



# HEANOR GATE SPENCER ACADEMY



“Develop all learners to achieve their full potential”  
“Create a culture of aspiration”

**Post Title:** Assistant Principal  
**Location:** Heanor Gate Spencer Academy  
**Salary/Pay Range:** L11 - L15  
**Hours of work:** Full Time  
**Reporting to:** Principal

## Message from the Principal

Thank you for your interest in the role of Assistant Vice Principal at Heanor Gate Spencer Academy. Since I joined in 2016 as Vice Principal, I feel we have made unprecedented progress in terms of developing a strong reputation for the quality of our education, raising aspirations of all stakeholders, building community support and ultimately providing our students and their families with a school they can be proud of.

Three Ofsted cycles of sustained improvement has led to us being graded as Outstanding in all categories. A phenomenal achievement which is the pinnacle of 7 years worth of school improvement. A track record of strong examination results, a healthy surplus budget, oversubscribed enrolment into Year 7, sustained Oxbridge entries, a strong climate for learning coupled with low exclusion rates, attendance amongst the top 25% nationally (FFT) and a recent trend of staff and leaders being promoted both inside and outside of the multi-academy trust, go some way to demonstrating the tangible gains that have been made across the academy.

Moreover, and more subtly, the current connection between staff, students and the wider community really makes me proud. I am excited about the collective spirit that is apparent as we embark on our next phase of continued growth and school improvement.

The senior and middle leadership teams at Heanor Gate are truly phenomenal. In June 2023 Ofsted were full of praise for the leadership of the school, recognising that “leaders have the highest expectations of pupils and want the absolute best for them”, “leaders cultivate the aspirations of pupils through a rich and demanding curriculum” and that “leaders are relentless in their desire to provide the absolute best education for all pupils and to serve the local community.”

Our leaders and the whole school work at an incredible pace to ensure that all of our actions are delivered with purpose and this is definitely something which makes working in our academy so unique. I am personally thrilled and excited about leading and steering our next chapter; in our pursuit of academic excellence, creating a sustainable, inclusive and vibrant workforce and continuing to unite the community as we push towards becoming an “outstanding” and “world class” educational establishment.

I am keen to appoint one or more experienced and dedicated senior leaders to support myself, the students and everyone involved in Heanor Gate Spencer Academy on its next journey of continued growth and to become the educational setting and place of employment of choice for students and staff alike.

Thank you for showing an interest in this role and becoming part of our unique #TeamHeanor.

For any potential candidates that wish to have an informal discussion and tour of the school, please contact my PA, Ms Claire Worth, by email at [claireworth@heanorgatespencer.com](mailto:claireworth@heanorgatespencer.com)

I look forward to receiving your application.

Matt Jones  
Principal