



LEARNING
ACADEMIES TRUST

**ASSISTANT
HEADTEACHER
RECRUITMENT PACK**
PRINCE ROCK PRIMARY SCHOOL

BELIEVE YOU CAN, TOGETHER WE WILL

 www.learningat.uk  01752 914160  hr@learningat.uk

About the Learning Academies Trust

The Learning Academies Trust was originally formed by three Plymouth primary schools in November 2016 and has grown from there. In terms of pupil numbers, the Trust is now the largest primary school MAT, or Multi Academy Trust in the city of Plymouth.

The Learning Academies Trust is a family of schools dedicated to delivering outstanding education to all our children, whatever their starting point or background. Our Trust's mission is:

Together we will... work with our children, families, and communities to provide exceptional learning opportunities for all our children

All of our schools are committed to the following values:

Aspiration Excellence Collaboration Inclusivity Kindness Respect



We know that with great leadership, inspirational teaching, caring pastoral support and hard work, every child in every one of our schools can succeed. By joining our Trust, you will become part of an inspiring group of people, committed to shaping a great future for our city's children.

The Learning Academies Trust is comprised of 18 Primary Schools across the city of Plymouth and delivers exceptional education to approximately 5000 children and employs over 900 members of staff. Each school has a unique identity and set of values but are joined together in their aspirations for their communities. For more information about the Trust, our schools and what we do, check out our website www.learningat.uk

A message from our Chair of the Trust Board...

Thank you for your interest in joining Learning Academies Trust. Whether you are at the beginning of your career or bringing years of experience, we are delighted that you are considering becoming part of our community.



At Learning Academies Trust we are committed to providing outstanding education that prioritises our children's needs. Our Trust is proudly made up of 18 primary schools, each united by a shared belief in the power of education to transform lives. Central to our mission is a deep and enduring commitment to improving the life chances of disadvantaged children, and this shapes our strategic decisions and every aspect of our culture. We know that when a child is given the right support, challenge and care, there is no limit to what they can achieve—and every member of staff plays a vital role in making this a reality.

Our values— **Collaboration, inclusivity, kindness, and respect**—are at the heart of who we are. They guide how we work with one another, how we engage with our children, families, and communities, and how we face challenges and opportunities together. These values are grounded in our shared sense of **purpose, ambition, and care**, driving us to strive for excellence while nurturing a culture where every individual is seen, heard, and supported.

As a Trust, we believe in investing in our people. When you join us, you join a team that celebrates professional growth, encourages innovation, and places strong relationships at the centre of its work. We want every colleague to feel valued and empowered to make a meaningful difference.

If you share our ambition and feel inspired by our mission, we look forward to welcoming you. Together, we can continue to create exceptional schools where all children—and all staff—can thrive.

Mrs Debbie Taylor

A message from our CEO...

This is an exciting time to be considering a career with us at the Learning Academies Trust. As a Primary phase family of local schools, we have high expectations to deliver the very best for our children.



If you are passionate about working with us and the children in our schools, we'd love to hear from you. Information about the role and the school you are applying for are detailed in this pack and for wider Trust wide news and information, please check out our website.

If you would like any further information or a conversation about the Trust, then there is no better way than to do this in person.

Please contact our Trust HR Team to arrange a time to talk hr@learningat.uk

Mrs Ciara Moran

About Prince Rock Primary School

Headteacher: Mrs Lucy Hanley

Location: Embankment Road, Prince Rock, Plymouth PL4 9JF

Approximate number of students: 420

Approximate number of staff: 60



Message from the Headteacher

Prince Rock Primary School is a vibrant, welcoming and ambitious school at the heart of Plymouth, proudly serving a richly diverse community. As part of the Learning Academies Trust (LAT), we are committed to ensuring that every child flourishes academically, socially and emotionally. Our community is wonderfully diverse, with approximately 35% of pupils eligible for Pupil Premium funding and 30% of pupils speaking English as an Additional Language.

At Prince Rock, kindness is at the heart of everything we do. We believe that strong relationships, high expectations and a genuine sense of belonging enable children and adults alike to thrive. Our staff are passionate, dedicated and always willing to go the extra mile for the children and families we serve. Working collaboratively as a highly supportive team, we celebrate each other's successes and share a collective determination to make a difference.

We are proud of our culture of ambition and aspiration. We believe wholeheartedly in our children and are relentless in our pursuit of the very best outcomes for them—both academically and pastorally. We want every child to leave Prince Rock with the confidence, character and skills they need to succeed in the next stage of their education and beyond.

Being part of the Learning Academies Trust means joining a family of schools united by a shared commitment to excellence, inclusion and continuous improvement. We are proud to be part of a trust that values collaboration, professional development and opportunities for growth. Our school motto echoes that of the LAT "Believe you can. Together we will.

If you are enthusiastic, hardworking, creative and committed to making a positive difference in the lives of children, you will find Prince Rock to be a rewarding, supportive and inspiring place to work.

Lucy Hanley
Headteacher

Assistant Headteacher Job Description

Terms of contract	Permanent
Grade	Leadership Pay Scale 4 - 8
Actual annual salary	£55,747 - £61,534
Hours/weeks	1.0 FTE
Closing date	30.09.26
Proposed interview date	09.10.26
Anticipated start date	01.01.27

Job Purpose

As a member of the Senior Leadership Team, the Assistant Headteacher will lead the successful establishment and development of our new Nursery provision, provide strategic leadership for EYFS, and oversee curriculum development across the school from Nursery to Year 6.

The postholder will champion high standards, inclusive practice and excellent outcomes for all pupils while embodying the school's values of kindness, ambition and community.

Key Responsibilities

Nursery and EYFS Leadership

- Lead the opening, development and ongoing success of the school's Nursery provision.
- Provide strategic leadership for Nursery and EYFS, ensuring high-quality teaching, learning and care.
- Create stimulating, inclusive learning environments that support children's development and wellbeing.
- Lead induction and transition arrangements for children and families.
- Work closely with parents, external agencies, the Local Authority and Trust colleagues.
- Support the early identification of SEND and work alongside the SENDCo to secure appropriate support and funding.
- Ensure provision is informed by current research and best practice in child development and early education.

Curriculum Leadership (Nursery–Year 6)

- Lead the strategic development, implementation and evaluation of the school's curriculum.
- Work with subject leaders to ensure a coherent, ambitious and inclusive curriculum.
- Monitor curriculum impact through lesson visits, work scrutiny, pupil voice and assessment information.

- Promote high-quality pedagogy and effective assessment across the school.

Leadership and School Improvement

- Contribute fully as a member of the Senior Leadership Team.
- Lead and support school improvement priorities.
- Monitor standards, teaching and learning across EYFS and KS1.
- Model excellent classroom practice through a 0.6 teaching commitment.
- Support staff wellbeing and foster a culture of collaboration, kindness and high expectations.

Trust Collaboration

- Work collaboratively with colleagues across the Learning Academies Trust.
- Participate in Trust-wide moderation, curriculum development and professional networks.
- Share best practice and contribute to Trust-wide improvement initiatives.

General Duties

The postholder will:

- Fulfil the professional duties of a teacher as set out in the School Teachers' Pay and Conditions Document.
- Promote and safeguard the welfare of children.
- Comply with all safeguarding, GDPR, health and safety and statutory responsibilities.
- Undertake other duties appropriate to the role as directed by the Headteacher.

This is an exciting opportunity to establish and lead a new Nursery, shape the educational journey of our youngest learners and play a key strategic role in driving curriculum excellence across Prince Rock Primary School.

Person Specification

Job Title	Assistant Headteacher
Location	Prince Rock Primary School
Grade	Leadership Pay Scale 4 – 8

We are seeking an exceptional leader who is ambitious for children, kind in their approach and committed to working as part of a supportive team. The successful candidate will embrace our strong sense of community, build positive relationships with everyone around them and play a key role in ensuring Prince Rock continues to be a place where children and adults flourish together.

Attributes	Essential	Desirable
Leadership and Professional Expertise	Proven track record of successful leadership in EYFS and/or primary education. Strong understanding of child development and effective early years pedagogy. Experience of leading improvement and raising standards in teaching and learning. Ability to think strategically while maintaining a strong operational focus. Commitment to developing an ambitious, inclusive and knowledge-rich curriculum. Strong understanding of effective assessment and curriculum progression. Excellent organisational and communication skills.	Experience of establishing, developing or leading a Nursery provision. NPQ qualification Experience of leading curriculum development across a phase or whole school. Experience as a member of a Senior Leadership Team. Knowledge of nursery funding, staffing ratios and admissions procedures. Experience of working collaboratively across a Trust or group of schools. Experience of supporting SEND identification, intervention and multi-agency working.
Personal Qualities	A kind, compassionate and approachable leader who puts children at the heart of every decision.	A commitment to evidence-informed practice and educational research. Enthusiasm for innovation and school improvement.

	A genuine team player who values collaboration and is willing to support colleagues. Ability to build strong relationships with pupils, families, staff and external partners. Positive, resilient and solution-focused with high expectations of themselves and others. Passionate about securing the very best outcomes for all children. Committed to inclusion, equity and ensuring every child flourishes. Flexible, adaptable and willing to contribute fully to school life. Reflective and committed to continuous professional development	Ability to inspire others through modelling outstanding practice.
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Working for our Trust

By working within our Trust, you will be part of a team of people who want to make a difference in the lives of the children and communities we serve. Whether you are joining us in a teaching capacity or a support service position, you will become vital in helping to shape the futures of the next generation for our city.

The Learning Academies Trust strives to be an employer of choice in the southwest. We are committed to developing our employees to their full potential and take great pride in the availability of learning and development resources for our staff. From training days to an extensive package of e-learning courses, you will have a wealth of opportunities available to develop your skills and experience.

Employee benefits



In January 2020, the Learning Academies Trust became the first education employer in Plymouth to achieve the Livewell Southwest Wellbeing at Work Bronze Award. The Trust is committed to supporting the wellbeing of all staff and is proud to work closely with official bodies to ensure we have a holistic approach to staff wellbeing.

As a Learning Academies Trust employee, you will have access to a growing list of benefits to support you both professionally and personally. Our benefit package includes:

- Free counselling services for personal or professional support
- Cycle Scheme
- Employee Newsletter
- Regular recognition awards
- DSE Eyecare scheme
- iHASCO online training courses
- Annual flu vaccination
- Annual health check
- Discounted gym membership

How to apply

If you believe you can demonstrate the dedication, skills and passion required, we look forward to receiving your application. Please click the link to submit your application form. Please note – we do not accept CVs. Completed applications should be submitted prior to the closing date.

Please note, the closing date is for guidance only. Successful applicants will be invited to interview at the earliest available opportunity. Learning Academies Trust reserves the right to close the vacancy early if a suitable candidate is found.

With 18 schools, we are regularly looking for passionate people to join our teams. If there are no vacancies currently, but you would like to register your interest for future vacancies, please join our talent pool and we will be in touch as soon as we have a suitable position.