



Vice Principal Pastoral

Candidate Pack



Welcome from our Director of Secondary Education



Dear Candidate,

Thank you very much for your interest in becoming Principal of the 11- 18 Longsands Academy in Cambridgeshire. Building on the excellent work of the Executive Principal and Astrea Academy Trust, this is a fantastic opportunity for the right candidate to build on the improvements that have already been made. The new leader will have the opportunity to drive forward the ambition for Longsands Academy to be a beacon of educational excellence in the area.

Both the academy and Trust are committed to a knowledge-rich curriculum and a traditional approach to teaching, behaviour and culture. With careful curriculum design, spaced retrieval practice, strong attention to behaviour policy and practice, detailed assessment and achieving mastery in small steps, rates of progress at Longsands Academy have recently increased greatly. As with all our schools, we have worked hard at the academy to create a scholarly culture that is warm and strict, disciplined and joyful, where there is 'purpose not power', and crucially where teachers can focus on teaching and pupils can focus on learning. As a Trust of 26 schools, we have the capacity to scaffold and support our leaders both educationally and operationally - with finance, HR, technology and data teams, and a Regional Director and subject specialists.

We are now looking for a new Principal, to work closely with the Executive Principal, who is aligned with our values and who will accelerate Longsands Academy's journey to excellence. This opportunity is perfect for someone who shares Astrea Academy Trust's vision and who has the experience, tenacity, and determination to build on the school's improving foundations. You will have a flair for inspiring and motivating staff, pupils, and the wider community, and relentlessly high expectations of everyone associated with Longsands Academy.

If you are aligned with our mission and values, have a strong track record of improving young people's education and a drive to do more, we very much look forward to hearing from you. For an informal conversation (in confidence) in the first instance, please contact Sharon Kontou - PA to the Executive Principal, on Sharon.Kontou@astrea-longsands.org.

With best wishes,

Richard Tutt
Director of Secondary Education



Introduction

Thank you for your interest in becoming part of the Longsands Academy team.

This pack is designed to help you get a feel for what it is like to work with us and help you decide whether you can see yourself as a part of our amazing team, so please give it a good read.

We welcome visits to the school ahead of submitting your application. If you would like to take this opportunity, please contact Sharon Kontou at Sharon.Kontou@astrea-longsands.org.

We'd love to show you round and answer any questions you may have. Likewise, a phone call or teams meeting may work for you - please reach out and we'll make it happen.

At Astrea Academies Trust we are values-driven. At Longsands Academy, our values are scholarship, curiosity, tenacity, respect and responsibility. We are unapologetically ambitious for every child, no matter what their background, prior attainment or needs. We want to ensure that all our scholars have the option to be able to go to university or real alternative. We are not going to reduce expectations because of a child's background or home life or because of a special educational need, in fact the opposite is true, as we know the transformational impact of education outcomes and family values. It is our job to redouble our efforts to help children overcome any barriers so that they can flourish.

If you are committed to working hard and care deeply about improving the life chances and life choices for our scholars we would welcome your application

Francis Bray
Executive Principal



Operational success

relies fundamentally

on **the success**
of our people



About the Trust

The trust has 26 academies across South Yorkshire and Cambridgeshire

We are committed to ensuring that all children in the trust have accelerated opportunities that enable them to learn, thrive, and lead successful lives. Our ambition is to tackle historical educational disadvantage and to play our part in the social regeneration of areas that have experienced poor education opportunities.

The trust has grown rapidly since its creation and now educates around 15,000 students in 26 academies. In Cambridgeshire, the trust comprises four secondary schools and one SEMH special school. In South Yorkshire, the trust works through seventeen primary academies, one all-through school, and three secondary schools.

The trust's Executive Team is led by Rowena Hackwood as Chief Executive Officer. A wider central team supports the work of individual academies in core areas such as academic support, inclusion, governance, finance, HR, estates, and IT. With a 2030 strategy in place, we are clear and specific about our vision for behaviour, curriculum and teaching quality.

All our academies are rated **GOOD** by Ofsted.



Astrea in Numbers

26
ACADEMIES

2,000
MEMBERS
OF
STAFF



£115m
TOTAL
INCOME

100%
RATED 'GOOD'

14,000 PUPILS

£3.9m
REINVESTED
INTO SCHOOLS
TO IMPROVE
FACILITIES AND
INFRASTRUCTURE



About Astrea Academy Trust

SECONDARY ACADEMIES

Within our secondary academies we have a clear and specific vision for behaviour, curriculum and teaching principles, which is codified and widely shared.

Our shared values are scholarship, curiosity & tenacity. We are unapologetically ambitious for every child, regardless of their background, prior attainment or needs. Our goal is to ensure that all our scholars have the option to attend university or pursue an aspirational alternative. Through quality first teaching, we work tirelessly to remove any barriers to success for all children.

OUR KEY CHARACTERISTICS

- Exceptionally high aspirations, with a firm emphasis on academic attainment
- Ambition for every scholar to have the option to attend university or pursue an aspirational alternative
- A knowledge-rich curriculum
- Innovative teaching approaches focusing on direct instruction, means of participation, and developing fluency, greatly influenced by Lemov's 'Teach Like a Champion', Rosenshine, and recent developments in cognitive science
- A commitment to reducing unnecessary tasks through our academy-led Workload Charters
- A belief that our staff are our greatest asset, fostering a developmental environment where everyone can thrive and grow in their role
- A calm and purposeful learning environment that is warm, welcoming, and friendly
- Centralised behaviour systems to further support teacher workload
- A focus on improving reading ability
- A broad range of extra-curricular activities, including sports, music, performing arts, and academic clubs.



**LONGSANDS
ACADEMY**
Astrea Academy Trust

LEARN, THRIVE, SUCCEED

About Astrea Academy Trust

A KNOWLEDGE-RICH EDUCATION

By a knowledge-rich education, we mean a rigorous and extensive knowledge-based education, that draws its material and methods from the best and most important work in both the humanities and the sciences.

The aim of a core knowledge education is not primarily to prepare students for a job or career, it is more to transform their minds so that they are able to make reasonable and astute judgments and engage fruitfully in conversation and debate – not just about contemporary issues, but also about the universal questions that have been troubling mankind throughout history.

We want children to leave our schools with the confidence that comes from possessing an essential general knowledge. A knowledge-rich education should not confine itself to the Western canon but should embrace other cultures and traditions. What that canon includes will be subject to review but will always be closely connected to the history and the present nature of the society in which we live, including our international connections.

WHAT ASTREA OFFERS

- Ongoing CPD, career development, and promotion opportunities
- Extensive support and progression opportunities
- Collaborative planning with a developing centralised KS3 curriculum and associated artifacts
- A feedback policy focused on whole-class feedback – no onerous marking policies
- Disruption-free learning and a 'warm/strict' behaviour system
- Highly visible/supportive senior leaders who have your back
- Centralised detentions, including homework detentions - no need to organise, run or chase them
- No formal graded lesson observations – just ongoing 'no-stakes' drop-ins based around instructional coaching for continuous development
- Excellent support from the Astrea Trust Central team and other colleagues in secondary schools

ASTREA TALENT PROGRAMME

We believe that everyone has talent. At Astrea, we want your career to flourish, nurturing potential through the Astrea Talent Programme. This provides a defined career pathway, with associated personal and professional development way points and opportunities, funded by the Trust, wherever you start on the pathway. From apprentice to senior leader, we are devoted to growth and fulfilment. We want you to realise your ambition plus competence towards a brilliant education for all our pupils, giving them the opportunities they truly deserve.

Codifying Culture

‘We are what we repeatedly do.
Excellence, then, is not an act, but a habit.’

Excellence is a habit



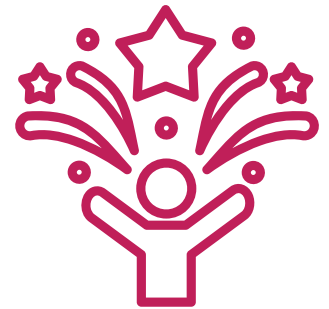
Students rise to meet our high expectations. Maintaining our standards is paramount to establishing strong cultural norms and fostering a culture of excellence.

Warm/Strict (WWF)



We maintain high expectations for students while fostering an environment of warmth, genuine care, and positivity. This nurtures a supportive learning atmosphere which is both disciplined and joyful.

Joy and belonging



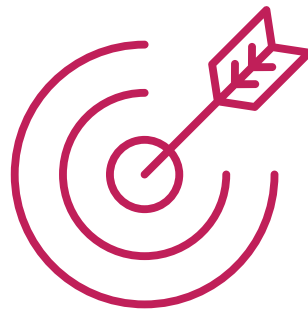
Belonging is one of the most powerful human emotions. Our school creates warm, welcoming, and friendly environment that are fully inclusive, ensuring every student feels joy and a sense of belonging.

Kindness & Politeness



These values are essential for a positive school culture. We foster an environment where kindness, politeness, and gratitude are consistently practiced, creating a respectful and supportive community for all students.

Purpose not power



Actions, intentions, and words are guided by purpose, not merely by positions of authority. All colleagues can clearly articulate the rationale behind actions and decision-making processes.

Over communication



We consistently revisit and reinforce our mission, values, and principles. Over-communicating our core purpose ensures everyone remains aligned. Our values are lived not laminated.

Codifying Culture

‘A strong culture is taught not caught’

Praise & Recognition



Recognition, praise, and rewards drive positive change. We aim to praise students every lesson, every day. Sanctions are issued when wrong choices are made.

Rowing together



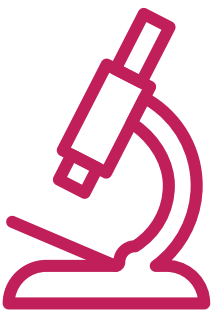
Aligned around our vision and values, all staff row together with relentless consistency. Ignoring issues undermines our culture; instead we collectively row together for the benefit of all.

Aspiration



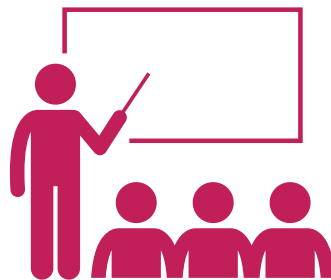
We deliver a knowledge-rich curriculum providing the foundation for excellent outcomes and further opportunities. We believe everyone can succeed. We focus on raising attainment, not just aspirations, turning goals into reality.

Sweat the small stuff



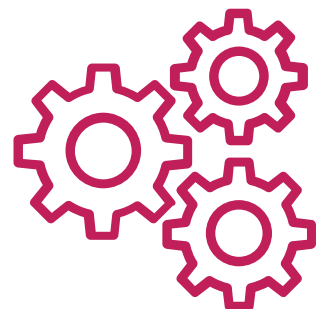
Leaders and staff adopt a meticulous approach, with a relentless drive to ensure fundamental basics are consistently in place and maintained at all times.

Teachers can teach and students can learn



We are committed to fostering an environment where exemplary behaviour is the foundation for disruption free learning. All teachers and support staff can teach and do their jobs free from disruption, no matter their status.

Routines



Universal classroom routines help establish a culture focused on learning. By setting shared expectations and consistent behaviours, we shape the values and norms that define our school community.

How to Find Us

Longsands Road

St Neots

PE19 1LQ

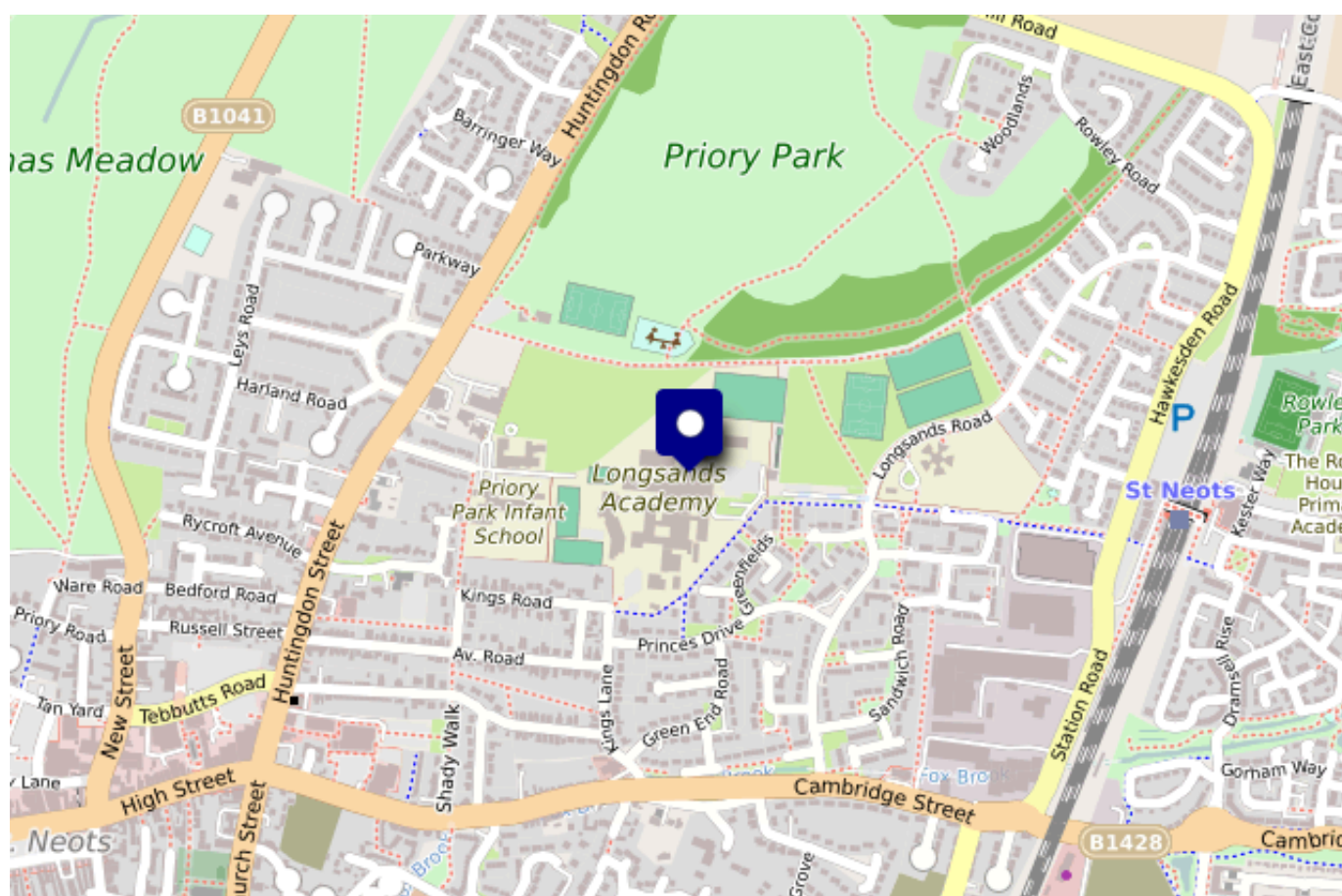
Longsands is easy to locate. Just 10 minutes off the A1, there is ample parking available and direct links to London.

Distances to

Bedford - 13.1 Miles

Cambridge - 18.4 Miles

Milton Keynes - 31 Miles



St Neots Station

1.1 miles or an 11 minute walk



Longsands Academy to St Pancras

You are able to get to London St Pancras in less than 2hrs.

About the role

Role Title	Vice Principal - Pastoral
Responsible to	Executive Principal
Salary	LS20-24 £84,303 - £92,967

We are looking for an outstanding leader who shares our vision to deliver excellent pastoral care for every scholar and who is driven by our commitment to disrupt disadvantage.

This role exists to lead and drive transformational change across the pastoral landscape of the school. It is designed for a dynamic and visionary leader who can command presence, inspire excellence, and relentlessly pursue improvement. The postholder will be instrumental in shaping a culture where high standards of behaviour, safety, and kindness are non-negotiable, and where every child feels a deep sense of belonging and joy. Through strategic leadership, precise execution of systems, and unwavering commitment to the school's values, this role ensures that the school remains a calm, ordered, and thriving environment where every minute of learning is protected and every child is supported to flourish.

This is a unique chance to make your mark. We are looking for a leader with the expertise, vision, and determination to secure rapid improvement, ensuring high-quality teaching and learning can happen in every classroom



Job Description

KEY RESPONSIBILITIES

- Be a big presence within the academy. Have a mindset of constant and continual improvement. Dismantle and rebuild systems and processes until they work brilliantly. Lead constant and continual improvement in all pastoral elements of the school directly and indirectly through line management. This includes: behaviour inside and outside of the classroom, safeguarding, attendance, and internal AP.
- Continue to drive the effective implementation of a Warm/Strict approach. Understand the importance of routines, both inside and outside the classroom, to secure excellent conduct in a calm, ordered, and safe environment.
- Secure excellent conduct in classrooms, ensuring children are focused and learning at all times – every minute matters!
- Ensure children transition calmly and safely between lessons and at social times. Spearhead and continue to develop a culture of kindness and politeness. Inject the school with a sense of joy and belonging!
- Drive continual improvements in pastoral middle leadership, as the engine room of the school.
- Have a laser focus on data that is generated through safeguarding and pastoral systems and respond immediately to support children and stop problems before they arise.
- Use evidence to precisely monitor, diagnose, and evaluate the school. Use this to drive improvement.
- Model and uphold the highest of standards. Ensure others are accountable for maintaining culture, systems, routines, and standards. Robustly tackle underperformance wherever it is identified.
- Line-manage senior leaders and other key areas. Develop expertise within the team, especially with regards to skilful and precise enactment of pastoral systems.
- Be a big voice in driving strategic improvements. Develop plans. Implement priorities quickly.
- Be an excellent practitioner - an example to which others aspire.

Person Specification

Experience

- Experienced in Secondary teaching
- Developed and maintained effective line management relationships.
- Rapidly transformed and maintained the academic outcomes of disadvantaged scholars.
- Supported and coached different members of staff to improve their own performance and expertise.
- Developed the personal development curriculum to make it more relevant and academically challenging.
- Working collaboratively with pastoral and safeguarding teams to strengthen and enhance practice.
- Work with a variety of stakeholders.
- Proven track record of achieving excellent outcomes

Education and Qualification

- Qualified Teacher Status
- Evidence of recent engagement in professional development

Skills and Knowledge

- Good knowledge of the DFE behaviour Guidance
- Curriculum development and design
- Proven ability to inspire, lead and participate actively in building and sustaining a learning community and network with others within and beyond the school.
- Understanding and ability to communicate and successfully implement strategies across all aspects of the school including accountability, learning, curriculum, administration and communication.
- Proven ability to deliver a collective vision and shared purpose across the academy and Astrea family.
- An understanding of and competent use of ICT including emerging technologies to aid and promote the quality of teaching, learning and administration.
- Clear understanding of the ethos and strategies required to establish consistently high standards in outcomes, progress, attitudes and behaviour.
- Excellent organisational skills.
- Demonstrate a personal enthusiasm and commitment to leadership aimed at making a positive difference to children and young people and raising standards.
- Demonstrate personal and professional integrity, including modelling values and vision.
- Evidence of a commitment to safeguarding and promoting the welfare of children and young people.
- Commitment to promote and support the aims of Astrea Academy Trust.

THIS LIST IS NOT EXHAUSTIVE.

Candidate Charter

We want every candidate to have an informed, engaging, and positive experience, and to support this we've created our Candidate Charter which outlines our commitment to you.

OUR COMMITMENT TO YOU

- Transparency – we will treat you with respect, honesty and fairness.
- Protecting your privacy – we'll ensure your information is secure and handled sensitively.
- Understanding – you will be given everything you need to make informed decisions.
- Showcasing talent – we will provide a good opportunity for you to share your skills, experience and potential.
- Feedback – we will provide constructive feedback professionally and promptly.
- Listening – we welcome feedback and we'll act on what you have to share.
- Inclusivity – our hiring decisions align with our commitment to create a high quality, diverse workforce.

WE WILL:

- Provide you with clear, accurate and timely information.
- Give you the opportunity to ask questions – and we'll ensure you get the answers you need.
- Respond to enquiries promptly and usually within 24 hours during the working week.
- Adopt a fair and consistent assessment process.
- Make sure you have all the documentation and details you need for an interview, well in advance.
- Provide you with real insight about what it's like to be part of our team.
- Ensure all offers are fair and equitable.
- Seek feedback on your experience at every opportunity, so we can continue to improve.

IN RETURN WE ASK THAT YOU:

- Be honest and upfront about your experience, aspirations and motivations.
- Provide open and accurate information when submitting an application.
- Always give yourself the best opportunity to succeed – research who we are and how we work.
- Let us know if situations change in relation to your interest and help us understand why.
- Prepare yourself for interview and let us know how we can support you.

How to apply

Your application

If you like what you've read so far and think you can see yourself as a key member of the Longsands Academy team, it's time to fill in your application.

For an informal conversation (in confidence) please contact Sharon Kontou - PA to the Executive Principal on sharon.kontou@astrea-longsands.org.

Please ensure your application outlines where you've had measurable impact and what attracts you to the role.

Please apply through our website at [Astrea Academy Trust - Vacancies](#)

When is the closing date?

Closing date for all applications will be: 15th May at 9am at Midnight

When will the interviews be held?

Interviews will take place week commencing 18th May 2026

Tour dates available:

Thursday 7th May 9.00am - 10.00am

Monday 11th May 2.15pm - 3.15pm

Thursday 14th May 9.00am - 10.00am



How to apply

Astrea Academy Trust are an equal opportunities employer, committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. Successful applicants are subject to an enhanced Disclosure & Barring Service check and satisfactory employment references.

As well as verification of identity, we ask all successful candidates to undertake an enhanced DBS disclosure. In line with Keeping Children Safe in Education (KCSIE) guidance, we may also conduct an online search about any shortlisted candidates as part of our due diligence to identify any matters that might relate directly to our legal duty to meet safeguarding duties.

DISABILITY CONFIDENT EMPLOYER

Astrea Academy Trust is delighted to be part of such an important movement, which will ensure we have the guidance to challenge attitudes towards disability, tap into wider talent pools and help all individuals across the Trust fulfil their potential and realise their aspirations. As a Disability confident employer, we have pledged to promote a culture that ensures there are no barriers to the development and progression of disabled staff.





Please visit our website to
learn more

www.astrea-longsands.org