



**FUTURE
ACADEMIES**
LIBERTAS PER CULTUM



Vice Principal (Academic) Recruitment Pack





WELCOME FROM OUR PRINCIPAL – Tony MacDowall

Dear Applicant,

I am delighted to welcome you to Pimlico Academy, one of the top schools in London. Pimlico Academy is a vibrant and exceptional place for learning, where students thrive in a supportive and enriching environment, guided by our vision of “*Freedom through Education.*” We firmly believe that every child deserves an outstanding education, regardless of their background, and we are committed to providing them with the opportunity to succeed.

Our **knowledge-rich curriculum** promotes academic excellence and provides the educational breadth that prepares our students for the future. Delivered by subject specialist teachers, each lesson is designed to be enriching and engaging, contributing to our students’ academic success. As a result, our students consistently achieve exceptional outcomes and secure places at some of the best universities in the country.

Beyond academic achievement, Pimlico Academy is deeply committed to **educating the whole child**. Our values of **Knowledge, Aspiration, and Respect** are embedded in everything we do, ensuring that we nurture the personal growth and character of every student. We aim to inspire, challenge, and motivate our students to aim high, work hard, and fulfil their potential.

Thank you for your interest in the **Vice Principal (Academic)** role. This is an exciting opportunity for an enthusiastic and dedicated individual to join our team and contribute to the continued success of Pimlico Academy.

As part of our team, you will play a key role in contributing to our holistic approach to education. If you are passionate about **academic excellence, student development**, and creating an environment where all children can thrive, we would love to hear from you.

Future Academies is passionate about diversity and inclusivity. We welcome applications from individuals who have the skills and experience to fulfil the requirements of the job description and whose values align with the ethos of Pimlico Academy. We encourage applications from candidates of all backgrounds, regardless of any protected characteristic.

If you would like to discuss the role in more detail, please do not hesitate to contact us at enquiries@pimlico.futureacademies.org.

Thank you again for your interest, and we look forward to receiving your application.

Best wishes,
Tony MacDowall
Executive Principal
Pimlico Academy





JOB DESCRIPTION

JOB TITLE:	Vice Principal (Academic)
LINE MANAGER:	Principal
CONTRACT:	Permanent
HOURS:	Full time
SALARY:	Leadership Pay Scale ILL18 (£88,496) - ILL22 (£96,594)
PLACE OF WORK:	Pimlico Academy
RIGHT TO WORK:	This appointment is subject to verification of the right to work in the UK. Where the successful candidate has worked or been resident overseas in the last five years, such checks and confirmations will be required in accordance with the statutory guidance
START DATE:	September 2026, <i>with the possibility of an earlier start date for the right candidate.</i>
STAFF BENEFITS:	<p>Future Academies recognises its employees as the most important asset and critical to its success. To demonstrate this all staff are offered the following benefits:</p> <ul style="list-style-type: none">• A supportive ethos and concern for the well-being of all colleagues.• Excellent CPD opportunities and career progression.• Employer Contributions to Local Government or Teachers Pension Scheme.• Mintago – employee benefits platform.• Employee Assistance Programme.• Access to a Virtual GP• Eye Care Voucher scheme.• Partnership with YellowNest -Salary sacrifice childcare.
	For further information regarding our staff benefits, please visit our website .
PROBATION PERIOD:	The post holder will be required to complete a 4-month probation period.

Overview

The Vice Principal (Academic) holds overarching responsibility for the academic life of Pimlico Academy and plays a pivotal role in shaping the educational experience of every student. As a key member of the senior leadership team, the post holder will lead on all aspects of curriculum, pedagogy, and academic outcomes, ensuring that teaching and learning across the academy are consistently excellent, ambitious, and aligned with our vision of Freedom through Education. This role carries significant strategic influence. The Vice Principal (Academic) maintains a comprehensive and up-to-date understanding of the curriculum and its implementation across all year groups and key stages, working closely with Future Academies' Curriculum Centre to ensure coherence, quality, and subject integrity. The post holder is expected to remain at the forefront of national developments in curriculum design, assessment, and pedagogy, and to translate emerging research and best practice into meaningful, impactful improvements across the academy.

A central component of the role is leading the continued professional development of academic staff. This includes overseeing the development of teachers, middle leaders, Early Career Teachers, and trainee teachers, ensuring that all colleagues receive the training, coaching, challenge, and support required to excel. The Vice Principal (Academic) will lead and refine the annual appraisal process, fostering a culture of professional growth, intellectual curiosity, and high expectations. They will champion scholarship and academic excellence, driving improvement in all departments and modelling exemplary practice.

The role encompasses significant operational leadership. The Vice Principal (Academic) will oversee key academic systems—including assessment integrity, internal and external examinations, literacy development, and the management of departmental budgets. They will lead rigorous analysis of academic data, identify patterns and trends, and ensure that action plans are targeted, timely, and effective. Working alongside the Assistant Principal (Sixth Form), they will contribute to the post-16 academic journey, supporting the progression of students to university, apprenticeships, or employment.

As part of the senior leadership team, the Vice Principal (Academic) will help ensure smooth and effective daily operations, maintain high professional standards, and contribute to the strategic direction of the academy. The post holder will deputise for the Principal when required and act as a trusted advisor on whole-school decision-making. They will be a visible leader within the academy, building strong relationships with students, staff, families, and the wider community, and reinforcing the values of Knowledge, Aspiration, and Respect.

This is a role for an exceptional leader: someone with a deep understanding of high-quality teaching, learning, and curriculum; someone who can inspire confidence, motivate others, and drive meaningful and sustained improvement; and someone who embodies professionalism, integrity, and ambition. The successful candidate will be instrumental in shaping the academic direction of Pimlico Academy and will play a vital part in ensuring that every young person leaves us equipped with the knowledge, character, and confidence to thrive.



MAIN RESPONSIBILITIES AND TASKS

KEY RESPONSIBILITIES

- The leadership of all academic aspects of school life, including curriculum pedagogy and academic outcomes.
- Maintaining an accurate and up-to-date understanding of the curriculum and its delivery across all year groups and all key stages (including liaising regularly with the Curriculum Centre in relation to this).
- Keeping abreast of current curricular and pedagogical initiatives and innovations, both within Future Academies and nationally.
- Overseeing the continuous professional development of academic staff, including that of teachers, middle leaders, ECTs and trainees.
- Overseeing the annual appraisal process for all staff; Developing a culture of scholarship and academic excellence throughout the academy.
- Taking an active involvement in the teaching staff recruitment process.
- Overseeing the academy's literacy development programme and library provision.
- Coordinating and monitoring departmental budgets (including book budgets).
- Having overall responsibility for the accuracy and integrity of assessment processes.
- Having overall responsibility for examinations (both internal and external).
- Monitoring and analysing examination results and subsequent action plans.
- Overseeing the process of applying to university or work (in collaboration with the assistant principal (Sixth Form))
- Deputising for the principal, as required.

TEACHING RESPONSIBILITIES

- Delivering excellent lessons, achieving excellent results and acting as a role model to students.
- Having the highest expectations of every student in terms of achievement, character and conduct.
- Loving their subject and cultivating a similar passion in their students.
- Supporting their students through academic intervention, as required.
- Contributing to the co-curricular programme and the wider life of the school; and Attending academy events and meetings.

SLT RESPONSIBILITIES

- Maintain confidentiality, collective responsibility and collegiality.
- Support, promote and embody the academy's vision and ethos.
- Be a source of inspiration, support and guidance to colleagues.
- Maintain a visible presence about the school.
- Conduct lesson observations, learning walks, work scrutiny and other quality assurance tasks; Set performance expectations and conduct performance evaluation for assigned staff; Contribute to academy self-evaluation and development planning.
- Contribute to the success of the academy, in the widest possible sense.



- Regularly update the pages of the academy's website for which they are responsible; and Deputise for other senior colleagues, as necessary.

OTHER

- Uphold Future Academies' values of knowledge, aspiration and respect at all times.
- Act with professionalism and integrity at all times.
- Contribute to the wider success and development of the trust.
- To promote the aims, values and ethos of the trust and uphold the trust Data/GDPR policy.
- To adhere to all Academy policies and procedures.
- To participate in any appropriate meetings with colleagues and parents.
- To participate in performance management arrangements with the Trust.
- To attend training courses as required and lead by example on continuous professional development.
- To observe and promote Equalities across the Trust.
- To be responsive to school/ needs, demonstrating speed of response through own actions and proactively proposing ideas and solutions.
- To carry out any other duties appropriate to the post as required.
- Proven experience of being an outstanding classroom practitioner with a strong track record of achieving excellent examination results at GCSE and A level and/or IB.
- A proven track record of delivering change and sustained improvement.
- Experience of working in a high-performing organization.
- An appreciation of what educational excellence looks like.
- An understanding of the demands involved in leading a large, successful school; Experience of impactful leadership as part of a school leadership team.
- A knowledge of current thinking and debate surrounding curriculum, pedagogy and education policy.
- Awareness of best practice in pastoral care and safeguarding.

No job description can be entirely comprehensive, and roles develop organically over time. The post holder will be expected to support with any other duties appropriate to the role, as and when this is required.

PERSON SPECIFICATION



	Description	Essential (E) DESIRABLE (D)
Qualifications	Right to work in the UK	E
	Qualified Teacher Status (QTS)	E
	Degree in a relevant subject area	E
	NPQSL or NPQH (or working towards)	D
	Evidence of on-going professional development and training relevant to the role	E
	Training/qualifications in Child Protection and Safeguarding	E
	Further leadership or specialist qualifications	E
	First Aid Qualification	D
Knowledge, Skills and Experience	The ability to lead confidently and with conviction, and to accept no excuses	E
	Leading whole-school improvement initiatives	E
	Successful leadership at middle or senior leader level	E
	Ability to use schools data systems ie Bromcom, CMIS	E
	A capacity to engage with the broad community which the academy serves	E
	Deep understanding of effective teaching, learning, and curriculum design	E
	Ability to work with a range of stakeholders in a service environment	E
	Ability to communicate effectively and have the confidence and skills to establish rapport with young people	E
	ICT literate with the ability to operate Word, Excel and Outlook	D
	Ability to plan and prioritise own workload, act on own initiative and manage conflicting demands	E
	A passion that the power of education can transform lives	E
	Experience of working in a high-performing organisation	D



	Able to be a good role model to young people – demonstrate and promote positive values, attitudes and behaviour, and maintain a high standard of professionalism	D
	An understanding of the demands involved in leading a large and successful school	E
	Excellent punctuality and professional conduct	E
	Experience of impactful leadership as part of the SLT	D
	Awareness and adherence to relevant data protection, safeguarding and health & safety requirements and a commitment to equality of opportunity	E
Other requirements	The ability to remain discrete when privy to confidential information	E
	A commitment to the highest standards of student achievement, behaviour, and wellbeing	E
	Commitment to safeguarding and promoting the welfare of children and young people	E
	Willingness to undergo appropriate checks, including enhanced DBS checks	E
	Proven track record of delivering change	E
	High Standards of written and verbal communication	E
	Committed to Equality, Diversity & Inclusion,	E

WHAT CAN WE OFFER YOU?

1

Colleagues who care about the children they serve and each other.

2

A curriculum that is centrally resourced and locally owned.

3

An evidence-based hybrid CPD offer, striking balance between central input and local tailoring to context.

4

Bespoke leadership development opportunities with the chance to be involved in a year-long programme including executive coaching.

5

A thoughtfully crafted staff benefits offer through our partner, Mintago, including tax-free childcare, cycle to work vouchers, virtual GP access and much more.

6

A two-week October half term with no reduction in holidays elsewhere.

7

Integrated instructional coaching through StepLab, enabling feedback which is timely, developmental and low-stakes.

8

Access to a generous enrichment fund, outside of the school funding envelope, through a bidding process to our charity sponsor, Future.

9

We lean into the size of our MAT. With ten schools, we are small enough for you to know everybody, and big enough for you to lean on them for support.

10

We treasure staff voice and use SchoolSurveys to get benchmarked data on how our staff feel and what they think. 83% of staff feel their line manager make them do their job better, against a contextual benchmark of 69%.

APPLICATION PROCESS

1. Applying for the role

- To apply for the post, please visit our website - [Vacancies - FaceEd \(face-ed.co.uk\)](https://vacancies-face-ed.com)
- Applicants should complete the online application form via FaceEd. Applicants should also complete the 'Personal Statement' section of the online form to the best of their ability and use this section to demonstrate how they meet the requirements set out in the person specification. Please ensure specific examples are included.

2. Interview Process

- The interview process will take place as soon as possible after shortlisted has been completed. The interview will include a formal interview and may include practical tasks related to the knowledge and skills required for the role.

3. Notification & Feedback

- Candidates that have taken part in interviews will be notified as soon as possible – please ensure that you have provided day and evening numbers on which you can be reached.
- Unsuccessful candidates will be given the opportunity to receive professional feedback.

4. Taking up the post

- The successful candidate will take up the post as soon as possible.

5. Additional information

- For further information please email Enquiries@pimlico.futureacademies.org and a member of the HR team will contact you.

6. Safeguarding

- As an educational trust, Future Academies is committed to the safeguarding and promotion of the welfare of all children and young people. Therefore, the Trust expects all members of staff and volunteers to share in this commitment. An 'Enhanced Disclosure and Barring Service' check and a 'Barred List' check is required for this role.

