

# iet

isle  
education trust

## Candidate Information Pack

Principal

Epworth Primary Academy

**klpa** kilton lincolnton  
primary  
Academy

**bspa** burton upon stather  
primary  
Academy

**apa** alkborough  
primary  
Academy

**ca** coritani  
Academy

**epa** epworth  
primary  
Academy

**sa** south  
axholme  
Academy



# About IET

The Isle was created when local ancient settlers in North Lincolnshire combined their communities enabling individual inhabitants to live safely and thrive. Isle Education Trust is proud to have built itself on these foundations and is a community of schools who grew from the mutual recognition that by working together to build communities we can inspire each other to be excellent.

Isle Education Trust (IET) was formed when South Axholme Academy and Epworth Primary Academy became partners to support and develop excellence in the local education community. Soon after, the benefits of belonging to a wider community all working together with a common purpose attracted Coritani Academy to join the Trust.

Isle Education Trust is an education community, driven by the belief that individuals and communities flourish together when they

- are **respectful** of their communities and the individuals within them.
- work together to **inspire excellence** in one another in order to thrive.
- are **resilient** to challenges and dare to be excellent.

At Isle Education Trust each academy has its own mind-set which underpins all that they do. Our students are at the heart of everything we

do, and we aim to ensure every single one of them has the support and guidance they need in order to reach their full potential.

We believe that every individual matters – learners, staff, parents and governors. The Trust places equal emphasis on enjoying learning inside and outside of the classroom. We feel passionately that all students should have the opportunity to be involved in a broad range of activities, regardless of gender, background or religion. In this way students gain a breadth of experience to enable them to develop into highly sought after individuals in whatever route they take upon leaving the Trust.

IET is committed to supporting academies to achieve this goal by celebrating what is unique about each setting, whilst providing structures and mechanisms to reduce pressures on Principals and leaders by absorbing roles such as finance, HR, Estates Management, IT and other statutory obligations in to the IET Centralised Services team. As a result, Principals are able to devote their time and energy to managing teaching, learning and the quality of education within their academy so that it is the very best that it can be.

- We believe that we can **inspire excellence together** and are a place where **communities matter** and **individuals thrive**.





# Welcome from the Chair of Trustees

Dear Applicant,

Thank you for your interest in Isle Education Trust (IET) and in the role of Principal at Epworth Primary Academy. We value the unique identity of each academy within our Trust, and Epworth Primary holds a particularly important place as a vibrant, community-centred school with a strong commitment to ensuring every child thrives.

At IET, our purpose is clear: to *protect local education for local communities* and to create environments where pupils, staff and families feel known, supported and inspired. As a Trust of six academies, we are proud of the collective strength and shared expertise that underpin our work. Our values — *Be respectful, Be resilient, Be inspirational* — guide us in all that we do.

We are seeking a principal who shares our commitment to excellence, inclusion and wellbeing; someone who will lead Epworth Primary Academy with integrity, ambition and warmth. This role offers the opportunity to shape the next phase of the school's development, working closely with the Director of Primary Education and with the support of a dedicated Trust team. You will be joining a community that cares deeply about its children and has high aspirations for their future.

I hope you find this information pack both informative and inspiring. If you believe you can lead Epworth Primary Academy with passion, purpose and a genuine belief in the transformative power of education, we would be delighted to receive your application.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Paul Barratt', written over a white background.

**Paul Barratt**  
**Chair of Trustees**  
**Isle Education Trust**



# Welcome from the CEO

Dear Prospective Colleague

Thank you for considering joining Isle Education Trust as Principal of Epworth Primary Academy.

This is a wonderful opportunity to lead a warm, ambitious and proudly local school at an exciting point in its journey, after the appointment of the current Principal to the role of Director of Education with the Trust.

At IET, our vision — *Inspiring Excellence Together* — drives everything we do. Across our academies, we cultivate environments where children are nurtured, challenged and empowered to achieve their very best. Our Trust is built on collaboration, respect and a shared belief that great education strengthens entire communities.

Epworth Primary Academy exemplifies these values. Rooted in its rural town setting, it is a place where relationships matter, where children are known as individuals, and where community engagement contributes meaningfully to school life. As Principal, you will have the opportunity to build on these strengths, leading with clarity, compassion and ambition.

You will work closely with our Director of Primary Education, benefiting from Trust-wide networks, high-quality professional development and a team of leaders who are committed to supporting your success. At the same time, you will have the autonomy to shape the school's ethos, culture and strategic direction — ensuring it continues to flourish at the heart of its community.

If you share our belief that every child deserves the highest standards of care, challenge and opportunity, I warmly encourage you to explore this role further. We look forward to the possibility of welcoming you to our team.

Warm regards,



**Sarah Sprack**  
CEO  
Isle Education Trust



# About the Academy

Nestled in the historic town of Epworth, North Lincolnshire - famously known as the birthplace of John Wesley, founder of Methodism - Epworth Primary Academy stands as a proud and purposeful part of its community. Surrounded by characterful architecture and a rich cultural heritage, the school is steeped in local history while remaining firmly focused on the future.

As a member of Isle Education Trust, the Academy benefits from being part of a family of schools that prioritises excellence, collaboration, and community spirit. This partnership strengthens our professional development offer and ensures we remain ambitious in shaping opportunities for every child and colleague.

## History and Heritage

Epworth Primary Academy has long served as a cornerstone of education in the region. The school's origins reflect a deep-rooted commitment to inclusive learning, community engagement, and nurturing each child's potential. Over the years, it has evolved to meet modern educational challenges while honouring the legacy of its setting — continuing to uphold values of kindness, aspiration, and integrity.

## Location

Located in the heart of Epworth, the Academy enjoys close ties with local organisations, cultural sites, and families who have trusted the school for generations. Our picturesque surroundings, welcoming atmosphere, and strong community involvement make Epworth an inspiring place to work, learn, and grow.

## Academic Success

The school is proud of its track record for fostering high achievement and personal development. Children here excel not only in core subjects, but in developing the skills and confidence needed for lifelong success. Our curriculum is rich, creative, and rooted in real-world relevance — preparing pupils to be thoughtful, capable, and compassionate citizens. Regular assessments and external validations reflect a culture of continuous improvement and reflective practice.

## The Epworth Mindset

Central to our philosophy is the Epworth Mindset — a shared belief in the power of positive learning behaviours, resilience, and character development. We encourage every child to:

- Be curious, courageous, and considerate
- Embrace challenges with determination
- Take pride in their progress and celebrate others' successes
- Ask questions, make connections, and reflect deeply

This mindset isn't just for pupils — it shapes the way we lead, support, and learn together as a staff team.



# Job Description

<b>Job Title</b>	Principal
<b>Job Details</b>	L10-L12 (negotiable for an exceptional candidate) Fulltime Permanent
<b>Location</b>	Epworth Primary Academy
<b>Required</b>	1 September 2026
<b>Application Close</b>	09:00 Monday 11 May 2026
<b>Interview Date</b>	Tuesday 19 May and Wednesday 20 May 2026

## Job Purpose

The principal provides inspirational, visible and effective leadership for Epworth Primary Academy, ensuring high-quality teaching, strong safeguarding practice, and a culture of ambition, inclusion and care. The principal leads the day-to-day operation of the academy, shaping its strategic direction in alignment with the Trust’s vision Inspiring Excellence Together. They build positive relationships with pupils, staff, families, governors, and the wider community, ensuring the academy thrives as a proud village school and delivers exceptional outcomes for all children.

The principal reports to the Director of Primary Education.





# Key Responsibilities and Accountabilities

## Strategic Direction and Development

- Implement the Trust's primary-phase vision within Epworth Primary Academy, ensuring alignment with the Director of Primary's strategic direction.
- Translate trust-wide goals into clear, actionable school-level priorities and operational plans.
- Foster an ambitious, nurturing, and inclusive culture that motivates staff and supports high expectations for all pupils.
- Promote an ethos that reflects Trust values and inspires pupils, staff, families, and stakeholders.
- Work collaboratively with trust leaders, local governors, families, and community partners to secure continuous improvement.
- Lead by example, modelling positivity, integrity, and professional conduct.

## Leadership of Teaching, Learning and Assessment

- Ensure high-quality teaching and learning remains central to the academy's work
- Monitor, evaluate, and review classroom practice, providing developmental coaching and encouraging open-classroom professional learning.
- Embed evidence-based pedagogy and a broad, balanced curriculum consistent with Trust expectations.
- Implement consistent assessment systems that monitor progress for all pupils.
- Use data to inform targeted interventions and hold staff accountable for their impact on pupil outcomes.
- Maintain stimulating learning environments that promote curiosity, challenge, and enthusiasm for learning.

## Academy Management and Support

- Ensure the smooth day-to-day running of the academy under the strategic oversight of the Director of Primary Education.
- Implement and uphold all trust policies including safeguarding, behaviour, health and safety, and inclusion.
- Oversee pastoral systems, ensuring pupils' wellbeing and personal development are prioritised.
- Ensure robust operational systems, procedures and risk assessments.
- Provide accurate information and professional advice to governors to support effective oversight.

## Staff Management and Development

- Lead, motivate and support staff with fairness, clarity and high expectations.
- Contribute to recruitment, induction, deployment and performance management of staff.
- Identify strengths and support professional growth through coaching and CPD.
- Manage underperformance in line with Trust procedures.
- Promote staff wellbeing and a collaborative, respectful working culture.

## Financial Responsibilities

- Support the Director of Primary and Trust finance team in prioritising expenditure aligned with improvement priorities.
- Ensure resources are deployed efficiently and offer value for money.
- Monitor spending within agreed limits, ensuring efficiency and value for money.

## Safeguarding

- Ensure safeguarding procedures fully meet statutory requirements and trust expectations.
- Provide a safe, calm, nurturing environment where safeguarding is everyone's responsibility. [\[ \]](#)
- Ensure all staff receive appropriate training and are confident in their roles.
- Work with external agencies to support and protect pupils.

## Community Involvement

- Build strong, respectful relationships with families and the wider Epworth community.
- Promote a curriculum that reflects local identity and community values.
- Strengthen parental engagement to support pupil progress and wellbeing.
- Seek opportunities for enrichment that broaden pupils' horizons.

## Supporting the Work of the Wider Trust

- Work collaboratively with trust colleagues to share best practice and contribute to trust-wide development.
- Participate in trust training, networks, and strategic initiatives.
- Promote the trust positively at local and regional levels.

## Accountability

- Provide the Director of Primary with regular performance information, data, and evaluation updates.
- Participate fully in trust appraisal processes.
- Maintain readiness for external scrutiny, including governors, trustees, and regulators.





# We expect all Trust staff to:

- Work with all students ensuring equality of opportunity for all.
- Take responsibility for Safety and Welfare of all students, raising any concerns following the Academy/Trust protocols and procedures.
- Work proactively and effectively in partnership with all stakeholders.
- Carry out a share of statutory supervisory duties.
- Treat students with dignity and build relationships rooted in mutual respect and at all times observing proper boundaries appropriate to the professional position.
- Participate in CPD relevant to the role.
- Accompany teaching staff and students on visits, trips and out of school activities as required.
- Demonstrate an understanding of and take responsibility for promoting high standards of literacy including the correct use of spoken English and numeracy.
- Participate in arrangements for examinations and assessments.
- Take an active role in promoting good behaviour in and around the Academy/Trust.
- Ensure that students adhere to the uniform code and apply sanctions when this code is breached.
- Develop an academy learner mind-set – the attitudes, skills and learning habits needed to become an inspired, confident and independent learner.
- Be a positive role model and demonstrate consistently and effectively the positive attitudes, values and behaviour which are expected of students.
- Work as a team member and identify opportunities for working with colleagues and sharing the development of effective practice with them.
- Regularly review the impact of their work and its impact on students' progress, attainment and well-being, refining approaches where necessary and responding to advice and feedback from colleagues.
- Proactively participate with arrangements made in accordance with the Appraisal Policy.
- Have professional regard for the practice, ethos and policies of the Academy/Trust and maintain high standards in your own attendance and punctuality.
- Operate at all times within the stated policies and practices of the Academy/Trust.
- Contribute positively and effectively to the whole Academy/Trust ethos.
- Cooperate with other staff members to ensure a sharing and effective use of resources to the benefit of the Academy, individual departments and students.
- Attend and participate in appropriate calendared meetings.
- Take responsibility for own professional development and duties in relation to Academy policies and practices.
- Liaise effectively with staff, students, parents and governors.
- Ensure compliance with Health and Safety at Work Act 1974 and all other policies related to health and safety, and to ensure compliance with the Data Protection Act 1988.
- Ensure compliance with data protection laws and safeguarding procedures.
- Carry out any other duties as directed by your Line Manager as may from time to time be agreed in accordance with the nature of the job described above.

This is not an exhaustive list of tasks and job descriptions will be continually reviewed and changed according to the needs of the Trust.

Post holders will be expected to be flexible in undertaking duties and responsibilities attached to their post and may be asked to perform duties, which reasonably correspond to the general character of the post and are commensurate with its level of responsibility. This job description is provided for guidance only and does not form part of the contract of employment.



# Person Specification:



Education, Qualifications and Relevant Experience	Essential	Desirable
Degree with QTS (or recognised equivalent)	A	
A nationally recognised leadership certificate (eg NPQH) or commitment to undertake		A
Successful senior leadership experience as a Headteacher, Deputy Headteacher or senior leader.	A I	
Evidence of effective whole-school improvement strategies and raising standards.	A I	
Strong track record of improving teaching, learning, assessment and curriculum provision.	A I	
Experience promoting inclusion, equality and meeting the needs of SEND and disadvantaged pupils.	A I	
Experience working with external partners, governors and community stakeholders.	A I	
Experience in a range of school settings.		A
Experience of leadership within a Trust environment.		A
Specialist Knowledge and Skills	Essential	Desirable
Strong understanding of current educational priorities and evidence-based practice.		A
Ability to interpret and use data to drive improvement.	A I	
Ability to lead and maintain consistent operational systems.		A I
Commitment to developing staff through coaching, feedback and CPD.	A I	
Experience leading curriculum development in a primary setting.		A
Interpersonal and Communication Skills	Essential	Desirable
High expectations of self and others; models professionalism and integrity.	A I	
Ability to communicate a compelling vision and inspire trust and ambition.	I	
Excellent communication skills, able to build strong relationships with pupils, staff, families, governors and the Trust.	A	
Ability to work under pressure, prioritise and meet deadlines.	A I	
Experience contributing to Trust-wide collaboration or networks.	A I	
Personal Qualities	Essential	Desirable
Passionate advocate for ensuring all pupils, including the most vulnerable	I	
Integrity, resilience, optimism and emotional intelligence.	I	

Approachable, empathetic, supportive and able to build a nurturing school culture.	I	
Commitment to confidentiality and safeguarding.	I	
Experience adapting leadership style to meet the needs of a growing or changing school community.		I
<b>Equal Opportunities, Safeguarding and health and Safety</b>	<b>Essential</b>	<b>Desirable</b>
Strong commitment to equality, diversity and an inclusive school culture.	A	
Committed to safeguarding and the welfare of all children.	AI	
Awareness of relevant health and safety and data protection legislation.	I	

**KEY**

A = assessed through the application process

I = assessed through the interview process





# Trust Benefits:



## Pension Scheme

All staff are enrolled in either the Teachers' Pension Scheme or Local Government Pension Scheme, whichever is relevant.



## Continuous Professional Development

IET offers numerous opportunities for continued CPD for **all** staff including NPQs and apprenticeships



## Cycle to Work Scheme

Eligible staff may apply to purchase a new bike, e-bike or cycling accessories through this salary sacrifice scheme, making significant savings.



## Staff Wellbeing

This is a priority for the Trust. All staff have access to a free Employee Support Package, including 24/7, 365 days a year online and telephone support covering areas such as mental health, bereavement, financial advice and counselling.



## Healthcare

All staff have free access, 24/7, 365 days a year to an online doctor.



## Flu Vaccinations

All staff are able to request a free voucher for a flu vaccination in the Autumn term.



## Discounts

Through our employee benefits platform, staff can make significant savings through discounts and vouchers in a range of areas including restaurants, supermarkets, retail and holidays.



# Appointment Process

## How to apply

To apply for this post, visit the IET website:

[Isle Education Trust - Vacancies](#)

Please note that the personal statement you provide as part of this process must be **no longer than 1500 words.**

*Receipt of early applications from candidates with the appropriate experience, qualifications and personal qualities may result in an early interview being offered.*

Isle Education Trust promotes equality of opportunity and welcomes applications from all sectors of society.

Isle Education Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. All posts at Isle Education Trust are subject to an Enhanced Disclosure and Barring check.