentoring and coaching skills E

Personal Qualities

Embody the BRIT school values of original, responsible, ambitious, inclusive and kind E

Strong organisational skills E

Honed people management skills E

Resilience and solution focused approach E

Drive, passion and energy to succeed E

Terms and Conditions

Availability	September 2025
Contract Type	Permanent
Hours of Work	32.5 hours a week
Salary	Leadership Pay Scale - L18 - L22 (Outer London) Appointments will normally be made to the first point of the grade. Payday is the 26th of each month or the last working day before this should the 26th fall on a weekend or bank holiday.
Work permit	All applicants must be permitted to work in the UK and hold a relevant work permit where necessary. This is not a role in which The BRIT School sponsors a visa application.
DBS Check	The appointment will be subject to satisfactory DBS clearance at the Enhanced level (child workforce).
Probation	The post has a six months' probationary period.
Notice Period	This appointment may be terminated by the staff member giving the Principal notice or the Principal giving the staff member notice of 12 weeks.
Pension	Membership of the Teachers Pension Scheme is an important employee benefit providing future income for your retirement.

About Us

School Overview

The BRIT School is the UK's first and leading free performing and creative arts school for 1,450 young people aged 14 to 19. The School – an exempt charity based in Croydon – provides a unique education for over 1,450 pupils aged between 14 and 19 in the fields of music, film, digital design, community arts, visual arts and design, production and performing arts as well as a full academic programme of GCSEs and A Levels.

It invests in the future of the UK's cultural wealth by nurturing young artistic talent from all backgrounds and teaching the skills needed by the rapidly growing creative industries.

BRIT stands for the British Record Industry Trust and funding from the BRIT Awards and BRIT Trust is invested in the professional facilities and equipment at the School.

The School opened in 1991 and over 14,000 students have been educated at The BRIT School including Adele, Amy Winehouse, Jessie J, Katie Melua, Leona Lewis, Tom Holland, RAYE, Olivia Dean, Loyle Carner, The Feeling, Rizzle Kicks, Cush Jumbo, Blake Harrison, The Kooks and Lola Young. In total, students from the School have been responsible for selling over 280+ million albums, 70+ billion streams of BRIT alumni songs between 2018-23 and winning 43 high profile awards including BRIT Awards, Grammys, BAFTAS, Oscars and Laurence Olivier Awards.

Year on year nearly 100% of students are in education, training or employment after graduating.

In November 2024 OFSTED rated the school 'Outstanding' in all five categories of measurement: Teaching and Learning, Behaviour and Attitudes, Personal Development, Leadership and Management and the Sixth Form provision.

Our Mission - To prepare young people for careers in the creative and performing arts.

Our Values - Original, Responsible, Ambitious, Inclusive, Kind

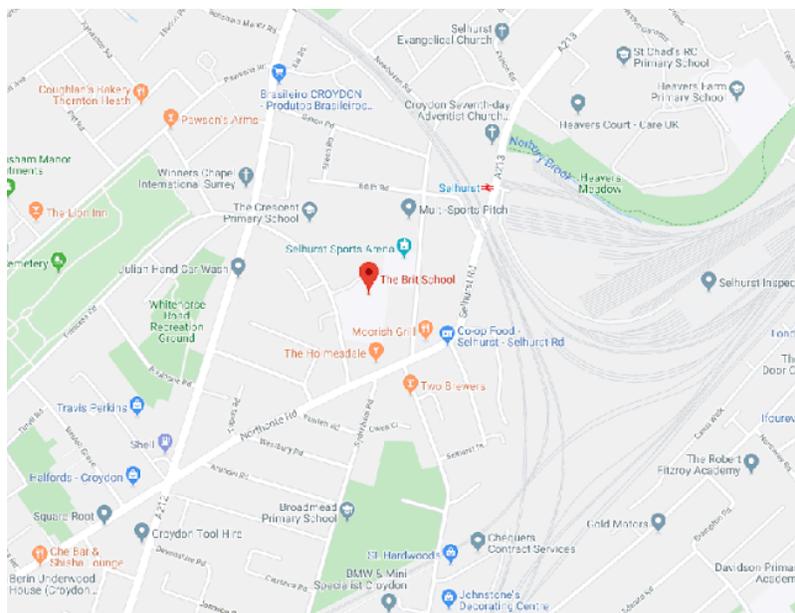
Vision

- To train and educate young people for future careers in Performance and Creative Arts industries.
- To provide a comprehensive and exceptional KS4, Post 16 general and vocational education that prepares students for life in the arts.
- To provide a unique educational approach that has creative teaching and learning in its bloodstream and has a pastoral approach that focuses on the individual reaching their full potential.
- To celebrate the diversity of the educational needs, background, race, religion and sexuality of all within its community.
- To be a role model for other schools and organisations in its community work.

Location

The BRIT School is located in Selhurst, Croydon (Greater London).

60 The Crescent, Croydon CR0 2HN



How to Apply

To apply, please complete our [Application Form](#).

CVs without an application form cannot be accepted.

Closing date
Tuesday 22nd April 2025 (9am)

Interview date
1st May 2025

The interview will consist of 5 parts, a formal Interview, a role related test, a role play, student panel and a tour of the school.

Prior to taking up the post an enhanced DBS clearance will be required.

The BRIT School is an Equal Opportunities Employer and an educational non-profit making registered charity. Roll: 1400 14 – 19 year old students Britain's leading state-funded school for the performing arts.

We reserve the right to close this advertisement early if we receive a high volume of suitable applications.

The BRIT School is committed to Equality, Diversity and Inclusion.

For more information visit our website www.brit.croydon.sch.uk