

Vice Principal

Based at The Forest Academy-IG6 3TA

Salary: L23- 28 (Outer London)

Required: September 2025

Thank you for your interest in becoming Vice Principal at The Forest Academy. We are extremely proud of our recent achievements – The Forest Academy is one of the top 25 fastest improving schools in London based on 2024 results at Key Stage 4 and is well on its way to becoming a truly exceptional school.

We are seeking to appoint a dynamic and inspirational leader with sky-high expectations for our students and who thoughtfully and successfully develops the staff they are working with. Leading with honesty, integrity and high aspirations, they will share our unwavering conviction that all students deserve an exceptional curriculum and the very best teaching. They will, like us, believe in our students and what they can achieve.

The Vice Principal will lead strategically across the school, as well as work within a Key Stage to ensure our students receive a superb and well-rounded education. They will have an excellent track-record of leading teams and driving improvement in schools. They will work within an experienced and successful team, delivering exceptional outcomes and progression, with the role providing an exciting opportunity for someone who aspires to go into headship.

The Vice Principal will:

Support the Principal in having a decisive impact on school improvement, the quality of teaching and students' achievements in all classrooms within the school and beyond. You will support aspirational expectations of exceptional standards for the school and, you will contribute to the wider Multi Academy Trust. You will provide professional leadership and management of staff in order to promote high quality teaching, learning and assessment throughout the school. You will support the Principal by embedding strategies that will constantly improve standards of learning, progress, and outcomes for all students.

The Vice Principal will articulate clear values and a compelling vision for students, staff, parents and carers, and the wider community at Forest Academy to ensure entitlement, equal opportunities, and excellence for all.

- Ensure equality of opportunity across the whole school, working with a large team of dedicated staff across the school.
- Ensure high academic standards are upheld, and that all students make great progress and progress to high quality destinations.
- Lead strategically on safeguarding our students – building a culture of vigilance and teaching the students how to stay safe into their adult lives
- Sustain a culture of high-aspirations, with students working hard and conducting themselves in an exemplary manner in and out of school.



The successful candidate will be excited by the challenge of ensuring that all of our students receive a superb education. Staff at The Forest Academy enjoy their work because they know that they make a difference for our students each and every day. We are an approachable leadership team who are laser-focused on ensuring that teaching and learning is always improving, and who are committed to the professional development of our staff. Relationships are a real strength at The Forest Academy, and staff enjoy the warm greetings and polite thanks that they get from our friendly and respectful students.

Staff also enjoy the career progression and development opportunities available at The Forest Academy and more widely across the Trust, as we are careful to identify the leaders of tomorrow and to nurture talent. The Staff Forum helps to ensure that communication is strong between staff and the leadership team, and we are committed to ensuring that workload is manageable in all roles. The Forest Academy is a truly brilliant school and is an incredible place to work.

Interested candidates are encouraged to organise a visit or phone call – please contact hr@beaconacademytrust.co.uk



Beacon Multi Academy Trust Benefits

SCAN THE QR CODE
TO VIEW **CURRENT**
VACANCIES



Responsive medical care which can be extended to include family and friends - taxable benefit.

Busy Beacons Nursery

Access to a BMAT term time only on-site nursery for all BMAT staff

Pay and Conditions:

16% PPA minimum for teaching staff

Retained School Teachers Pay and Conditions 2012

including automatic main scale progression for teaching staff.

Access to **Teachers' Pension Scheme (TPS)** or to Local Government **Pension Scheme (LGPS)**

CPD:

BMAT CPD Hub - Investment in training and professional development

A range of **career opportunities** across the Trust

Free access to a fully fitted **on-site fitness suite** on both campuses and staff shower facilities.

Interest-free beneficial loans to spread the cost of computer equipment, bikes, transport season tickets and visa applications

Free hot drinks

Free on-site parking and electric vehicle charging points on campus

Winter wellbeing additional day holiday for all staff

Employee Assistance Programme. 365 days/24-hour helpline and additional support with legal, financial advice and counselling

Two weeks' **full pay** paternity leave

Generous leave for full-time support staff

Team building and sports events to build cohesion and BMAT community.

Microsoft Office 365 individual access from personal devices



The Trust is committed to safeguarding and promoting the welfare of young people and expects all members of staff to share this commitment.

Enhanced DBS (with list checks) is required for this post.

The below documents must be read prior to applying for this role and will be factored into interviews:

[Keeping Children Safe in Education](#)

[BMAT – Safeguarding and Child Protection Policy](#)

Further information and an application form can be found at <https://nelta.co.uk/vacancies/>

Please forward your electronic applications to recruitment@beaconacademytrust.co.uk

Please note we reserve the right to close or extend this position depending on application numbers, therefore we would urge candidates to submit an application as soon as possible.

Vice Principal

General duties and responsibilities

- **Specific priorities in each year will be defined by the Principal and Trust Executive with the post holder in line with the school's strategic objectives**
- To undertake the professional duties of the Principal in their absence.
- Responsible to the Principal and Trust Executive.

Progress, Teaching & Learning

- Secure exceptional teaching through an analytical understanding of how students learn and the core features of successful classroom practice, leading to rich curriculum opportunities and students' well-being
- Ensure all students make exceptional progress over time, overcoming disadvantage through high expectations, innovation, rigour and engaging learning
- Demand ambitious standards for all students, overcoming disadvantage and advancing equality, instilling a strong sense of accountability in staff for the impact of their works and student outcomes
- Hold all staff to account for their professional conduct and practice
- Provide a safe, calm and well-ordered environment for all pupils and staff, focused on safeguarding pupils and developing their exemplary behaviour in school and in the wider society.
- Develop effective relationships with fellow professionals and colleagues in other public services to improve academic and social outcomes for all pupils.
- Undertake any other reasonable professional task as directed by the Principal and Trust

Leadership

- Hold and articulate clear values and moral purpose, focused on providing a world-class education for the pupils they serve.
- Demonstrate optimistic personal behaviour, positive relationships and attitudes towards their pupils and staff, and towards parents, governors and members of the local community.
- Lead by example- with integrity, creativity, resilience, and clarity- drawing on their own scholarship, expertise and skills, and that of those around them.
- Distribute leadership throughout the organisation, forging teams of colleagues who have distinct roles and responsibilities and hold each other to account for their decision making.
- Work with political and financial astuteness, within a clear set of principles centred on the school's vision, ably translating local and national policy into the school's context.
- Communicate compellingly the school's vision and drive the strategic leadership, empowering all pupils and staff to excel.



- Identify emerging talents, coaching current and aspiring leaders in a climate where excellence is the standard, leading to clear succession planning.
- Sustain wide, current knowledge and understanding of education and school systems locally, nationally and globally, and pursue continuous professional development.
- Ensure the school's accountability to a wide range of groups particularly BMAT parents/carers, Trustees, Governors and the RSC
- Hold all staff to account for their professional conduct and practice.
- Provide a safe, calm and well-ordered environment for all pupils and staff, focused on safeguarding pupils and developing their exemplary behaviour in school and in the wider society.

Other Duties and Responsibilities

The above mentioned duties are neither exclusive nor exhaustive, duties and responsibilities of the post may change as requirements and circumstances change.

The post holder may be required to carry out such other duties as requested by management that are broadly within the level of the post.

Vice Principal

Person Specification	Essential (E) Desirable (D)	App Fm	Intvw	Ref
Teaching Qualifications and Experience				
1. Qualified Teacher Status	E	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Good Honors Degree	E	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Evidence of Professional Development and Leadership training	E	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Experience				
4. Experience at senior leadership level	E	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
5. Successfully led, planned, managed and evaluated change which has had a significant impact at whole school level	E	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
6. Demonstrate the ability to work strategically and successfully at a senior leadership level	E	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
7. Successfully collaborate with colleagues, partners and providers	E	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
8. Building and sustaining effective relationships with parents, and the broader community	E	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
9. Outstanding, sustained and successful experience as a teacher in a secondary context	E	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
10. Experience of teaching/impact at Key Stage 3/4/5	E	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>



Professional Experience, Knowledge and Understanding				
11. Experience of developing and sustaining a learning culture that has high expectations and standards of achievement whilst demonstrating a commitment real inclusive practice	E	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
12. Experience of ensuring student progress and achievement, using data analysis	E	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
13. Experience of monitoring and evaluating the effectiveness of teaching and learning, including its outcomes in terms of standards and achievement.	E	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
14. Knows how to establish and sustain effective organisational structures, systems, policy and practice.	E	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
15. Knowledge of and commitment to the implementation of safeguarding practices	E	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
16. Understand and use the principles and practice of quality assurance systems; school review, self-evaluation, performance management	E	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
17. Experience of holding individuals, teams and whole school to account for learning outcomes.	E	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Personal Skills and Attributes				
18. Inspire, challenge, motivate and empower teams and individuals to achieve high goals. Demonstrate resilience and personal optimism.	E	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
19. Demonstrate personal enthusiasm and commitment to leadership aimed at making a positive difference to children and young people.	E	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
20. Demonstrate personal and professional integrity, including modelling values and vision.	E	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
21. Prioritise, plan and organise themselves and others.	E	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
22. Think analytically and creatively and demonstrate initiative in solving problems.	E	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
23. Aware of own strengths and development needs and, listen to and reflect constructively and consider/implement, feedback from others.	E	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
<p>BMAT is committed to safeguarding and promoting the welfare of young people and expects all members of staff to share this commitment.</p> <p>Enhanced DBS Disclosure is required for this post.</p>				

