



Assistant Principal

Teaching & Learning

Information Pack

Great Heath Academy

Girton Close
Mildenhall
Suffolk
IP28 7PT





A Welcome from Our **Chief Executive Officer**

**Thank you for your interest in joining Academy Transformation Trust.
As CEO, I am delighted you are thinking of joining us.**

Choosing the right next step in your career is an important decision, and I am delighted that you are considering doing so with us.

At ATT, we are driven by a simple but profound belief: every child can and should become capable, competent, and confident. Our purpose is to transform lives through education, and our strategy, ATT2030, sets out how we will achieve this for every pupil, every colleague, and every community we serve.

We know that people are at the heart of everything we do. Our trust thrives because of the talent, dedication, and values of our colleagues. If you choose to join us, you will become part of a high-trust, high-accountability organisation where principals are empowered to lead, colleagues are

supported to grow, and everyone is united in the moral purpose of education.

We are ambitious for our pupils and ambitious for our people. Across the trust you will find a culture of collaboration, professional excellence, and deep care for one another. We celebrate hard work, integrity, and teamwork, and we create opportunities for everyone to flourish.

I wish you every success with your application. Whether or not you go on to join us, I hope you will recognise that ATT is a community committed to excellence, to belonging and becoming, and to ensuring that all of us – pupils and adults alike – leave more capable, more competent, and more confident than when we arrived.



A stylized, handwritten signature in black ink, appearing to read 'Mark McCourt'.

Mark McCourt
Chief Executive Officer
Academy Transformation Trust



About **Great Heath Academy**

About Great Heath Academy

Great Heath Academy is a vibrant, three-form entry primary academy with an attached nursery, committed to providing an exceptional education for every child. The academy is driven by a clear belief that children learn best when they are engaged, inspired and able to see purpose in their learning, resulting in a stimulating curriculum and innovative teaching approach. Rated Good in all areas by Ofsted, the academy is recognised for its strong learning environment, positive relationships and inclusive practice, where all pupils including disadvantaged learners are well supported and make good progress. With over 429 pupils and excellent facilities, including extensive outdoor space, specialist learning areas and a well-resourced library, Great Heath offers a rich and engaging educational experience. The academy is ambitious to build on its strengths and progress to Outstanding, underpinned by a strong partnership with parents, a commitment to high-quality teaching, and alignment to the values and ambitions of ATT2030.

Our Culture and Values

At Great Heath, relationships, respect and belonging are central to school life.

The academy's core values are built around the word **GREAT**, underpinning both learning and behaviour across the school:

- **Growth**
 - Developing knowledge, skills and understanding
 - Encouraging curiosity, ambition and a love of learning
- **Resilience**
 - Building perseverance and the confidence to overcome challenges
 - Supporting pupils to take risks and learn from mistakes
- **Enthusiasm**
 - Promoting a positive attitude towards learning and school life
 - Encouraging engagement in a wide range of experiences and opportunities
- **Adaptability**
 - Supporting pupils to respond positively to change
 - Developing independence and the ability to approach new situations with confidence
- **Tolerance**
 - Promoting respect, inclusion and appreciation of diversity
 - Encouraging pupils to be thoughtful, responsible and respectful members of the community

A Calm, Purposeful Environment

The academy is a **polite, friendly and orderly school**, where pupils feel safe and are known well by staff.

Clear expectations and strong relationships create:

- calm classrooms and routines
- positive behaviour and engagement
- a culture where pupils are ready to learn

Quality of Education

The school provides a **broad and ambitious curriculum**, with:

- clear progression of knowledge and skills
- strong focus on reading, writing and mathematics
- structured early reading provision

Pupils benefit from enrichment opportunities, leadership roles and a wide curriculum beyond the classroom.

Inclusion and Support

Inclusion is central to Greath Heath's work. The academy ensures:

- all pupils, including those with SEND, access the curriculum
- provision is tailored to individual needs
- barriers to learning are actively removed

A School on a Positive Journey

Great Heath Academy is judged **Good in all areas** by Ofsted.

This reflects:

- strong culture and leadership
- effective support for pupils with SEND
- high expectations for all

Working at Great Heath

Staff benefit from:

- a collaborative and supportive culture
- Trust-wide development and expertise
- opportunities to grow as leaders

Why Join ATT as an Assistant Principal?

At ATT, leadership is purposeful, supported and professionally empowering.

You can expect:

- Professional trust within clear accountability
- Expert central support as an enabling partner
- Access to leadership development and networks
- Reduced operational burden to focus on impact

We create the conditions where leaders can prioritise strong culture, inclusive practice and excellent outcomes.

About

Academy Transformation Trust

At Academy Transformation Trust (ATT), our ambition is that every person who passes through our schools and colleges becomes an educated person – able to take a rightful place in the community of educated people and to join what Robert Maynard Hutchins called “the Great Conversation.” An ATT education stresses history, the scientific mode of thinking, the disciplined use of language, a wide-ranging knowledge of the arts and religion, and the continuity of human enterprise. We aspire for everyone, regardless of their starting point, to leave us capable, competent, and confident.

Our Values

ATT2030 sets a values-driven culture that is explicit about how we work and lead:

- **Belonging & Becoming:** we meet each child where they are and refuse to leave them there – giving them both roots and wings.
- **Integrity & Excellence:** we act ethically, celebrate excellence, and pursue high standards in all that we do.
- **High Trust, High Accountability:** decision-making sits close to pupils and communities; principals are trusted as strategic leaders; the central team acts as expert partner; accountability is professional, dialogic, and focused on learning and improvement.

Our Three Goals

Everything in ATT2030 is organised around three interlinked goals that describe the kind of people – pupils and adults – we are forming:

- **Capable:** equipped with the knowledge, skills, and emotional readiness to perform to a high standard, adapt to change, and contribute meaningfully.
- **Competent:** possessing the knowledge, habits, and judgement to get things done – well, reliably, and independently – handling setbacks and making steady progress.
- **Confident:** feeling safe, happy, and known – secure enough to take risks, speak up, and grow with purpose and integrity.

Our Nine Aims (by 2030)

These goals translate into nine aims that define success for ATT by 2030:

Capable

1. Professional Excellence – Skilled professionals delivering consistently high standards.
2. Fluent Learners and Thinkers – Confident, curious learners fluent in communication and technology.
3. Multiple Pathways to Success – Diverse routes that recognise varied talents and passions.

Competent

4. Purposeful, Knowledge-Rich Learning – rigorous, meaningful learning that enriches lives.
5. Unwavering Focus – purposeful use of time and energy on what matters most.
6. Strength Through Challenge – resilience built by tackling challenge and learning from it.

Confident

7. Valued and Empowered Individuals – everyone known, valued, and supported to be their best.
8. Leading with Integrity, Celebrating Excellence – values-led leadership and cultures that recognise excellence.
9. Moments That Shape Us – deliberate rites of passage and significant experiences that foster growth and self-discovery.





Job Description

Assistant Principal (Teaching & Learning)

This is a key strategic leadership role focused on Teaching and Learning

Job Title: Assistant Principal

Line Manager: Principal

Salary: Leadership Scale L4–L8

Fulfil classroom teaching up to 0.4 FTE.

As an Assistant Principal at Great Heath, you will play a pivotal role in driving excellence in Teaching & Learning across the academy. You will lead the development of high-quality classroom practice, ensuring consistently strong teaching, an ambitious and well-sequenced curriculum, and positive outcomes for all pupils.

You will work collaboratively with leaders and teachers to build a culture of professional growth, instructional excellence, and high expectations, ensuring every child becomes capable, competent and confident.

Four Key Pillars

Through these four pillars, the Assistant Principal will create the conditions for **excellent teaching, strong curriculum delivery, and consistently high outcomes**, ensuring every pupil thrives within a culture of **Belonging & Becoming**.

1. Teaching & Learning

Descriptor:

Leads and secures consistently high-quality teaching across the academy, ensuring that all pupils experience engaging, inclusive and effective classroom practice. Drives a culture of high expectations, evidence-informed pedagogy and continuous improvement so that every pupil becomes **capable, competent and confident**.

Key contributions:

- Define and model excellent teaching practice across the academy
- Monitor the quality of teaching through lesson visits, work scrutiny and pupil voice
- Ensure consistency in expectations, routines and classroom practice
- Support staff to adapt teaching effectively for all pupils
- Use evidence-informed approaches to improve pedagogy and classroom impact

2. Curriculum

Descriptor:

Leads the development and implementation of an ambitious, well-sequenced curriculum that enables all pupils to know more, remember more and do more. Ensures curriculum intent, implementation and impact are fully aligned, inclusive and consistently delivered across the academy.

Key contributions:

- Ensure curriculum design is ambitious, coherent and sequenced for progression
- Work with subject leaders to secure strong curriculum implementation
- Promote clear links between curriculum, assessment and classroom practice
- Ensure the curriculum meets the needs of all pupils, including disadvantaged learners
- Monitor curriculum impact through outcomes, pupil work and wider experiences

3. Staff Development

Descriptor:

Builds a strong culture of professional learning and growth, enabling all colleagues to develop their practice and leadership capability. Champions coaching, collaboration and high-quality professional development aligned to ATT Institute principles.

Key contributions:

- Lead and coordinate high-quality CPD linked to academy and Trust priorities
- Coach and mentor staff to improve teaching and leadership practice
- Support subject leaders and aspiring leaders to grow their impact
- Embed a culture of reflective practice, feedback and continuous improvement
- Contribute to performance development processes that are supportive and developmental

4. Standards & Outcomes

Descriptor:

Drives strong pupil outcomes through the intelligent use of assessment, data and quality assurance. Ensures that all groups of pupils make strong progress and that gaps are identified and addressed swiftly, enabling every pupil to succeed.

Key contributions:

- Analyse assessment and attainment data to inform decision-making
- Lead robust monitoring cycles focused on impact and improvement
- Ensure timely and effective responses to underperformance
- Work with leaders and teachers to raise standards across all phases
- Maintain a relentless focus on improving outcomes for all pupil groups

Key Responsibilities

The Assistant Principal will:

- Lead teaching and learning strategy across the school
- Drive consistency and quality of classroom practice
- Coach and develop staff (aligned to ATT Institute)
- Lead monitoring: lesson visits, book looks, pupil voice
- Use assessment intelligently to improve outcomes
- Lead & support curriculum design and implementation (if appropriate)
- Lead CPD and professional development



Leadership at ATT

At ATT, leaders are:

- Values-led and inclusive
- Strategically focused
- Committed to continuous improvement
- Collaborative across the Trust

You will be expected to lead with integrity, compassion and ambition, contributing to both academy and Trust-wide priorities.

What We Offer

- A values-led, inclusive culture
- Professional trust and autonomy
- Leadership development and career progression
- Supportive networks and expert guidance
- A Trust committed to wellbeing and growth

Person Specification

Assistant Principal

Person Specification

Criteria	Essential	Desirable	Assessment Method
Qualifications & Professional Development	Qualified Teacher Status (QTS) Evidence of sustained professional development linked to teaching, learning or leadership	NPQSL / NPQH or equivalent leadership development	Application / Certificates
Experience – Teaching & Learning	Proven track record of delivering consistently high-quality teaching and improving classroom practice Experience of monitoring and evaluating teaching through lesson visits, work scrutiny and pupil voice	Experience leading Teaching & Learning across a key stage, phase or whole school	Application / Interview / Task
Experience – Curriculum Leadership	Experience of contributing to curriculum design, implementation and evaluation Secure understanding of progression, sequencing and curriculum intent	Experience leading curriculum development across a subject or phase	Application / Interview
Experience – Staff Development	Experience of coaching, mentoring or developing colleagues to improve practice Evidence of contributing to impactful CPD	Experience leading whole-school CPD or professional learning programmes	Application / Interview
Experience – Standards & Outcomes	Demonstrable impact on improving pupil outcomes across groups Experience using data and assessment to inform teaching and intervention	Experience leading assessment or standards across a phase or whole school	Application / Interview / Task
Leadership & Personal Qualities	High expectations of self and others, with the ability to inspire and motivate colleagues Demonstrates integrity,	Experience of wider leadership responsibility within a school or Trust	Application / Interview / References

	<p>professionalism and accountability aligned to ATT values</p> <p>Resilient, reflective and committed to continuous improvement</p>		
Knowledge – Teaching & Learning	<p>Strong understanding of evidence-informed pedagogy and effective classroom practice</p> <p>Knowledge of how pupils learn and how to adapt teaching to meet diverse needs</p>	Knowledge of current research and best practice in primary education	Application / Interview
Knowledge – Curriculum & Assessment	<p>Secure understanding of curriculum design, assessment and progression</p> <p>Ability to align classroom practice with curriculum intent and expected outcomes</p>	Experience with curriculum innovation or redesign	Application / Interview
Alignment with ATT2030 & People Strategy	<p>Demonstrates commitment to ensuring every pupil becomes <i>capable, competent & confident</i></p> <p>Promotes a culture of <i>Belonging & Becoming</i> for pupils and staff</p> <p>Values collaboration, professional growth and inclusive practice</p>	Experience working within a multi-academy trust or similar context	Application / Interview
Communication & Collaboration	<p>Strong communication skills, able to work effectively with staff, pupils, parents and wider stakeholders</p> <p>Ability to build positive, professional relationships based on trust and respect</p>	Experience contributing to wider school or Trust improvement priorities	Application / Interview
Safeguarding & Compliance	<p>Commitment to safeguarding and promoting the welfare of children in line with KCSIE</p> <p>Maintains high standards of professional conduct and ethical practice</p>	Safeguarding training at Level 3 or above	Application / Interview / References

Recruitment & Selection

You can expect the following from the Recruitment & Selection process:

Prior to Interview

- Adverts & Candidate packs that give the full detail of the role (responsibilities, pay, development etc)
- A point of contact for the vacancy within the Trusts recruitment team to advise on each step of the recruitment process
- A full and comprehensive vetting process, that meets and exceeds the requirements of [Keeping children safe in education 2025](#)
- An applicant tracking system that allows you to enter details with ease and receive updates to the progress of your application and or pre-employment checks
- Selection for Interview based upon the Job Description and Person Specification

Interviews

- The opportunity to prepare with enough notice for interview processes
- A meet and greet at the place of work (Academy or Office) with members of the panel. If the Interview is held on Teams an opportunity to meet at later date
- The opportunity to ask questions and have a full interview with discussion around the role

Following the Interview

- You will receive notification as to whether you were or were not successful
- You will be given an opportunity to obtain feedback
- If successful further safer recruitment checks will take place
- You will receive a conditional offer of employment and contracts of employment will not be issued until all checks are received and are satisfactory

Induction

- You will receive a Trust Induction and a localised induction which will give you further information on policies, process and procedures that impact your role
- You should expect regular opportunities to meet with your line manager to address any issues or concerns you may have or to plan any required training you may need
- You should expect to have all the equipment you need to begin your role
- You will have access to the Trusts benefit platform VivUp from day one of employment



How to Apply

Location: Great Heath Academy, Mildenhall, Suffolk

Start date: January 2027 (or sooner if available)

Closing date for applications: Friday 3rd July 2026 at 9am

Interview Dates: Wednesday 8th July 2026

Salary: Leadership Scale L4–L8

Applications can be made via our recruitment website **MyNewTerm**.

Potential applicants are encouraged to arrange an informal discussion with the academy ahead of submitting an application. Please contact the school office via email at **GRE-admin@attrust.org.uk** or telephone **01638 713430** to arrange a convenient time.

Academy Transformation Trust



EMPLOYER RECOGNITION SCHEME

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