



# Principal Recruitment Pack

**Compass Point Primary School**



**Compass Point  
Primary School**

## Timescale

Reports to:	Director of Primary Improvement
Start date:	September 2026
Location:	Compass Point Primary School, South Street, Bedminster, Bristol BS3 3AU
Salary:	Leadership L14-18
Contract:	Permanent, Full-time
Closing date:	9am, Friday 27th February 2026
Shortlisting date:	Wednesday 4th March 2026
Interview:	Wednesday 11th March 2026

[To apply, please click here.](#)

Visits to the school and/or to discuss this role with the Trust are warmly welcomed. Please contact [enquiries@excalibur.org.uk](mailto:enquiries@excalibur.org.uk) to arrange an appointment with the Director of Primary Education



## Welcome from the CEO

Dear Applicant,

**Thank you for your interest in the position of Principal at Compass Point Primary School.**

**This is an exciting opportunity for the right leader to make their mark in a supportive, creative and progressive environment. Compass Point is a warm and caring school, often described by parents as having a 'family feel,' with strong, positive relationships between staff, pupils and families.**

The staff and governors at Compass Point are, without a shadow of a doubt, passionate, committed and determined, ready for an excellent leader to guide them on their upward trajectory.

There are many advantages of leading a school which is part of a multi academy trust, working in collaboration with other leaders across a range of schools, including primary and secondary, rural and urban, large and small.

As Principal of Compass Point Primary, not only will you be leading a diverse student body of over 200, you

will also be contributing to the leadership of a Trust which serves 10,000 students in 20 schools, meaning that opportunities for professional development are as wide and varied as you could wish. We all come into the education sector to make a difference, so the larger the number of young lives we can influence, the more rewarding the job.

If you have the vision, ambition, strategic and interpersonal skills, underpinned by a track record of raising standards, this could be the opportunity you are looking for.

**Nick Lewis,  
Excalibur Academies Trust  
CEO**





# Welcome to Compass Point Primary School



## Welcome to Compass Point Primary School

Compass Point Primary School is a mixed 3-11 academy in Bedminster, South Bristol, and a proud member of the Excalibur Academies Trust. It is a diverse and vibrant one-form entry primary school. The school's ethos reflects its neighbourhood - known locally for street art, festivals and music - giving it a lively, community-focused identity. Despite being in an urban area, the school benefits from its own field, forest school area and outdoor learning spaces, alongside specialist indoor facilities including a cookery room, art area, music room and library.

Compass Point's curriculum is designed to meet the needs of all its pupils, preparing them for the next phase of their education. Reading, oracy and language development are at the heart of school life, ensuring that every child can access and engage with our broad and rich curriculum.

Using an enquiry-based approach, Compass Point inspires a deep enjoyment of learning through carefully sequenced lessons that build essential skills and knowledge. It also maximises pupils' curiosity about the world around them, placing a strong emphasis on first-hand experiences to stimulate learning. To support this, it is fortunate to have two school minibuses, allowing children to visit locations linked to studied themes and topics, bringing learning to life beyond the classroom.

Compass Point has a dedicated SEND Resource Base, providing specialist support for children with autism spectrum disorder (ASD) and Speech, Language & Communication Needs (SLCN). This includes smaller classes, sensory and therapy rooms, calm spaces and tailored learning — a distinctive offering for families seeking specialist support in a mainstream setting.

## Our Ethos and Values

Compass Point Primary's values are integral to the ethos of the school. They underpin teaching and learning and are fundamental in providing an environment that prepares pupils to become confident and responsible learners, with a desire to build on everything they learn. These values are the principles that provide a foundation and the tools to guide and support pupils in making difficult choices throughout life.

Each value is explored in depth one term at a time, through classes and assemblies, with plenty of opportunities to celebrate the demonstration of these values.



### At Compass Point Primary School we...

**Respect** Respect everyone's opinions, listen to others, and take into account other people's thoughts and feelings.

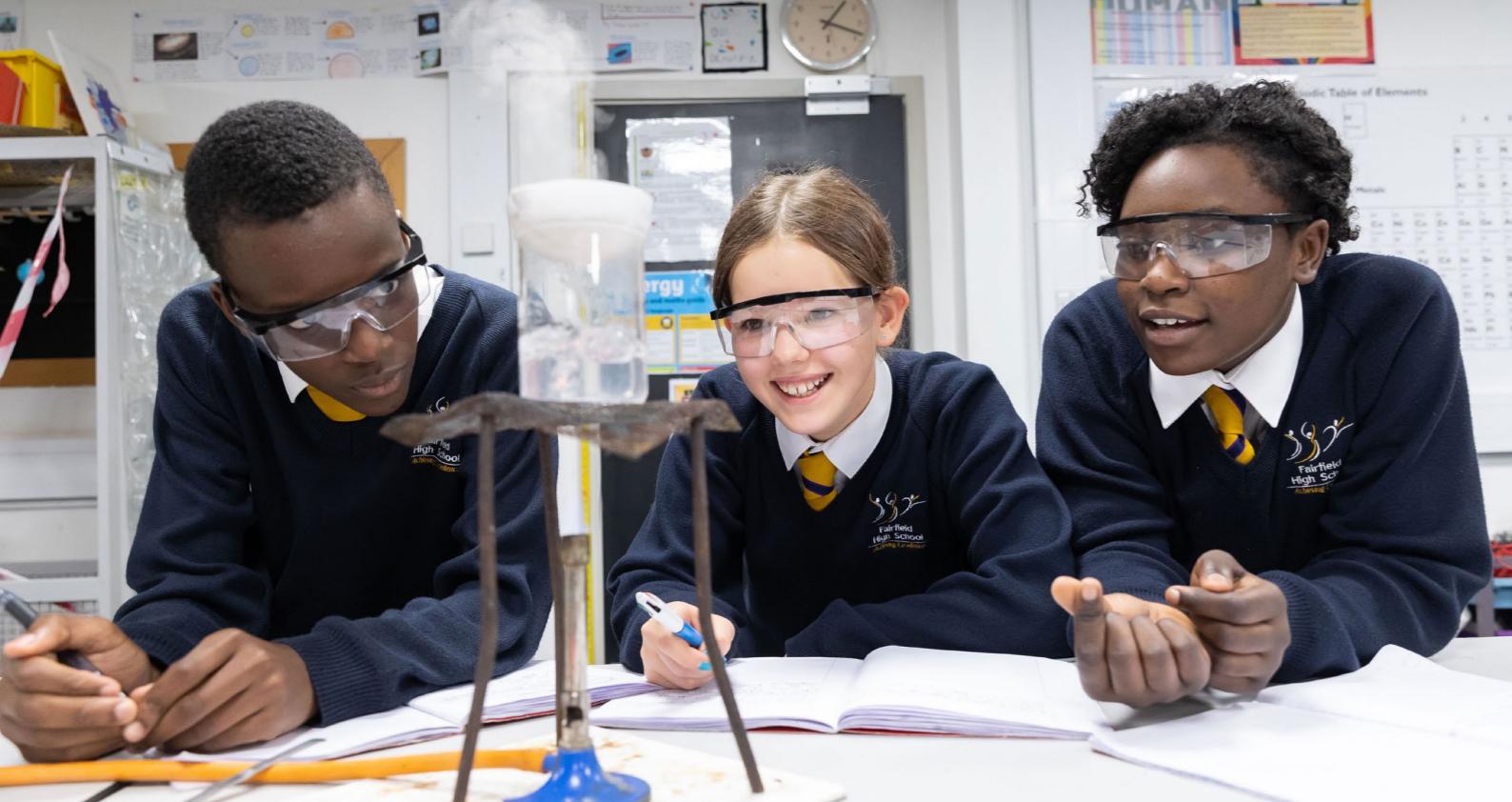
**Aspire** Are ambitious and aim high; we want to be the best we can be.

**Resilient** Keep trying, enjoy challenges, and never give up.

**Safety** Make sure everyone is safe.

**Happy** Create a positive environment where we can all enjoy learning.

Compass Point Primary's motto "**Aspire, Believe, Achieve**," is fundamental in all that it does, with its vision for the whole school community to be safe, happy and successful.



## Our Values

### Ambitious

High expectations and aspirations for everyone; learning from the best and thinking big; an optimistic outlook.

### Empowering

Believing and investing in our people; developing talent and potential; celebrating diversity and individuality; working collaboratively and celebrating achievement.

### Ethical

Doing what is right and challenging what is wrong; showing kindness and compassion; promoting wellbeing and sustainability.



## About Excalibur



## Our Vision

**Founded in 2012, Excalibur Academies Trust has grown from two schools in Marlborough, Wiltshire, to 20 schools reaching from Bristol to Reading along the M4 corridor, providing high quality education to 10,000 children from age 2 to age 18.**

Our vision is to provide an all-through education in local hubs, with a focus on the best teaching, a broad and exciting curriculum and an outward-facing global perspective. We believe in investing in our staff to ensure we attract and retain talented, dedicated people who are committed to changing children's lives for the better.

With a strong track record of raising the achievement of disadvantaged pupils across the trust, it is our mission to promote social mobility and personal fulfilment through the transformative power of education. Our growth strategy is based on our hub model and building the capacity to provide strong support and opportunities to other schools who share our vision.

## Our Support

**All schools within Excalibur receive high calibre professional support services including school improvement, finance, HR, legal, IT, governance, communications/media and estates business partnering facilities.**

Staff have access to our professional development hub; we also provide career guidance, access to professional development courses and coaching. Furthermore, there are networks of staff across the Trust at all levels, from classroom teachers and subject leaders to TAs and School Business Managers.

Schools receive tailored support to produce an individual Academy Improvement Plan (AIP) which includes a dashboard of key information, data highlighting key focus groups and data targets for the new academic year.

All schools receive a robust CPD programme focused on trauma informed schools, SEND, IT in the classroom and Teaching Walkthrus to improve practice, behaviour and outcomes. There is also a primary SENDCos network, bespoke EY conference, teach meets and networks with 'Early Excellence' professionals.

Whilst our schools have an individualised curriculum, they benefit from centrally planned curriculum materials which reduce workloads, especially in the foundation subjects.

# Job Description

**Excalibur Academies Trust is committed to creating a diverse workforce. We will consider all qualified applicants for employment without regard to sex, race, religion, belief, sexual orientation, gender reassignment, pregnancy, maternity, age, disability, marriage or civil partnership.**

## Main Purpose

To provide professional leadership which ensures that the Academy is excellent in every respect. To create a happy and positive school community that thrives on challenge and high aspirations.

## 1. Main Tasks

### Strategic direction and development of the school: mission and leadership.

The Principal working with the Head of Primary Education/CEO and Governing Body develops a strategic plan for the school and its community; analysing and planning for its future needs.

**1.1** Lead by example, provide inspiration and motivation and embody for the pupils, staff, governors and parents the vision, purpose and leadership.

**1.2** Inspire and lead the whole school community.

**1.3** Work in partnership with the local Governing Body, staff, parents, other Excalibur Academies partners and the local community.

- To create a learning culture and ethos, providing educational vision and direction, which secures effective teaching, successful learning and achievement by pupils and sustained improvement in their spiritual, moral cultural, intellectual and physical development; preparing them for the opportunities, responsibilities and experiences to adult life.

- To create and implement the strategic plan and annual improvement plans, underpinned by sound financial planning, management and organisation to secure the whole school improvement maintaining the cycle of continuous self-evaluation and school improvement planning.

- To formulate the overall aims and objectives of the school in accordance with the mission statement and strategic plan.
- To ensure that policies and practices take account of national, local and school data, inspection and research findings.
- To monitor, evaluate and review the effects of policies, priorities and performance of the school in practice and take, appropriate action.
- To ensure the management of finances, organisation and administration provided by Excalibur are operating at the required level to support learning.
- To implement Excalibur Academies Trust's policy on Equal Opportunities and inclusion for all staff and pupils.

**1.4** Ensure that all those involved in the school are committed to its vision, ethos and aims, motivated to achieve them and engaged in meeting long, medium and short-term objectives and targets that secure the educational success of the school.

**“ Staff value every pupil and want them to feel that they belong. Staff have high expectations for each pupil. They work hard to build a community that helps pupils to flourish and do their best. ”**

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## 2. Teaching and Learning

**Excellence is pursued through teaching and learning and takes place in the context of the individual needs and aspirations of the pupils.**

**2.1** Create and maintain an environment and code of behaviour that promotes and secures excellent teaching, effective learning and high standards of achievement. Expectations of behaviour and discipline set out in the professional development framework and Teacher standards.

**2.2** Determine, organise, implement and monitor the curriculum and its assessment to ensure that they:

- fulfil the Principal's duties under the direction of the CEO and expectations of Excalibur Academies Trust;
- meet with statutory requirements;
- are relevant to the needs of all pupils.

**2.3** Ensure that improvements in literacy, numeracy, science and information and communication technology are priority for all pupils, including those with special educational needs.

**2.4** Ensure that pupils develop study skills in order to learn more effectively and with increasing independence.

**2.5** Determine, organise and implement a policy for the spiritual, moral, social and cultural development of pupils and their personal and health education.

**2.6** Rigorously monitor and evaluate the quality of teaching and standards of learning and achievement of all pupils at the school.

**2.7** Determine and implement policies which promote:

- self-discipline and regard for authority and the law;
- outstanding conduct and behaviour;
- positive strategies for developing good race relations, an understanding and appreciation of modern Britain and democracy;
- positive strategies and programmes for pupils' support and clear guidance on exclusions and other disciplinary matters;
- excellent attendance and punctuality.

**2.8** Develop effective links with the community, business and industry to extend the curriculum and enhance teaching and learning, which appropriate working with and liaising with other educational institutions, HEs, collaboratives.

**2.9** Create and maintain an effective partnership with parents to support and improve pupils' achievement and personal development.

**2.10** Participate, to such an extent as may be appropriate having regard to the Principal's other duties, in teaching pupils at the school.

**2.11** Maintain the principle of assessment for learning and effective use of pupil's data, in order to set challenging yet realistic targets to move pupils on.

### 3. Leadership and Management

**The role of the Principal is one of leadership. In the context of teaching and in the management of staff their unique contribution as individuals should be valued and recognised.**

- 3.1 Lead by example as a model of professional conduct and personal presentation, demonstrating high personal standards of expertise, commitment and punctuality.
- 3.2 Maximise the contribution of staff to improve the quality of education provided and standards achieved and ensure that constructive working relationships are formed between staff and pupils.
- 3.3 Develop good working relationships with the governors, staff, pupils, parents/carers, community and other Excalibur Academies.
- 3.4 Plan, allocate, support and evaluate work undertaken by groups, teams and individuals, ensuring clear delegation of tasks and devolution of responsibilities in a manner consistent with the conditions of employment.
- 3.5 Implement and sustain effective systems for the management of staff performance, incorporating performance management.
- 3.6 Lead the continuing professional development (CPD) of staff through example, looking to develop the leadership capacity of CPD within the school.
- 3.7 Motivate and enable all staff in the school to carry out their respective roles to the highest standards, through high quality CPD based on assessment of needs and systematic monitoring and evaluation.
- 3.8 Lead and manage the staff in ways that reflect and meet the Excalibur policies. Ensure that professional duties are fulfilled as specified in the Terms and Conditions of Service of Teachers, including those for Principal.
- 3.9 Arrange for a Vice Principal or suitable person to assume responsibility for the discharge of the Principal's function at any time when absent from school.

### 4. Efficient and effective deployment of staff and resources.

- 4.1 Participate in the recruitment and selection of the highest quality teaching and support staff who are able and willing to contribute to the ethos of the Academy.
- 4.2 Work with senior colleagues to deploy, develop and retain all staff effectively in order to improve the quality of education and raise standards for all pupils.
- 4.3 Contribute to the formation of policies and procedures of Excalibur concerning the Academy's resource and asset management.
- 4.4 Set appropriate priorities for expenditure, allocation of funds and effective administration and control by:
  - overview of management of the Academy's budget;
  - rational allocation and monitoring of time, space and material resources;
  - ensuring that effective and safe arrangements for the siting and storage of materials and equipment is undertaken by Excalibur logistics.
- 4.5 Manage and organise the accommodation efficiently and effectively to ensure it meets the needs of the curriculum, the pupils and health and safety regulations.
- 4.6 Ensure that any lack of maintenance, repairs or modification, including breaches of Health & Safety legislation is acted upon promptly.
- 4.7 Manage, monitor and review the range, quality and use of all available resources in order to improve the quality of education, improve pupils' achievements, ensure efficiency and secure value for money.

### 5. Accountability

- 5.1 Create and develop an organisation in which all the members of the school recognise that they are accountable for the success of the school.
- 5.2 Provide information, objective advice and support to the CEO to enable it to meet its responsibilities for securing effective teaching and learning and improved standards of achievement.
- 5.3 Present a coherent and accurate account of the school's performance in a form appropriate to the range of audiences, including governors, the LA, Ofsted, DfE and others to enable them to play their part effectively.
- 5.4 Ensure that parents/carers and pupils are well informed about the curriculum, attainment and progress and about the contribution they can make in supporting children's learning and achieving the school's targets for improvement.
- 5.5 Carry out any such duties as may be reasonably required by the CEO.

**“ Pupils feel happy, safe and cared for. This culture sets the foundation for learning and achieving the school's goals of 'aspire, believe, achieve'**

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# Person Specification

Criteria	Qualities
<b>Qualifications and Training</b>	<ul style="list-style-type: none"> <li>Qualified teacher status (as recognised by the Department for Education)</li> <li>Successful completion of significant additional study and/or the management and organisation of a school/academy</li> <li>Participation in recent, relevant in-service training</li> </ul>
<b>Leadership</b>	<ul style="list-style-type: none"> <li>Knowledge and understanding of the role and responsibilities of senior leaders and governing bodies within primary schools.</li> <li>Experience as a senior leader or middle leader in a larger school.</li> <li>Experience of successfully leading teams and developing staff.</li> <li>The ability to: <ul style="list-style-type: none"> <li>embrace, lead and manage change effectively within an organisation;</li> <li>inspire, motivate and support students, staff, parents (and carers), governors and the wider community about the work of a school/academy;</li> <li>engage effectively and collaboratively with colleagues and stakeholders;</li> <li>consult, seek advice and be pragmatic when making decisions;</li> <li>motivate staff and maintain their resilience in the face of adversity;</li> <li>communicate effectively with, listen to, and learn from students, staff, parents (and carers), governors and other members of the community;</li> <li>promote the professional development of all staff.</li> </ul> </li> </ul>
<b>Commitment to Excellent in Education</b>	<ul style="list-style-type: none"> <li>Robust knowledge and understanding of recent developments and legislative changes in education;</li> <li>Substantial and high quality experience of teaching within the secondary sector;</li> <li>Knowledge and understanding of pedagogical approaches and educational research;</li> <li>Commitment to raising the academic and personal achievement of students significantly and to holding high expectations of all children;</li> <li>Understanding of effective assessment in education and its use to promote the academic progress for students with particular understanding of pupil premium data;</li> <li>A proven ability to deliver a differentiated curriculum to students with a diverse range of social, emotional, cultural, intellectual and physical needs.</li> <li>The ability to: <ul style="list-style-type: none"> <li>demonstrate a commitment to inclusion, ensuring all students have the opportunity to participate in a full range of curricular and enriched extra-curricular activities;</li> <li>promote a positive ethos and pride in a group of academies;</li> <li>raise standards and significantly improve achievement through effective use of data;</li> <li>demonstrate innovation to make learning inspiring, engaging and fun for students;</li> </ul> </li> </ul>

Criteria	Qualities
<b>Equal Opportunities</b>	<ul style="list-style-type: none"> <li>Commitment to promoting, implementing and monitoring equal opportunities across all aspects of the trust.</li> </ul>
<b>Management</b>	<ul style="list-style-type: none"> <li>Understanding of academy self-evaluation and the processes involved in becoming an effective self-evaluating academy.</li> <li>Understanding of effective appraisal processes for staff.</li> <li>The ability to: <ul style="list-style-type: none"> <li>delegate and manage staff workload effectively;</li> <li>devise and implement effective measures for the performance of the academy group using inspection reports, data and research and to keep these measures under systematic review;</li> <li>use management information systems, in particular, IT systems to drive academy improvement, knowledge of an IT system for school administration;</li> <li>manage the budget efficiently in accordance with the agreed priorities and delegated authority of the trust with support from the central team.</li> </ul> </li> </ul>



# Compass Point Primary School

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Bedminster, Bristol BS3 3AU

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