

Assistant Principal

Based at Beal High School- IG4 5LP

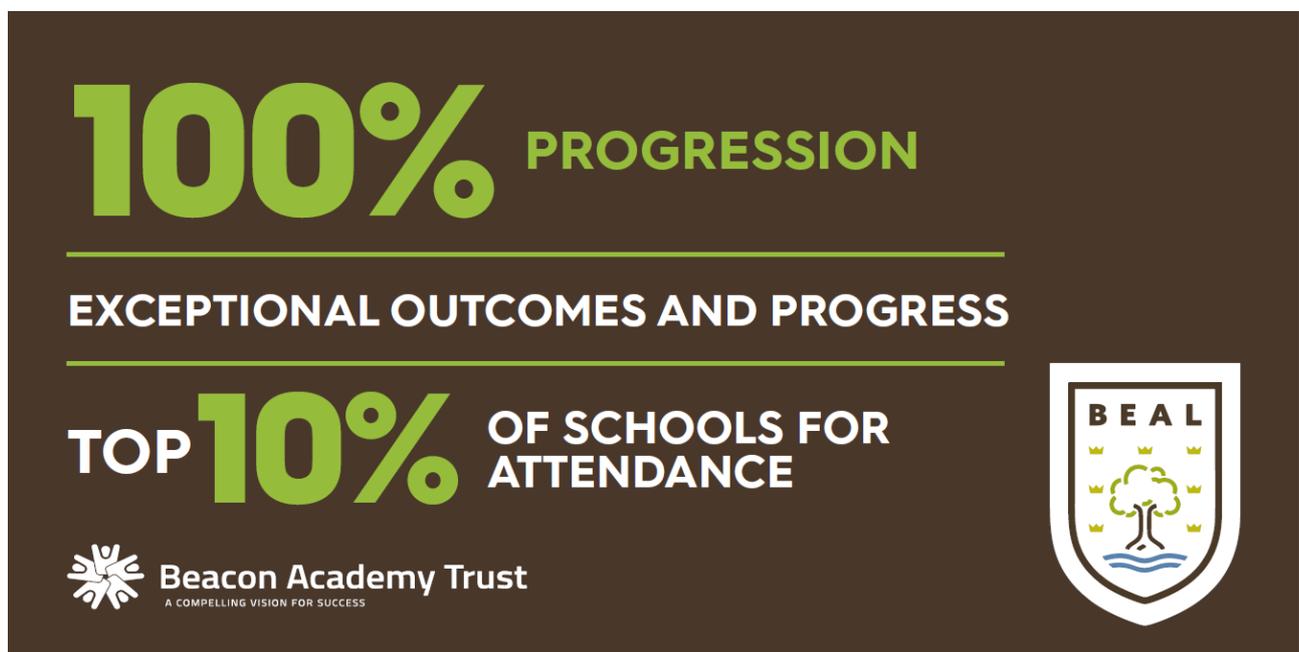
Salary: BMAT Assistant Principal Scale – L14-20

Required: September 2026 (or earlier)

Thank you for your interest in becoming an Assistant Principal at Beal High School. We are seeking to appoint a dynamic and rigorous leader, who is excited about working at scale and has sky-high expectations for our students and who thoughtfully and successfully develops the staff with whom they are working. All of our senior leaders are relentlessly focussed on providing an exceptional curriculum and teaching entitlement for every student at Beal High School, and the exact leadership responsibilities will be agreed with the successful candidate.

You will appreciate your role in helping our students to have high aspirations, and you will share our belief that our students deserve an exceptional curriculum and the very best teaching.

Staff benefit from career progression and development opportunities available at Beal High School and more widely across the Trust.



100% PROGRESSION

EXCEPTIONAL OUTCOMES AND PROGRESS

TOP 10% OF SCHOOLS FOR ATTENDANCE

 Beacon Academy Trust
A COMPELLING VISION FOR SUCCESS



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](#)

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.

Beacon Multi Academy Trust Benefits



Benenden Private Healthcare

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

Staff Wellbeing:

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

Role Description

The Assistant Principal will support the Co-Headteachers and Executive 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 Co-Headteachers by embedding strategies that will constantly improve standards of learning, progress, and outcomes for all students.

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

The Assistant Principal will:

- Assist the Co-Headteachers in leading and managing the school
- Under the direction of the Co-Headteachers, be accountable for key areas of the School Improvement Plan; and
- Share responsibility for implementing school policies, decision-making and strategic planning.

Specific priorities will be defined by the Co-Headteachers with the post holder in line with the School's strategic objectives. Leadership and management responsibilities will be subject to review and will draw upon the experience, skills, and expertise of each of the team members.

100%
PROGRESSION

25%
RUSSELL GROUP

34 ACADEMIC AND VOCATIONAL COURSES

OFSTED
OUTSTANDING

 Beacon Academy Trust
A COMPELLING VISION FOR SUCCESS


BEAL SIXTH FORM



Leadership

- Champion the vision, ethos and activities of the School and the Trust
- Hold and articulate clear values and moral purpose, focused on providing a world-class education for students.
- Demand ambitious standards for all students within the School, overcoming disadvantage and advancing equality, instilling a strong sense of accountability in staff for the impact of their work on students' outcomes.
- Support the development of the School's systems and processes ensuring they are well considered, efficient and fit for purpose, upholding the principles of transparency, integrity, and probity.
- Drive the School's outward-facing collaboration with other schools and organisations - in a climate of mutual challenge - to champion best practice and secure excellent achievements for all students.
- Work in partnership with and all stakeholders.
- Continue to meet all areas of the Teachers' Standards at a good or outstanding level.

Qualities and knowledge

- Demonstrate optimistic personal behaviour, positive relationships, and attitudes towards all
- Lead by example - with integrity, creativity, resilience, and clarity - drawing on personal scholarship, expertise, and skills, and that of others.
- Sustain wide, current knowledge and understanding of education and school systems locally, nationally, and globally, and pursue continuous professional development.
- 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 the school's vision empowering all students and staff to excel

Students and staff

- Secure excellent teaching through an analytical understanding of how students learn and of the core features of successful classroom practice and curriculum design, leading to rich curriculum opportunities and students' well-being.
- Support an educational culture of 'open classrooms' as a basis for sharing best practice within and between schools, drawing on and conducting relevant research and robust data analysis.
- Support an ethos within which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other.
- Identify emerging talents, coaching current and aspiring leaders in a climate where excellence is the standard, leading to clear succession planning.
- Hold staff to account for their professional conduct and practice.

Systems and process

- Provide a safe, calm, and well-ordered environment for all students and staff, focused on safeguarding students and developing their exemplary behaviour in school and in the wider society.



- Establish rigorous, fair, and transparent systems and measures for managing the performance of all staff, addressing any under-performance, supporting staff to improve, and valuing excellent practice
- Contribute to strategic, curriculum-led financial planning to ensure the equitable deployment of budgets and resources, in the best interests of students’ achievements and the school’s sustainability.
- Distribute leadership throughout the school, forging teams of colleagues who have distinct roles and responsibilities and hold each other to account for their decision making.

The self-improving school system

- Develop effective relationships with fellow professionals and colleagues within and beyond Beacon schools to improve academic and social outcomes for all students.
- Challenge educational orthodoxies in the best interests of achieving excellence, harnessing the findings of well evidenced research to frame self-regulating and self-improving schools.
- Help to shape the current and future quality of the teaching profession through high quality training and sustained professional development for all staff
- Model entrepreneurial and innovative approaches to school improvement, leadership, and governance, confident of the vital contribution of internal and external accountability.
- Inspire and influence others- to believe in the fundamental importance of education in young people’s lives and to promote the value of education.
- Remain abreast of educational and other developments impacting both locally and nationally, and ensure staff are well briefed.

Safeguarding Children & Safer Recruitment

Maintain a collective responsibility, and an individual commitment to safeguarding and promoting the welfare of students.

Duties and responsibilities of the post will change over time as requirements and circumstances change. The post holder will be required to carry out such other duties consistent with the post and as directed by the Principal.

Person Specification	Essential (E) Desirable (D)	App	Fm	Intvw	Ref
Teaching Qualifications and Experience					
Qualified Teacher Status	E	X			X
Degree	E	X			X
Evidence of Professional Development and Leadership training	E	X	X		



Professional Experience and Practice				
Experience at senior leadership level/senior-middle leadership	E	X	X	X
Experience of leading and managing a curriculum team	E	X	X	X
Successfully led, planned, managed, and evaluated change which has had a significant impact at department/year team or whole school level	E	X	X	
Demonstrate the ability to work strategically and successfully at a leadership level	E	X	X	
Successfully collaborate with colleagues, partners, and providers	E	X	X	
Building and sustaining effective relationships with all key stakeholders; partner schools, governors, parents, and the broader community	D	X	X	
Sustained and successful experience as a teacher in a secondary context	E	X	X	X
Substantial experience of teaching at Key Stage 3 and 4	E	X	X	
Substantial experience of teaching at Key Stage 5	D	X	X	
Ability and Skills				
Experience of developing and sustaining a learning culture that has high expectations and standards of achievement whilst demonstrating a commitment real inclusive practice	E	X	X	
Experience of ensuring student progress and achievement	E	X	X	
Experience of monitoring and evaluating the effectiveness of curriculum & teaching, including its outcomes in terms of standards and achievement.	E	X	X	
Demonstrate effective interpersonal relationships and strategies for promoting individual and team development	E	X	X	
Knows how to establish and sustain effective organisational structures, systems, policy, and practice.	E	X	X	
Knowledge of and commitment to the implementation of the safeguarding agenda	E	X	X	
Understand and use the principles and practice of quality assurance systems, school review, self-evaluation, performance management	E	X	X	
Experience of holding individuals and teams and to account for learning outcomes.	E	X	X	
Personal Attributes				
Inspire, challenge, motivate and empower teams and individuals to achieve high goals.	E	X	X	
Demonstrate personal enthusiasm and commitment to leadership aimed at making a positive difference to children and young people.	E	X	X	



Demonstrate personal and professional integrity, including modelling values and vision.	E	X	X
Prioritise, plan, and organise themselves and others.	E	X	X
Think analytically and creatively and demonstrate initiative in solving problems.	E	X	X
Aware of own strengths and development needs and, listen to and reflect constructively and consider/implement, feedback from others.	E	X	X
Demonstrate resilience and optimism.	E	X	X
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