

Job Description: Principal (Headteacher) – The Eastwood Academy

Salary: HTG 7 (L32 – L39)

Contract type: Full time and permanent

Reporting to: Chief Executive Officer (CEO) & Director of Education

Location: The Eastwood Academy within Tenacitas trust

Responsible for: All staff within The Eastwood Academy

Trust-wide remit: Opportunity for an exceptional candidate to lead on a trust-wide area, contributing expertise and capacity across Tenacitas Trust schools

About The Eastwood Academy

The Eastwood Academy is the founding secondary school of Tenacitas Trust. It was judged Outstanding by Ofsted in December 2024, achieving *zero areas for improvement*. The academy is recognised nationally for its strong outcomes, consistency, and culture of ambition.

The school's continued success is now coupled with a growing commitment to nurture, inclusion, and enrichment. Pupils flourish in a calm and purposeful environment, supported by staff who combine high expectations with care, consistency, and belief. The academy has built a strong reputation not only for academic achievement but also for national success in sporting arenas and regional recognition in the performing arts arena.

The Eastwood Academy and Tenacitas Trust believe in aiming for excellence built on effort, discipline, and pride in achievement. We reward hard work, celebrate success openly, and teach our pupils that ambition and humility can sit side by side. Tenacity sits at the heart of our culture, caring but never complacent, and it challenges everyone to give their best, persevere through difficulty, and take pride in progress.

The next Principal will be an inspirational, outward-looking, and highly capable leader. They will bring the clarity, confidence, and resilience needed to maintain outstanding standards while evolving the culture of nurture, collaboration, and collective excellence. They will understand how to get the best from people and processes, demonstrate exceptional organisation and judgement, and balance multitasking with sharp prioritisation.

They will also share the trust's work ethic: a commitment to disciplined focus, early action, and seeing hard tasks through to completion. They will lead with energy, purpose, and moral conviction, demanding the highest standards while valuing the wellbeing of staff and pupils. This is an opportunity to play a defining role in the future of a growing and ambitious trust that continues to attract attention for its quality and ethos.

The education landscape is evolving rapidly, and with it the expectations placed on schools and their leaders. The next Principal will bring innovation and creativity to this context, able to find new ways to support pupils and staff, build capacity in a leaner workforce, and sustain morale and momentum across the academy. They will understand that leadership today requires both strategic clarity and innovative thinking, ensuring that the academy and the trust continue to thrive in a changing profession.

Main purpose

The Principal will provide dynamic, values-driven leadership to sustain The Eastwood Academy's outstanding performance and culture, ensuring every pupil is known, valued, and challenged to achieve their full potential.

They will meet the expectations set out in the Department for Education's Headteachers' Standards (2020), ensuring these underpin professional conduct and practice. They will work within Tenacitas Trust frameworks and will be directly accountable to the Director of Education for standards, curriculum, behaviour, leadership and implementation of trust systems.

As part of the Tenacitas Trust leadership team, the Principal will contribute strategically to the improvement and development of all trust schools, sharing expertise, supporting leadership capacity, and exemplifying what high quality looks like across the trust.

The Principal will:

- Lead with integrity, humility, and moral purpose, working within the trust's frameworks, values, and leadership charter.
- Establish and sustain the academy's ethos and strategic direction in partnership with the Local Governing Body (LGB), CEO, and wider trust team.
- Build strong and trusting relationships across the trust and local community.
- Use evidence, insight, and professional judgement to drive continual improvement.
- Manage resources and people efficiently to secure high impact.
- Demonstrate the ability to balance competing priorities with calm focus and clear action.
- Act as an ambassador for The Eastwood Academy and Tenacitas Trust, representing both locally, regionally, and nationally.

Essential qualifications and experience

- Qualified Teacher Status (QTS)
- Educated to degree level or equivalent
- Completed or working towards NPQH (National Professional Qualification for Headship)
- Successful experience as a Principal or senior leader in a high-performing school
- Proven record of raising standards and leading whole-school improvement
- Understanding of multi-academy trust operations and governance
- Secure knowledge of the current Ofsted Education Inspection Framework
- Strong financial, operational, and analytical acumen

Qualities

The Principal will:

- Uphold public trust in education and maintain the highest standards of ethics, behaviour, and professional conduct.
- Abide by the Nolan Principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty, and leadership.
- Embody and promote the Tenacitas Trust values: Nurture Potential, Unite Community, Empower Success, Champion Tenacity.
- Model the Tenacitas Leadership Charter: *Service, Growth, Integrity, Empathy, Trust, and Tenacity*.
- Lead with authenticity, courage, and optimism, setting the standard for staff and pupils alike.
- Look out for people, create a culture of support, and inspire excellence through example.
- Champion a culture that values tenacity, hard work, self-discipline, and the pursuit of excellence while supporting staff and pupils to achieve it sustainably and enjoyably.

- Be innovative and solutions-focused, finding creative and sustainable ways to support pupils and staff, strengthen systems, and deliver high performance in a changing educational landscape.
- Be outward-looking, collaborative, and confident in representing the trust externally.
- Balance compassion with high expectations, ensuring clarity, consistency, and accountability.
- The Principal will model calm, principled leadership, maintaining neutrality and ensuring that the academy's culture and curriculum remain free from political or ideological bias.
- Demonstrate a strong personal commitment to hard work, professional growth, and disciplined focus.

Note: As the trust continues to develop, the principal may, with agreement, contribute more widely across Tenacitas schools, supporting system leadership and development

Duties and responsibilities

Culture and behaviour

- Create a culture where pupils experience a purposeful, calm, and enriching school life.
- Promote high expectations for learning, behaviour, and conduct, consistently modelled by all adults.
- Foster professionalism, teamwork, and shared pride among staff.
- Build a culture of belonging, fairness, and shared pride where every child and adult feels valued.
- Model disciplined professionalism and insist on consistent follow-through from staff.

Teaching, curriculum, and assessment

- Sustain high-quality teaching and learning across all subjects, underpinned by evidence and expertise.
- Ensure a broad, ambitious, and coherent curriculum aligned to Tenacitas Trust principles.
- Develop curriculum and subject leadership that builds deep knowledge and consistency.
- Use robust assessment and evaluation to inform teaching and drive improvement.
- Ensure pedagogy is adaptive and responsive, enabling all pupils to thrive.
- Maintain a secure understanding of data and progress, using it intelligently to improve outcomes and interventions.

Inclusion and additional needs

- Ensure all pupils can access and succeed.
- Uphold ambitious expectations for pupils with SEND and those in receipt of Pupil Premium funding.
- Guarantee early identification and targeted support for pupils with additional needs.
- Ensure statutory duties within the SEND Code of Practice are fully met and regularly reviewed.

Safeguarding and wellbeing

- Lead a culture of safeguarding excellence, ensuring all statutory responsibilities are met.
- Ensure that safeguarding and child protection are embedded in everyday practice.
- Promote wellbeing through clarity, consistent expectations, and supportive workload design.

Leadership and management

- Lead with purpose and consistency, aligning academy systems with Tenacitas Trust frameworks and expectations.
- Recruit, develop, and retain high-performing staff.
- Manage appraisal, performance, and professional development effectively.
- Ensure robust succession planning and build leadership capacity across teams.
- Manage staff well with due attention to workload, wellbeing, and professional fulfilment.

- Ensure financial planning and resource allocation are efficient, transparent, and aligned to trust priorities.
- Anticipate and mitigate risks to ensure operational resilience and compliance.

Governance and accountability

- Work in close partnership under the CEO and Trust Board and alongside the Local Governing Body.
- Provide clear, evidence-based reporting and transparent communication.
- Understand and welcome the role of governance, regulation, and external accountability.
- Ensure compliance with all statutory frameworks and safeguarding responsibilities.

Trust contribution

- Lead on a trust-wide area under the *High-Quality Inclusive Education* or *School Improvement* Trust Descriptors, contributing expertise and capacity across schools.
- Participate actively in the Tenacitas Trust Education Executive Group and Standards and Safeguarding Committee (SSC).
- Support peer review, mentoring, and cross-trust collaboration to strengthen collective capacity.
- Represent Tenacitas Trust regionally and nationally, contributing to the wider system and sector improvement.

Community and partnerships

- Work collaboratively with parents, carers, and external partners enhancing learning and wellbeing.
- Build community engagement and strengthen the academy's role within Southend and beyond.
- Develop partnerships with employers, universities, and cultural organisations to expand opportunities for pupils.

Safeguarding, equality, and compliance

Tenacitas Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

All appointments are subject to an enhanced DBS and barred list check, as well as an online search as part of pre-employment vetting.

The trust promotes fairness, dignity and equal access for all pupils and staff.

Note: This job description outlines the main responsibilities of the role. Other reasonable duties may be required in line with the position of Headteacher. It may be reviewed and amended at any time following discussion with the post holder.

Additional Information

The successful candidate will:

- Meet the expectations set out in the Department for Education's Headteachers' Standards (2020).
- Embrace the vision and values of Tenacitas Trust, working in partnership with the CEO, Trust Board, and Local Governing Body.
- Lead by example, demonstrating tenacity, authenticity, and purpose in pursuit of the best possible outcomes for pupils and staff.

Person Specification: Principal (Headteacher) – The Eastwood Academy
Qualifications and Training

Criterion	Essential	Desirable
Qualified Teacher Status (QTS)	✓	
Educated to degree level or equivalent	✓	
Completed or working towards the NPQH	✓	
Evidence of ongoing professional learning and leadership development	✓	
Higher-level qualification in education or leadership (e.g. Masters or NPQEL)		✓
Evidence of contribution to national or regional leadership networks		✓

Experience

Criterion	Essential	Desirable
Proven track record as a Principal, Headteacher, or senior leader in a high-performing school	✓	
Evidence of raising standards and leading measurable school improvement	✓	
Experience managing performance, developing leadership capacity, and building high-performing teams	✓	
Experience working with governors or trustees and external accountability	✓	
Experience successfully managing financial and human resources	✓	
Experience of leading within a multi-academy trust context		✓
Experience supporting or leading school-to-school improvement		✓
Experience contributing to regional or national educational work		✓

Knowledge and Understanding

Criterion	Essential	Desirable
Deep understanding of effective teaching, curriculum design, and evidence-based school improvement	✓	
Thorough knowledge of Ofsted Education Inspection Framework and national policy	✓	
Strong understanding of SEND and high-quality provision for all learners	✓	
Awareness of safeguarding, safer recruitment, and statutory responsibilities	✓	
Understanding of staff wellbeing, workload management, and culture development	✓	
Understanding of the Southend and Essex educational context		✓
Knowledge of workforce development and succession planning		✓

Skills and Abilities

Criterion	Essential	Desirable
Strong strategic leadership, able to translate vision into practical action	✓	
Excellent communication, influencing, and interpersonal skills	✓	
Proven ability to analyse and use data to improve outcomes	✓	
Financial and operational acumen, able to manage resources efficiently	✓	
Ability to innovate, problem-solve, and adapt creatively to challenge	✓	
Capacity to manage competing priorities calmly and decisively	✓	
Proven ability to motivate, challenge, and support others to achieve excellence	✓	
Ability to lead/contribute to trust-wide development areas linked to strategy		✓

Personal Qualities and Leadership Style

Criterion	Essential	Desirable
Upholds public trust and demonstrates the highest professional conduct	✓	
Models Tenacitas Trust values (Nurture, Unite, Empower, Tenacity)	✓	
Leadership Charter Embodiment (Service/Growth/Integrity/Empathy/Trust/Tenacity)	✓	
Leads with authenticity, optimism, and moral purpose	✓	
Demonstrates tenacity and resilience through challenge and change	✓	
Champions a culture of hard work, self-discipline, and excellence	✓	
Innovative and solutions-focused, finding sustainable approaches	✓	
Calm, reflective, and decisive under pressure	✓	
Committed to personal professional growth	✓	
Visible ambassador for education and the trust		✓

Commitment and Ethos

Criterion	Essential	Desirable
Deep commitment to safeguarding and promoting the welfare of all pupils	✓	
Strong advocate for fairness, access and meritocracy	✓	
Committed to fairness, transparency, and professional integrity	✓	
Dedicated to collaboration within and beyond the trust	✓	
Willingness to work flexibly and model trust culture and ambition	✓	
Contribution to or leadership within sector-wide initiatives		✓