

Archway Learning Trust

Candidate Pack

Principal

Bluecoat Aspley Academy

Start date: 1 September 2027
Contract Type: Permanent, Full Time
Salary: Competitive

Closing Date: 8th January 2027

Bluecoat Aspley
believe in yourself, in others, in God

Welcome to Archway

Thank you for considering joining Archway Learning Trust.

For me, choosing where you work is about more than choosing your next job. It is about finding somewhere you can belong, do work that matters, and continue to grow. That is what we want Archway to be.

Whatever your role, you will be part of something bigger. Every one of us contributes to the experiences and opportunities of our children and young people, and every role matters.

I started my career as a teacher and, although I am now Chief Executive, I have not forgotten what it feels like to work in a school. I know how rewarding it can be, but I also understand the pressures. If we want our children and young people to flourish, the adults who work with them need to flourish too. That belief sits at the heart of our vision for communities where children and adults flourish, find joy, and live lives full of opportunity.

Our ambition for you is simple. We want you to be the very best you can be, and we want to help you get there.

That means being part of an organisation where people connect and support one another, where we are ambitious for ourselves and each other, and where we are committed to making a difference. It is why we invest in your development, support your wellbeing, and create opportunities for people to grow their careers with us. This reflects our values and our mission of empowering each other for a world of possibilities.

Above all, we want Archway to be somewhere you feel you belong, where you are valued for what you bring, and where you can do work you are proud of.

If that sounds like somewhere you would like to be, I hope you will join us.

James Higham
Chief Executive Officer



About Archway

For more than 300 years, Archway has been about opening doors to opportunity.

Our story began in 1706, when children were taught beneath the stone archway of St. Mary's Church in Nottingham. It was a place of welcome and opportunity for children who might otherwise have gone without an education. More than three centuries later, that idea still says something important about who we are.

Today, we are a growing family of primary and secondary academies serving diverse communities across Nottingham, Nottinghamshire, Derby, and Derbyshire. Our schools are different and proudly reflect the communities they serve, but we are connected by a shared belief in what education can make possible.

We want our schools to be places where children and adults can flourish, where people feel they belong, and where they are encouraged to be ambitious for themselves and for others. We believe in working together, looking beyond what is immediately in front of us, and creating opportunities that might not otherwise exist.

Our Christian foundation is an important part of that story. It shapes our belief in the worth of every person and our commitment to welcome, hope, and opportunity. Our family includes both faith and non-faith academies, and people of all faiths and none are equally welcome within Archway.

This is an exciting time to join us. We are growing, changing, and becoming clearer about the kind of Trust we want to be. We are raising standards, strengthening inclusion, investing in our people and leadership, and growing where we know we can make a genuine difference.

The archway is part of our past, but it also points to our future: a place of welcome, strength through collaboration, and an opening to what comes next.



About the role

The role of Principal at Bluecoat Aspley Academy is a significant and exciting opportunity to lead a school with a proud history, a strong sense of community, and real ambition for its future. At the heart of that opportunity are the children and young people we serve, and the difference a great school can make to their lives and futures.

We are looking for an inspirational, values-driven leader who believes deeply in what education can make possible. Someone who combines high expectations with humanity, can bring people with them, and is determined that every child should have the opportunity to succeed and belong.

Bluecoat Aspley has an experienced and committed staff team who care deeply about the young people and community they serve. The next Principal will build on those strengths, bringing the clarity, energy, and ambition to lead the Academy confidently into its next chapter.

You will understand what drives great teaching, school improvement, and inclusion, and know how to build strong teams and a culture in which people can do their best work. We believe high standards and a strong sense of belonging go hand in hand because, ultimately, both shape what is possible for children and their futures.

As part of Archway Learning Trust, you will work alongside other Principals and Trust leaders as a member of the Trust Leadership Team, bringing your own experience and ideas while drawing on the collective strength and support of colleagues across Archway.

Above all, this is an opportunity to make a lasting difference to young people, their futures, and the community around Bluecoat Aspley.

If this feels like the opportunity you are looking for, please do get in touch. I would be very happy to have an informal and confidential conversation about the Academy, the role, and the next stage of your leadership journey.



We look forward to hearing from you.

Ann Donaghy
Director of Secondary Education

About Bluecoat Aspley Academy

Bluecoat Aspley
believe in yourself, in others, in God

There is something very special about Bluecoat Aspley Academy.

We are a large and diverse Church of England secondary school and sixth form in Aspley, just to the north-west of Nottingham city centre. Our students come from a rich mix of backgrounds, cultures and faiths, and that diversity brings an energy and character to the academy of which we are incredibly proud.

At the heart of the school is a simple belief: Believe in yourself, in others, in God.

It is a phrase that says a great deal about Bluecoat Aspley Academy. We want our young people to have confidence in who they are and what they can become, to recognise the value of those around them, and to grow within a community shaped by faith, hope, family, and respect. Our Christian foundation is an important part of who we are, while our welcome extends equally to people of other faiths and none.

Around 1300 young people learn here, including 390 in our sixth form. The scale of the Academy means we can offer a broad curriculum and a rich range of experiences beyond it, supported by extensive and modern facilities and large grounds.

But it is the people, rather than the numbers or buildings, that really define Bluecoat Aspley Academy. It is a school with strong roots in its community, a distinctive identity, and a real sense of possibility. There is much here to celebrate and plenty of opportunity to shape an even brighter future.

For our next Principal, that makes Bluecoat Aspley Academy an exciting place to lead - a school with history and heart, and the opportunity to shape an ambitious future for the young people and community it serves.







Job Description

Title: Principal
Salary: Competitive
Location: Archway LearningTrust, NG8 5GY
Responsible to: Director of Secondary Education

Core Purpose

The Principal is responsible for the leadership, culture and performance of the Academy, ensuring every child and young person receives an exceptional, inclusive education and is supported to flourish.

They will set high expectations, provide clear strategic direction and create the conditions in which pupils and staff thrive. They will know the Academy well, understand its strengths and challenges, and translate this into disciplined, sustainable improvement.

As a senior leader within Archway Learning Trust, the Principal will contribute to the success of the wider Trust as well as draw on its collective expertise and support.

The Principal will ensure that Archway's vision, mission and values, and the Academy's distinctive Christian character, are lived through its culture, relationships and everyday experience, creating a community in which every person is known, valued and able to flourish.

Strategic Leadership and School Improvement

- Set a clear, ambitious direction for the Academy, rooted in its context, Christian character and place within Archway.
- Establish high expectations and an unwavering ambition for every pupil.
- Know the Academy well through rigorous self-evaluation and identify the priorities that will make the greatest difference.
- Translate priorities into well-sequenced plans with clear ownership and measurable impact.
- Secure sustained improvement while protecting and building on existing strengths.
- Use performance, risk and assurance information intelligently to understand organisational health and take timely action.
- Lead change with clarity and purpose, ensuring improvement is embedded and sustainable.
- Be accountable for the overall effectiveness, performance and future development of the Academy.

Quality of Education

The Principal will:

- Ensure every pupil benefits from an ambitious, coherent and inclusive curriculum that prepares them well for their future.
- Secure consistently strong teaching through clear expectations, professional development and high-quality leadership.
- Establish a culture of learning in which pupils are challenged, supported and inspired to achieve well.
- Use assessment intelligently to understand learning and inform teaching, curriculum and intervention.
- Maintain a relentless focus on achievement and progress, addressing variation between subjects, groups and cohorts.
- Ensure disadvantaged pupils, pupils with SEND and other vulnerable pupils receive high-quality provision that enables them to participate, achieve and flourish.
- Ensure leaders know the quality and impact of provision in their areas and are accountable for improving it.
- Ensure the curriculum and wider Academy experience support pupils' personal, spiritual, moral, social and cultural development.

Culture, Behaviour, Attendance and Inclusion

The Principal will:

- Create a culture of high expectations, belonging, respect and ambition, rooted in the Academy's Christian character.
- Provide visible leadership of the Academy's Christian distinctiveness, ensuring it meaningfully shapes its culture, relationships and wider life.
- Build an inclusive community in which people of all faiths and none are welcomed, valued and able to flourish.
- Ensure collective worship, spiritual development and reflection contribute meaningfully to Academy life.
- Secure high standards of behaviour so that the Academy is safe, calm and purposeful.
- Make excellent attendance everybody's business, understanding and addressing barriers effectively.
- Champion inclusion and respond intelligently and compassionately to pupils at risk of poorer outcomes.

- Listen to pupils and ensure their experiences inform improvement.
- Build strong relationships with families and the wider community.

Safeguarding

The Principal will:

- Take overall responsibility for an effective culture of safeguarding across the Academy.
- Ensure safeguarding is everybody's responsibility and staff discharge their duties confidently.
- Ensure safeguarding arrangements and practice are effective, compliant and continually evaluated.
- Create a culture in which pupils feel safe, are listened to and know how to seek help.
- Work effectively with families, the Trust and external agencies.
- Ensure concerns are identified early, acted upon promptly and escalated appropriately.

People and Leadership

The Principal will:

- Build and develop a high-performing leadership team with collective responsibility for the Academy's success.
- Create clarity about expectations, accountability and decision-making.
- Develop leadership capacity and succession at every level.
- Create a culture of professional learning in which colleagues continually improve their expertise and practice.
- Manage performance effectively, recognising success and addressing underperformance with clarity and fairness.
- Create an environment in which colleagues feel valued, supported and able to do their best work.
- Pay close attention to workload, wellbeing, retention and organisational culture.
- Model integrity, humility, courage and service, alongside the leadership behaviours expected across Archway.
- Take responsibility for their own continued learning and development.

Partnership and System Leadership

The Principal will:

- Be a visible and trusted leader within the Academy and its community.
- Build strong relationships with pupils, families and the communities the Academy serves.
- Work constructively with the Academy Advisory Board, enabling effective local governance.
- Work openly with colleagues across Archway, sharing expertise and contributing to collective improvement.
- Contribute beyond their own Academy to the success of children and colleagues across the Trust.
- Build purposeful relationships with the Church, Diocese and other partners, strengthening the Academy's Christian distinctiveness and contribution to its community.
- Develop partnerships with schools, further and higher education, employers and community organisations that broaden opportunities for pupils.
- Represent the Academy and Archway with credibility, warmth and professionalism.

Organisational Leadership, Resources and Assurance

The Principal will:

- Take overall responsibility for the effective and sustainable operation of the Academy.
- Ensure people, financial and physical resources are aligned to priorities and have demonstrable impact.
- Work effectively with Archway's central teams, systems and shared services.
- Maintain effective financial oversight and ensure resources provide value for money.
- Ensure statutory, regulatory and Trust requirements are met.
- Understand and actively manage strategic and operational risks.
- Ensure timely and accurate reporting of performance, organisational health, risk and assurance.
- Ensure the estate and learning environment are safe, welcoming and support high-quality education.
- Maintain organisational resilience and plan effectively for future needs.
- Ensure the Academy understands and evaluates the impact of its Christian character and distinctiveness, including through the SIAMS framework

Person Specification

Qualifications and professional standing

Essential

- Qualified Teacher Status or equivalent.
- Degree-level qualification.
- Evidence of relevant professional development and continued learning.

Desirable

- Relevant postgraduate or leadership qualification, such as NPQH.

Experience and track record

Essential

- Successful senior leadership experience in a secondary school or academy.
- A strong track record of improving educational quality and pupil outcomes.
- Experience of leading significant and sustainable school improvement.
- Successful experience of developing leaders, building effective teams and securing accountability.
- Experience of managing change and addressing areas of underperformance.
- Evidence of working effectively with governors, trustees or equivalent governance structures.

Desirable

- Headteacher or Principal experience.
- Experience of leadership within a multi-academy trust or comparable group of schools.
- Experience of leading successfully through inspection or external review.

Educational and strategic leadership

Essential

- A compelling educational vision and an unwavering ambition for every pupil.
- Strong knowledge of curriculum, teaching, assessment and school improvement.

Person Specification

- The ability to evaluate an Academy accurately, identify the priorities that matter most and translate them into sustained improvement.
- A strong commitment to inclusion and improving outcomes for disadvantaged pupils, pupils with SEND and other vulnerable groups.
- The ability to use evidence, performance information, risk and assurance intelligently to inform judgement and decision-making.
- The strategic capacity to balance immediate improvement priorities with the Academy's longer-term development.

People and culture

Essential

- The ability to inspire, develop and hold others to account while building strong relationships and trust.
- A track record of developing leadership capacity and enabling others to flourish.
- The ability to create a culture characterised by high expectations, belonging, respect and professional learning.
- The judgement and courage to make difficult decisions with integrity, fairness and humanity.
- A commitment to staff wellbeing, sustainable workload and creating the conditions in which people can do their best work.

Christian character and inclusion

Essential

- A clear commitment to leading and strengthening the Academy's Christian character and distinctiveness.
- The ability to create an inclusive community in which people of all faiths and none are welcomed, valued and able to flourish.
- An understanding of how Christian values can meaningfully shape leadership, culture, relationships and the wider life of an Academy.

Person Specification

Desirable

- Knowledge and understanding of Church of England education and the SIAMS framework.

Partnership and system leadership

Essential

- A strong commitment to working collaboratively as a senior leader within Archway Learning Trust, contributing beyond the interests of a single Academy.
- The ability to build strong relationships with pupils, families, colleagues, governors and the wider community.
- The credibility and communication skills to represent the Academy and Archway confidently with a wide range of stakeholders.
- A collaborative approach to sharing expertise, learning from others and contributing to collective improvement.

Personal leadership

Essential

- Visible, values-led leadership characterised by integrity, humility, courage and service.
- High levels of professional judgement, resilience and personal accountability.
- The capacity to listen, reflect and adapt while remaining clear and decisive.
- Intellectual curiosity and a commitment to continued learning.
- A genuine commitment to the children and young people of the Academy and to improving their opportunities and futures.

Archway Benefits

Archway Learning Trust

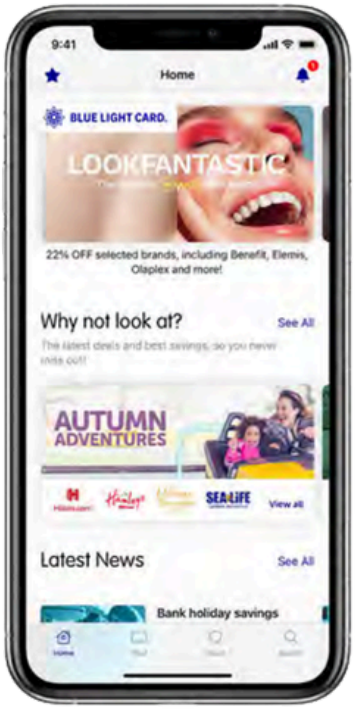
vivup

lgps

your care

Specsavers

BLUE LIGHT CARD



From day one, our employees are entitled to a range of Archway benefits:

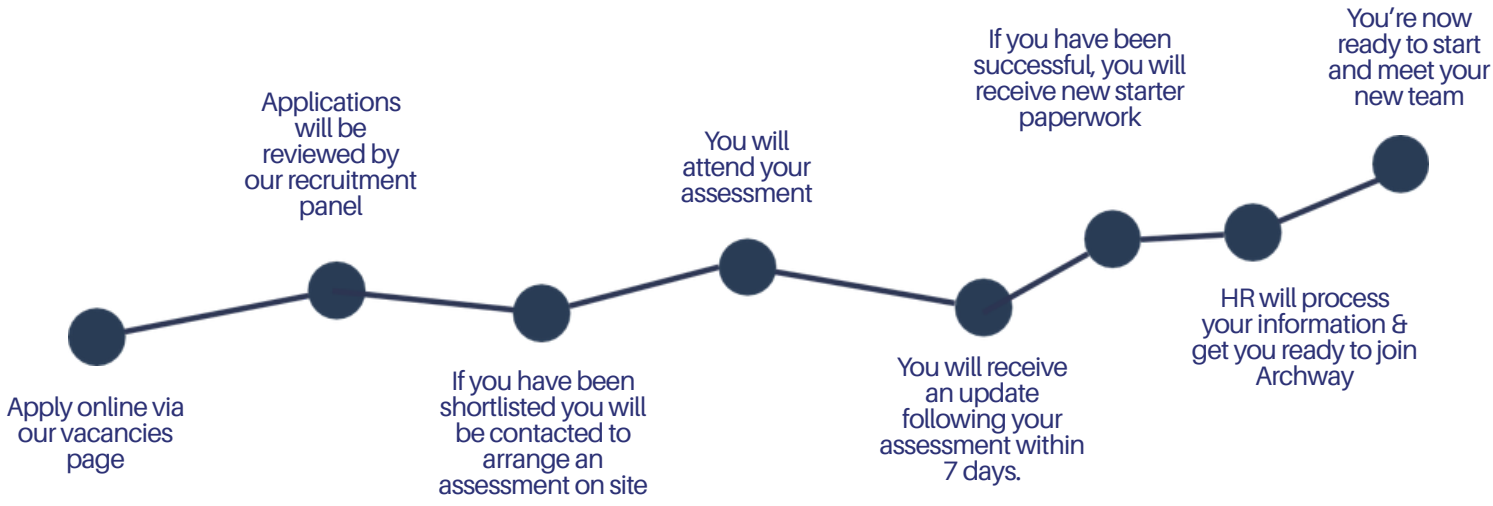
- A free and confidential employee assistance programme offering counselling and advice
- Access to Teachers' / LGPS Pension
- Comprehensive and tailored training, conferences, and ongoing CPD
- Opportunities for further development and progression
- Working with workload conscious leaders and trustees
- Access to discounts across many retailers with the Blue Light Card
- Cycle to work scheme
- Eye care voucher scheme
- Free flu vaccine

How to apply

Closing date: 8th January 2027

https://www.archwaytrust.co.uk/join-us/colleagues/our-vacancies/

We know that making a job application is a big decision, and we want to help. For an informal, confidential chat about the role, or to arrange a visit, please contact us at hr@archwaytrust.co.uk



- Apply online via Archway Learning Trust Vacancies. Please ensure you complete all sections of the application form and provide all relevant information requested.
- Please provide details of two referees, one of whom must be your current line manager. If you are currently or have recently worked in a school, one referee should be your Principal/Headteacher.
- Include a cover letter with your application. This should demonstrate how your skills, experience, knowledge and training meet the requirements outlined in the job pack and person specification.
- Complete the personal information and safeguarding sections as fully as possible, as these help us understand your circumstances and support our safer recruitment processes.
- Applications will be reviewed by the recruitment panel following the closing date.
- If you are successfully shortlisted, you will be invited to attend a face-to-face interview. Our recruitment team will advise you of any documentation you need to bring with you.
- Following your interview, we aim to provide feedback within seven days.
- The successful candidate will receive an offer of employment along with their offer letter, contract and new starter documentation. Please return these as soon as possible to enable us to begin the onboarding process.
- We will then commence your pre-employment checks, including an enhanced DBS check.
- Once all onboarding and pre-employment checks have been successfully completed and signed off by the HR team, you will be ready to join Archway Learning Trust and meet your new team.

Safer Recruitment

Archway Learning Trust is committed to safeguarding and promoting the welfare of children and young people under the guidance of Keeping Children Safe in Education (KCSiE). In order to meet these responsibilities, all candidates will be subject to a rigorous selection process.

Disclosure

This post is classified as having substantial access to children, and appointment is subject to an enhanced police check of previous criminal convictions (DBS). Applicants are required, before appointment, to disclose any conviction, caution or binding over including 'spent convictions' under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (2013 and 2020).

Non-disclosure may lead to termination of employment. However, disclosure of a criminal background will not necessarily debar individuals from employment – this will depend upon the nature of the offence(s) and when they occurred.

References

References, including from the current employer, will be taken up for shortlisted candidates before interview/assessment, and where necessary employers may be contacted to gather further information or address any discrepancies, anomalies, or gaps in the reference provided.

Online Checks

KCSiE asks schools to carry out online searches on shortlisted candidates as part of the process of assessing suitability.

Equal Opps.

We are dedicated to providing equal opportunities and will monitor the recruitment process rigorously to ensure fair access and opportunity for all. We are committed to ensuring our workforce is reflective of our diverse Trust population and are therefore committed to increasing representation among staff across all roles and at all levels.



Archway
Learning Trust