Candidate Pack

Cluster Vice Principal, Yorkshire Cluster

United Learning

United Learning
The best in everyone™

Welcome

Welcome to the Yorkshire Cluster of United Learning, and thank you for your interest in this exciting opportunity.

This is a rare and rewarding chance to step into a key leadership role within a dynamic and forward thinking cluster of schools, and to become part of United Learning, one of the United Kingdom's largest and most respected multi academy trusts.

If you are motivated by the opportunity to make a meaningful difference, passionate about unlocking the potential in every student, and ready to lead with purpose, innovation, and compassion, this could be the perfect next step in your career.

To succeed in this role, you will need to demonstrate integrity, resilience, and a commitment to inclusive leadership. You will be a visible and approachable presence across our schools, someone who builds trust with students, families, staff, and the wider community. Strong, positive relationships will be at the heart of your impact.

As Cluster Vice Principal, you will play a central role in shaping the quality of education across our academies. You will lead on raising student outcomes and driving excellence in teaching and learning. We are looking for someone with a strong track record of supporting students from a range of backgrounds, including those facing disadvantage and those with special educational needs, someone who can help remove barriers and enable every learner to thrive.

You will report directly to one of the four Headteachers within the Yorkshire Secondary Cluster: Barnsley Academy, Fir Vale Academy, Sheffield Park Academy, and Sheffield Springs Academy. You will be based at the school where your support is most needed.

Our cluster model enables schools to share expertise and resources, creating local opportunities for staff development and collaboration. While each school retains its unique identity, we are united by a shared mission to bring out the best in everyone. Together, we aim to offer more to our students and colleagues than any single school could achieve alone.

United Learning and the Yorkshire Cluster are deeply committed to staff development and wellbeing. From the moment you are appointed, you will be supported through a structured induction and ongoing professional development. As part of a national trust, we offer competitive pay progression and a range of employee benefits designed to support your career and personal wellbeing.

Above all, we put young people first. We work in partnership with students and families to create a structured, supportive environment where every learner can succeed both academically and personally. We maintain high expectations for behaviour and conduct, ensuring that our classrooms and corridors are respectful, purposeful spaces for learning.

We are proud to be an inclusive organisation and are actively working to improve the diversity of our leadership teams. We particularly welcome applications from individuals who are currently underrepresented in school leadership, including those from Black, Asian, and minority ethnic backgrounds, and women aspiring to senior roles.

If you have a strong track record of improving outcomes for young people and a passion for making a difference, we would be delighted to hear from you.

We understand that applying for a new role is a significant decision. We encourage you to explore all the information you need to make the right choice, and we warmly welcome visits to our schools if that would support your decision making. If you would like more information or to arrange a visit, please contact Will Bridge – Executive Search Consultant via: wbridge@academicis.co.uk /01223 907979/ 07825 346535.

About United Learning

United Learning is a national group of schools committed to delivering excellent education to children and young people across the country. What makes us unique is our composition of both state and independent schools, working together within a single organisation. By bringing together the best of both sectors, we foster a culture of mutual respect and shared learning. Each of our schools is encouraged to develop its own distinctive character and strengths, while embracing our shared values of service, compassion, and generosity. To learn more about United Learning, please visit: **www.unitedlearning.org.uk**

Our Ethos

Our approach to education is underpinned by a sense of moral purpose and commitment to doing what is right for children and young people. We believe in supporting our colleagues to achieve excellence and in acting with integrity in all our dealings within and beyond the Group. We believe the safety and welfare of all children and young people is paramount. We summarise this ethos as 'the best in everyone' underpinned by our core values:

AMBITION – to achieve the best for ourselves and others.
CONFIDENCE – to have the courage of our convictions and to take risks in the right cause.
CREATIVITY – to imagine possibilities and make them real.
RESPECT – for ourselves and others in all that we do.
ENTHUSIASM – to seek opportunity, find what is good and pursue talents and interests.
DETERMINATION – to overcome obstacles and achieve success.

Our Framework for Excellence

To achieve our mission, our schools prioritise five key principles:

1. **The best from everyone**
2. **Powerful knowledge**
3. **Education with character**
4. **Leadership in every role**
5. **Continuous improvement**

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Our Framework for Excellence

'The best from everyone'

Our aim is to bring out 'the best in everyone'. So, we must expect the best from everyone, all the time. Every child is a special individual, capable of extraordinary things. Who can know the limits of any child's potential? So, we expect unreasonably – we constantly challenge children to do what they think they can't, to persist, to work hard and to **be at their best.**

From every adult we expect the same: that they are at their best, expect unreasonably of themselves, are determined and resilient and pass those expectations on to the children in all they do. We act with the utmost love, care and good faith – the highest standards come with the greatest attention to the wellbeing of all.

'Powerful knowledge'

Our most important purpose is to teach young people things they would not learn outside school, which free them to think and act more powerfully in their lives. Words and numbers are our most powerful ways of representing the world. Mastery of language and fluent mathematical skills are therefore our top priority. We aim to prepare young people to make a success of their lives: a core entitlement to subject-based learning; the development of talents; an understanding **of work and society**. Worthwhile learning is often hard. Inspiring teaching is what gives access to difficult concepts and the thrill of intellectual discovery. Powerful knowledge is not static or backward-looking. It includes the ability to critique, challenge the status quo, think and learn.

'Education with character'

Academic success is very important. Exam passes are an important aspect of that. But there is more to a good education. Our schools also aim to develop character, compassion and service. Young people are expected to contribute to their school and to society; to try things which they think they cannot do; to persist in the face of difficulty; to become resilient in overcoming obstacles; to manage themselves; to work independently on things which challenge them; to work with others and in teams; to be courageous and caring; to lead.

We want young people to look back on a joyful schooling which has inspired and challenged them, given them wide opportunity and **prepared them for the ups and downs of life.**

'Leadership in every role'

Our children are leaders of the future. We expect them to start today – taking advantage of structured opportunities to lead and taking responsibility for themselves and others. Every adult in the school is a leader. In every word, tone and gesture, they set direction and expectation. We expect every adult to take responsibility and the initiative to do what is right for the children. All those in formal leadership positions create the climate in which others work. They demand the highest standards, build a performance culture, develop their teams and create the space for others to lead. All leaders listen, grow relationships, act with integrity and care and expect the best from themselves and others in building a happy, **confident school.**

'Continuous improvement'

However good we are, we can be better. We constantly look for improvements and implement them with pace. We look for ideas for improvement inside the organisation and out; we observe one another; we steal good ideas with pride and look to make them better; we work **together to improve.** We always look at the evidence and are rigorous in evaluating impact. We stop or change things which aren't working; we improve things which are. We aim for high leverage, high impact for low effort and low cost. We constantly look to have more impact for less cost and effort **and to spend every pound wisely.**

Job Description

Strategic Leadership & Vision

- Support in delivering the school's vision and improvement plan, promoting a culture of effective, solution-focused improvement.
- Lead on key areas of school development, ensuring alignment with national and trust priorities.
- Promote a culture of high expectations, continuous improvement, and professional excellence.
- Ensure the school's vision is clearly communicated, understood, and embraced by all.

Excellence in Teaching & Learning

- Drive improvements in teaching, learning, and assessment across the school through robust systems and processes.
- Monitor and evaluate curriculum delivery and student outcomes.
- Lead on staff development, coaching, and performance management to improve classroom practice.

Student Outcomes and Inclusion

- Champion high standards of achievement and progress for all students, including those with special educational needs and those from disadvantaged backgrounds.
- Oversee targeted interventions and strategies to close attainment gaps.
- Promote inclusive practices and ensure compliance with safeguarding and equality legislation.
- Build and maintain strong, collaborative relationships across the Trust, with the Local Governing Body, and with external agencies to enhance student support and enrich their educational experience

Operational Leadership

- Contribute to the effective day-to-day running of the schools, modelling the vision and values.
- Lead on behaviour, attendance, and pastoral systems as required.
- Represent the schools in meetings with parents, governors, and external partners.

Staff Leadership and Development

- Line manage, coach and mentor middle leaders and the wider staff body.
- Lead professional development initiatives and contribute to talent management and succession planning.
- Work in close partnership with Headteachers to address and resolve sensitive employment matters and safeguarding concerns, ensuring the wellbeing and safety of all students.
- Promote a culture of collaboration and mutual support among staff within the school and across the wider cluster.
- Actively engage in self-reflection, continuous professional development, and the appraisal process to support personal growth and professional excellence.

Other

- There will be an element of travel required within the role.
- This job description is not intended to be all-inclusive; flexibility and a pro-active attitude is required.
- This post is subject to an enhanced DBS disclosure; the post holder must be committed to safeguarding the welfare of children.

Person Specification

Criteria		Essential	Desirable
Qualifications and Training	Qualified Teacher Status (QTS)	Y	
	Degree or equivalent	Y	
	NPQSL, NPQH or equivalent leadership qualification		Y
	Postgraduate qualification in education or leadership		Y
Experience	Substantial experience in a senior or middle leadership role within a secondary school	Y	
	Proven track record of improving teaching, learning, and student outcomes	Y	
	Experience of working with students with SEND and those from disadvantaged backgrounds		Y
	Experience of leading and managing staff	Y	
Knowledge and Understanding	Deep understanding of curriculum design, pedagogy, and assessment	Y	
	Strong understanding of school improvement planning and implementation	Y	
	Knowledge of safeguarding, inclusion, and equality legislation	Y	
Skills and Abilities	Excellent leadership and interpersonal skills, with the ability to inspire and motivate others	Y	
	Strong analytical skills and the ability to use data to inform decision-making	Y	
	Ability to build and maintain effective relationships with a wide range of stakeholders	Y	
	Skilled in coaching, training and mentoring staff at all levels		Y
Personal Attributes	High levels of integrity, resilience, and emotional intelligence	Y	
	Commitment to inclusive education and the success of every student	Y	
	A visible, approachable, and values-driven leader	Y	
	Commitment to ongoing professional development and self-improvement	Y	

Terms & Conditions of Employment

Position
Cluster Vice Principal, Yorkshire Cluster

Reporting Line
Headteacher

Location
Yorkshire

Start Date
As soon as possible

Starting Salary
The salary will be commensurate with the significance and importance of the post and the experience of the successful candidate. Pay is above STPCD with additional increases available for excellent performance.

Teachers' Pension Scheme
The post holder is eligible to be a member of the TPS

Holidays
You are entitled to take holidays during the normal school holidays except where your presence is required for proper execution of your duties. We would expect you would not have less than six weeks of the year without any work involvement. Staff are guaranteed one paid personal day off each year.

Safeguarding
United Learning is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. This appointment will be subject to an enhanced DBS Check, medical clearance, online checks and employment references, all of which are satisfactory to United Learning.

Benefits
We encourage flexible working and offer opportunities where it meets the needs of the role. We also have a wide range of benefits, including a Health Cash Plan which gives you money back on essential healthcare, discount schemes that save you money, as well as access to an Employee Assistance Programme, discounted gym memberships, cycle purchase and car leasing.

The final detailed terms and conditions are subject to agreement between United Learning and the successful candidate which will be reflected in the formal employment contract.

How to Apply

We're delighted to be partnering with Academicis for this recruitment process.

To apply, please send your completed application to Will Bridge, Executive Search Consultant, at:
✉ wbridge@academicis.co.uk

The deadline for applications is 11:59pm on Sunday, 22 June 2025.

If you would like to discuss the role further or arrange a visit, please don't hesitate to contact Will directly. He will be happy to support you throughout the process:

📞 01223 907979 or 07825 346535

We look forward to hearing from you — and hopefully welcoming you to our team!