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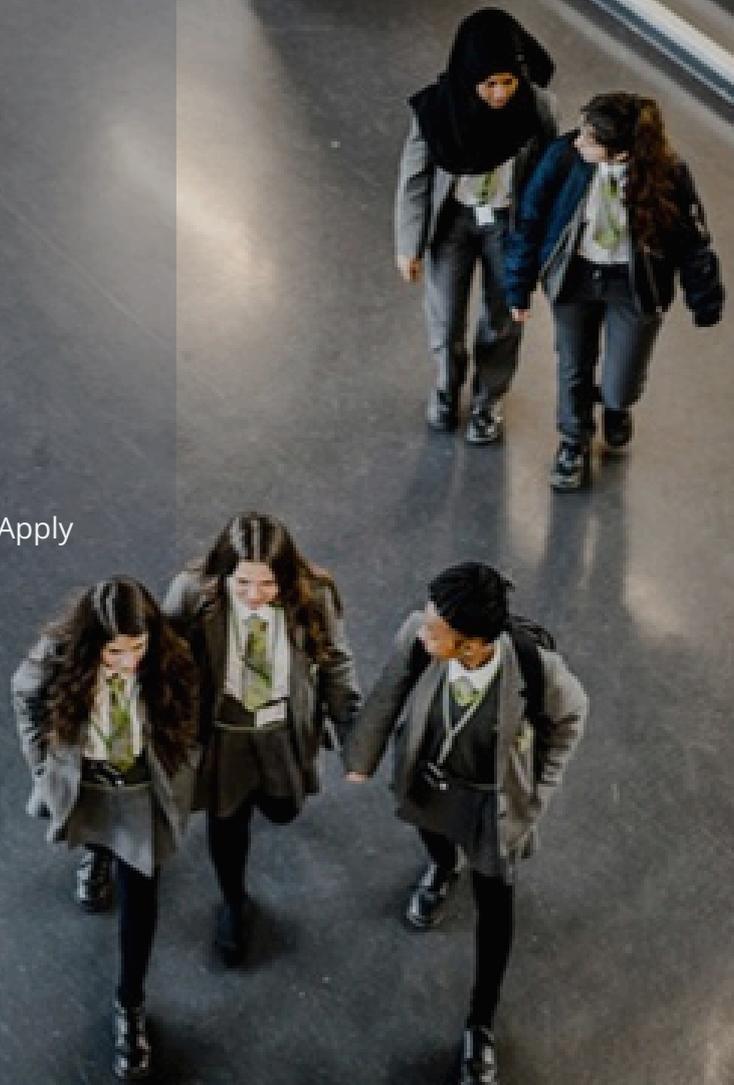


Appointment of
Principal
February 2026



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Executive Summary

Skinner's Academy is an ambitious and inclusive secondary school serving a richly diverse community on the border of Hackney and Haringey. The Academy is now seeking an exceptional Principal to lead the next phase of its development and realise its ambition to become an outstanding school. This is a rare opportunity to lead a confident, values-driven school at a pivotal point in its journey.

Skinner's Academy is part of the Skinner's Academies Trust, a collaborative multi-academy trust launched in September 2023 and comprising six schools across Kent and London. Educating over 4,500 pupils across primary and secondary phases, including both comprehensive and selective schools, the Trust is underpinned by effective governance, shared values and a clear commitment to first-class teaching, leadership and management. The Trust builds on the historic educational and philanthropic legacy of The Skinner's Company, one of the Great Twelve Livery Companies of the City of London, whose charitable mission has supported education for nearly 500 years. Schools within the Trust benefit from robust support, meaningful collaboration and high-quality challenge, while retaining their individual character and identity.

At the heart of Skinner's Academy is a clear and compelling mission: to enable every child to "be the best they can be". Aspiration, excellence, opportunity and inclusivity shape every aspect of Academy life, combining relational behaviour practices with uncompromising standards for learning and conduct. Through the connection to its sponsor, the Academy is ambitious for all our students to enjoy an unparalleled breadth of experiences and opportunities beyond the classroom. The Academy is proud of its passionate and experienced staff, high-quality facilities and committed Governing Body.

The Principal will be accountable to governors and the Trust for the overall leadership and management of the Academy, providing clear strategic direction while maintaining a strong operational focus. They will build on the foundations already in place, driving ongoing improvements in academic standards and shaping a clear educational strategy, including the continued development of the Sixth Form. Safeguarding and pupil wellbeing are central to the role, alongside the effective management of people, resources and facilities.

This role calls for an experienced, visible and values-led leader with a proven track record of leading a school, bringing together teams, building a positive culture and setting high standards. The new Principal will act as a compelling ambassador for the Academy, strengthening partnerships with parents, the local community, feeder primary schools and external stakeholders. For the right leader, this is an outstanding opportunity to shape the future of a thriving school, make a lasting impact on young people's lives and lead with purpose within a principled and ambitious Trust.





An Introduction to Skinners’ Academy

Vision, Mission and Values

Vision

The long-term vision for Skinners’ Academy is one of a welcoming, inclusive and successful school at the heart of its diverse community, in which all our students are encouraged to be the best that they can be. An aspirational, inclusive and vibrant learning community where students thrive academically and socially, achieve excellent outcomes that support their future ambitions, feel safe and supported through strong and respectful relationships with staff and peers, and are enabled to become active and thoughtful citizens who are well-equipped to navigate the opportunities and challenges of adult life with confidence and purpose.

Mission

We want to be known for serving our diverse community. We want to be known for the academic outcomes our young people achieve. We want to be known for our inclusivity: a school where every young person — regardless of circumstance, identity or starting point — can access the full range of opportunities that education and society have to offer. And we want to be known for the enrichment activities our young people enjoy, and the support we give them to prepare for life when they leave us.

Values

Be Kind

Kindness is at the heart of a respectful and inclusive school community. We promote empathy, compassion, and understanding, recognising that every action, no matter how small, has the power to uplift others and strengthen relationships.

Be Curious

We nurture a spirit of curiosity by encouraging students to ask questions, explore new ideas, and develop a lifelong love of learning. Curiosity drives innovation and critical thinking, helping learners connect with the world around them in meaningful and engaging ways.

Be Brave

We support students in developing the courage to take risks, speak up, and face challenges with resilience. Being brave means embracing failure as part of learning, standing up for what’s right, and believing in one’s ability to grow and make a difference.



Background to Skinners' Academy

Curriculum and teaching

At Skinners' Academy we believe that every pupil — regardless of circumstance, identity or starting point — deserves to have access to, study and discuss the best that humanity has created. Our curriculum is unashamedly ambitious and academically rigorous, giving our pupils knowledge that enables them to move beyond the limits of their immediate experience and engage critically with the world around them.

It is crafted by subject experts, giving pupils both the depth and breadth to develop subject expertise. Its design is informed by cognitive science research, being carefully sequenced to harness curiosity, to build on the learning from earlier stages and experiences, and to support, enrich and stretch all students. We teach this content deliberately and explicitly, to ensure that all students understand the material being presented in a clear, systematic and structured manner.

We place great emphasis on treating every pupil and student equally. We are proud to be an academy both in and for the local community, and we recognise that pupils and students join us from a range of different starting points and at different times. We get to know each one as an individual – their hopes and dreams, their challenges and strengths, their backgrounds and interests – so that we can help every single pupil and student thrive in our academy.

Enrichment

At Skinners' Academy we offer a range of enrichment activities, including music composition, drone club and anime club, as well as a number of bands, instrumental groups and choirs. However, supported by the Skinners' Company, we have the opportunity to do even more. We aim to be known for what we do for our students outside the classroom as much as inside the classroom. Our sponsorship by the Skinners' Company could help us to make our enrichment programme a distinctive aspect of our offer to young people.



Background to Skinners' Academy

Inclusion

Inclusion at Skinners' Academy is grounded in the right of every child to a high-quality education, ensuring that every voice is heard, every identity valued and every learner supported to thrive. It is the responsibility of all staff to enable each student to "be the best you can be" each day. We recognise that barriers to learning and wellbeing may arise from SEND, socio-economic factors or safeguarding contexts, and these may change over time. By working closely with students and families, we adapt our provision thoughtfully, removing barriers and empowering every young person to flourish in school and beyond.

Wellbeing

At Skinners' Academy, considerable value is placed on the mental and physical wellbeing of every member of our community. We aim to be a place where all feel encouraged and empowered to share struggles and find solutions— free from stigma and in the spirit of shared humanity.

Early identification, clear guidance and safe spaces for discussion of mental health form the backbone of our wellbeing practice. The Academy supports a range of innovative wellbeing initiatives for pupils, such as our sustained partnership with Football Beyond Borders. Pupil personal development is also a significant priority, with all pupils assigned to a daily Personal Development group that support their attendance, progress and wellbeing. A dedicated mentoring team supports those who require additional support and guidance.

Staff wellbeing involves a supportive culture, offering a comprehensive programme of research, training and development, and listening to the needs, opinions and suggestions of staff to ensure we can attract and retain the best teachers for our students.

Facilities

Skinners' Academy occupies a modern state-of-the-art building in the heart of the Woodberry Down regeneration area. The building has a range of facilities including six Science Labs, seven computer suites and three design and technology workshops (including a Food Tech kitchen); a performance theatre and drama studio; sound-proof music rooms, a recording studio and dance studio; an indoor sports hall and a 3G football pitch.



Skinner's Academies Trust

Skinner's Academies Trust is a collaborative Trust of six academies in Kent and London, working together to improve outcomes for every student. Launched in September 2023, the Trust educates over 4,500 students across primary and secondary phases and both comprehensive and selective academies.

Across all our schools, we put students at the centre of all that we do and have a commitment to obtaining the best outcomes possible for each one. We have high aspirations for the quality of education we can offer every one of our students, and the inclusive, supportive culture we can build for them.

Many of our schools are in areas with historically poor educational opportunities and we are excited about how we can transform this by working more closely together. Our new Trust builds on our shared values and history, and preserves the autonomy and traditions of our schools, while enabling and promoting deeper practical collaboration to the benefit of all our young people.

Governance

The Skinner's Academy Governing Body consists of members of the Skinner's Company, the local community, parents and staff governors. As well as exercising their responsibilities for the educational performance of the Academy, the Governors also provide support and advice to the Principal. The Chair of the Governing Body is David Fitzsimmons. Each Governor sits on either the Education Committee (chaired by Mary Myatt) or the Finance Committee (chaired by Nick Gowing).





Job Description

Post:

Principal, The Skinners' Academy- responsible to the Governing Body and Senior Executive Leader of Skinners' Academies Trust

Salary: *Competitive*

The postholder will be subject to the conditions of service for headteachers as set out in the academy teachers' pay and conditions document, the Burgundy book, the Skinners' Academies Trust policies and any local terms of employment as may be agreed.



Summary of Key Responsibilities

Work with the Trust and Governing Body to develop and deliver a compelling vision which embraces ambitious outcomes for all our young people, responding to the local and national sector context.

Demonstrate a clear and active commitment to embedding an outstanding approach to teaching and learning for all staff, pupils and the wider community.

Foster a culture of high participation and engagement, promoting excellent attendance and positive behaviour as shared responsibilities that underpin excellent outcomes and a thriving school community.

Be a highly visible and accessible presence in the Academy, building strong relationships with pupils, staff and families.

Develop an effective senior leadership team and encourage the professional development and growth of all members of staff.

Maintain and enhance the building and facilities to create a stimulating and enriching environment.

Develop relationships across the wider community, including local primary schools, advocating effectively for all the young people at Skinners' Academy.

Be an outstanding role model, having regard for the Headteacher standards and demonstrating principled and professional conduct within and outside the Academy.



Detailed Position Specification

Leadership and Vision

- To develop an inspiring vision and strategy for the Academy's future, translating this into achievable long-term goals.
- To ensure that this vision and strategy are articulated with clarity and are shared with and understood by all members of the school community.
- To anticipate and respond to developments in the national educational landscape and ensure that Skinner's Academy is well-positioned and adaptable to respond to a wide range of challenges and opportunities.
- To lead a high-quality, ambitious approach to curriculum, teaching and learning, exemplifying its principles in practice and championing its value and impact with staff, pupils and the wider community.
- To seize the opportunities presented by being a member of the Skinner's Academies Trust.
- To focus on the strategic growth and development of the Sixth Form provision to ensure the offer is attractive, efficient and sustainable.
- To review and amend the capital development plan to ensure it is integrated with the educational strategy and focused on enhancing pupil experience and performance.
- To recruit, retain and develop high-performing, well-motivated staff, building a reputation for Skinner's Academy as a destination academy for excellent teachers, leaders, and support staff and to be an employer of choice.

Organisational Culture

- To ensure that Skinner's Academy's values are lived by the entire community: students, staff, parents and carers, and the wider community alike.
- To provide the Senior Leadership Team with effective leadership, providing the team with well-measured support and challenge and inspiring them to further achieve.
- To build meaningful pathways for progression and leadership capacity for staff all levels of the Academy, cultivating an inclusive and collaborative organisational culture in which colleagues are empowered to take initiative.
- To promote an open and supportive educational environment that actively promotes high-quality inclusive teaching and learning practices and champions excellence in student behaviour, attendance and attitude.
- To provide a safe and secure environment for all community members that safeguards their health, safety, and wellbeing.

Operational Management

- To work with the Trust central finance team and the Governing Body to ensure the sound financial and operational management of the Academy, the equitable use of resources and full compliance with DfE requirements.
- To lead the continuous improvement of the operational functions at Skinner's Academy, ensuring all are fit for purpose and fully meet the needs of the Academy.



Position Specification

External Engagement

- To be a visible and outward-facing leader externally, proactively strengthening the Academy's profile and reputation within the local area through effective communication, community engagement and strategic promotion of its achievements and distinctiveness.
- To establish and maintain strong relationships with parents and carers, in order to support and improve students' achievements and further personal development.
- To act as a compelling ambassador for Skinners' Academy, effectively communicating the Academy's vision and values to a range of external audiences, including local schools, the community, the Skinners' Company and wider national audiences as appropriate.
- To learn from, and contribute to, the development of the Skinners' Academies Trust, facilitating knowledge sharing and opportunities for partnership.
- To conduct themselves with the utmost integrity, showing respect for the cultural diversity of both the students and the community in which we live and operate.

Safeguarding

- Safeguarding is the responsibility of all staff at Skinners' Academy and all staff are expected to share our commitment to safeguarding and promoting the welfare of the children in our care. Staff must be aware of the procedures within the School which support safeguarding and must act in accordance with the School's Safeguarding Policy and Staff Code of Conduct.





Person Specification

The successful candidate will demonstrate the following qualifications, experience, skills, knowledge, and personal attributes:

Qualifications and Experience

- Experience as a successful headteacher in a large and complex secondary school.
- Experience of responsibility for rigorous monitoring and assessment of academy performance and identifying key priorities for continued improvement.
- Demonstrable experience of leading and managing high-performing teams.
- A proven commitment to continuing professional development for all colleagues.
- Experience of responsibility for finances and budgets.
- Experience of school leadership within a MAT would be advantageous but is not essential.
- Qualified teacher status.

Skills and Knowledge

- Visionary leadership skills with the ability to motivate, enthuse, and inspire all staff to contribute to and deliver an ambitious vision for Skinners' Academy.
- Highly developed strategic skills, able to develop a vision into a clear and succinct operational plan.
- Outstanding communication skills and the ability to engage all stakeholders with warmth, compassion, and personal integrity.
- A good understanding of school budgeting and financial management.
- Expert knowledge of what constitutes a powerful curriculum and high-quality teaching and learning.

Leadership Style and Personal Attributes

- An approachable and communicative leader who will act as a compelling ambassador for the academy, with a collegiate and community-focused approach to leadership.
- A highly visible style of leadership with the energy, charisma, and presence to inspire the whole academy community.
- A personal commitment to equity, diversity and inclusion and the conviction to promote this through all aspects of academy life.
- A belief in distributed leadership with a collegial and collaborative approach which empowers, supports, and builds leadership capacity in others.
- The highest levels of personal integrity informed by a deeply held set of personal values.
- A collaborative approach to working with partners and building external relationships, including across the Skinners' Academies Trust.
- A personal drive to support every child, high levels of self-awareness, resilience, humility, and flexibility, alongside outstanding interpersonal skills.



Application and Appointment Process

We are committed to building a leadership team that reflects the diversity of the community we serve. We particularly welcome applications from candidates who are currently underrepresented in senior leadership roles within education. The selection process will be designed to minimise bias and ensure fairness at every stage.

Skinner's Academy has retained the services of Perrett Laver to help identify the widest possible field of suitable candidates and assist in the assessment of candidates against the requirements for the role. An executive search exercise is being undertaken alongside the public advertisement of the post.

Candidates should submit a full Curriculum Vitae (including comprehensive details of key achievements and responsibilities) and a covering letter addressed to the Chair, David Fitzsimmons and to the Senior Executive Leader for Skinner's Academies Trust, Ian Anderson, which fully addresses the competencies outlined in the job description and person specification. To apply, please visit <https://plusportal.perrettlaver.com/> quoting reference number '8309'.

The closing date for applications is 08:30 GMT on Thursday 12th March 2026.

The longlist of candidates will be determined in the week commencing 16th March 2026 and longlisted candidates will be invited for interview with Perrett Laver during the week commencing 22nd March 2026.

The shortlist of candidates will be selected in the week commencing 13th April 2026. Shortlisted candidates will be invited to first-round interviews at Skinner's Academy in the week commencing 20th April 2026. Final round interviews will take place at Skinner's Academy in the week commencing 27th April 2026.

If you require any reasonable adjustments to assist you in the selection process, please advise us of these so that we can make appropriate arrangements. For further information regarding the Skinner's Academies Trust policies, please click [here](#).

Skinner's Academy is committed to safeguarding and promoting the welfare of children and young people and all applicants must be willing to undergo child protection screening appropriate to the position, including checks with past employers and the Disclosure and Barring Service (DBS). We embrace diversity and welcome applications from all sections of the community.

Protecting your personal data is of the utmost importance to Perrett Laver and we take this responsibility very seriously. Any information obtained by our trading divisions is held and processed in accordance with the relevant data protection legislation. The data you provide us with is securely stored on our computerised database and transferred to our clients for the purposes of presenting you as a candidate and/or considering your suitability for a role you have registered interest in.

As defined under the General Data Protection Regulation (GDPR) Perrett Laver is a Data Controller and a Data Processor, and our legal basis for processing your personal data is 'Legitimate Interests'. You have the right to object to us processing your data in this way. For more information about this, your rights, and our approach to Data Protection and Privacy, please visit our website <http://www.perrettlaver.com/information/privacy/>.



Skinner's
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