



Thames View Primary School

Recruitment Pack Principal



Welcome to THAT

At The Howard Academy Trust, we know that our greatest strength is our people. By investing in and developing exceptional staff, we create the conditions for every child and young person to thrive. Our academies are united by a shared commitment to excellence, inclusion, and continuous improvement, whilst retaining their own unique identity and serving the communities at the heart of their work.

This commitment is reflected in the achievements of our schools. In 2025-26, The Abbey School, The Rowans AP Academy and The Howard School all secured strong Ofsted outcomes, recognising the high-quality education, leadership, personal development and inclusive practice that our staff deliver every day. These successes build on previous improvements across the Trust and demonstrate what can be achieved when talented professionals work together with a relentless focus on transforming lives through education.



As a Trust, our role is to provide the support, challenge, expertise and collaboration that empower schools to flourish. We believe that when staff are valued, developed and inspired, they can make an extraordinary difference to the children and families they serve. Our vision, **"Working together to build a community of successful learners"** underpins everything we do.

We are seeking an exceptional leader who combines talent, ambition and compassion with an unwavering belief in the potential of every child. Our staff are committed to ensuring that every learner thrives - whether removing barriers for those who need additional support, stretching our highest prior attainers to excel, or creating opportunities for every child to discover their strengths and realise their aspirations. We are not satisfied with being average; we continually challenge ourselves to improve, innovate and deliver exceptional education through high expectations, inclusive practice and a relentless focus on children's outcomes and wellbeing.

We welcome applications from experienced senior leaders and principals with a proven track record of delivering sustained school improvement. If you share our belief in the power of education to remove barriers, unlock potential and create brighter futures for every child, we would be delighted to hear from you.

Chief Executive
The Howard Academy Trust



THAT Benefits

The Howard Academy Trust is very pleased to offer our staff a vast range of benefits, both professional and personal, as we believe that our excellent teaching and support staff should be supported at work and rewarded for the great work they do.



Platinum
Workplace
Wellbeing Award



benenden
health
Subsidised Private
Healthcare



Free flu jabs
every autumn



Employee Assistance
Programme with
Free Counselling



Mental Health
First Aiders
in all schools



Early finish for
teaching staff on
Fridays for CPD/PPA



Multiple routes
into teaching



Opportunities for
collaborative CPD



Trust-wide training
and networking
events



Career Progression
and upskilling
opportunities



Bespoke in-house
Into Leadership
Courses



LGPS/TPS Pension
Scheme & Generous
Contributions



Competitive salary
with annual pay
progression



Early salary
withdrawal with
Access EarlyPay



Minimum 25 days
annual leave for
full time staff,
plus bank holidays



Discounted hire of
school facilities



Cycle to work
scheme



Free car parking
at each Trust site



EV Charging across
sites



On site catering
with a full
lunch menu



Discounted gym
membership



A diverse and
inclusive workplace



Staff referral
scheme



Flexibility
for life events



Annual
Trust Awards

We are happy to talk about flexible working.



Our Family of Schools



The Howard School
1,500 Pupils on Roll
Located in Rainham, Kent



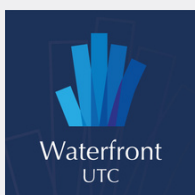
Temple Mill Primary School
240 Pupils on Roll
Located in Strood, Kent



Deanwood Primary School
230 Pupils on Roll
Located in Rainham, Kent



Thames View Primary School
450 Pupils on Roll
Located in Rainham, Kent



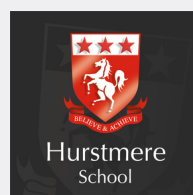
Waterfront UTC
370 Pupils on Roll Rated
Located in Gillingham, Kent



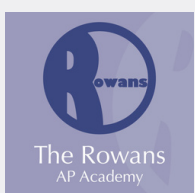
Miers Court Primary School
410 Pupils on Roll
Located in Rainham, Kent



The Abbey School
1,100 Pupils on Roll
Located in Faversham, Kent



Hurstmere School
960 Pupils on Roll
Located in Sidcup, London



The Rowans AP Academy
93 Pupils on Roll
Located in Chatham, Kent

Welcome to Thames View Primary School

Thames View is an exciting school - a great place to work and a fantastic place to learn. Set within a beautiful green oasis on the edge of Rainham and supported by an incredible community, we are a school with deep roots, high aspirations and a unique opportunity for a leader to make a lasting difference. At Thames View, we are committed to providing an education that gives every child the very best opportunities to thrive academically, socially and emotionally. We work in close partnership with staff, families and the wider community to ensure that our pupils achieve success, develop confidence and experience wellbeing within a caring, inclusive and safe environment. We expect everyone to do their very best and contribute positively to school life, because we believe that we are strongest when we work together. Our parents are an integral part of our success, and our PTA is an exceptional group of dedicated volunteers who enrich school life through events, fundraising and unwavering support for our children and families.

Our school's vision is built around our dream for every pupil to become a responsible global citizen who understands the world around them and is empowered to make a positive difference within it. Through a rich and ambitious curriculum, underpinned by our values of Respect, Responsibility and Resilience, we inspire children to become lifelong learners who are curious, compassionate and ready to embrace the opportunities and challenges of the future.

As we look ahead, we are seeking an exceptional leader to become the Principal of our school, to build on our strengths, inspire our community and lead Thames View confidently into its next chapter. This is a rare opportunity to shape the future of a school with enormous potential, a committed staff team, engaged families and children who deserve the very best.



NOR
455



Age Range
3-11



PP
17.1%



FSM
16.5%



SEN
22.6%



EAL
6.6%



RMW EXS
69.5%

Job Description

Post:	Principal
Location:	Thames View Primary School
Responsible to:	Director of Primary Education
Contract Type:	Permanent
Grade/Salary:	Leadership Scale L18-L24

Core Purpose

The Principal, in collaboration with the Director of Primary Education will set the strategic plan for School Improvement. The day-to-day management of that plan rests with the Principal.

The Principal leads the day-to-day operation of Thames View Primary School, as line managed by the Director of Primary Education. The Principal is the first point of contact for pupils, staff, parents and external agencies.

In line with the values, ethos and strategic direction of The Howard Academy Trust, the Principal will:

- Ensure high quality education, character development and care is in place for all pupils leading to enhanced academic achievement.
- Embed a rigorous culture of safeguarding.
- Provide strategic leadership for the school which ensures continuous improvement.
- Be responsible for the professional leadership of the school, effectively role modelling integrity and collaboration.
- Establish a culture where staff want to work at the school and leadership potential flourishes, resulting in high quality teaching and learning and strong succession planning.
- Be responsible for the management and operational leadership of the school in the best interests of all.
- As a Trust Principal, recognise your role in contributing to the success of all of the pupils within the Trust and work as part of a collaborative team to support continuous improvement in our family of schools.

Within The Howard Academy Trust, each Principal reports to the Local Academy Board on all matters which form part of the Scheme of Delegation. The Principal is accountable to the Chief Executive Officer, through the Director of Primary Education, for the overall performance of the school, including outcomes for pupils, school improvement and financial planning.

THAT Vision and Values

As a Trust, our Vision and Values are achieved through:

- Excellent teaching and learning that promotes inclusivity.
- Regular opportunities for collaborative CPD to ensure best practice across academies.
- A proactive network for joint working across academies, for staff at various career stages.
- The highest standards of behaviour and conduct achieved through clear expectations and positive relationships.
- The unique character of each academy is valued and contributes to the THAT whole Trust ethos.
- Shared whole trust values of dignity, respect and ambition.
- High aspirations for all involved with the Trust.
- Each academy is a hub for its local community and families.

- Facing outwards and working in collaboration with other organisations and stakeholders.
- A centralised team that allows academies leaders to focus on their core purpose of education.

Values and Behaviour

Senior Leaders prioritise the education of their pupils as the first concern and are accountable for achieving the highest possible standards in work and conduct. The Principal will act with honesty and integrity. They should have strong subject knowledge and keep their skills as teachers up-to-date. They should be self-critical, able to forge positive professional relationships and willing to work with parents/carers in the best interests of their children.

Personal and Professional Conduct

The post holder is expected to demonstrate good standards of personal and professional conduct. The following statements define the behaviour and attitudes which set the required standard for conduct throughout your career.

It is important to maintain high standards of ethics and behaviour, within and outside school, by:

- Treating pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position.
- Having regard for the need to safeguard pupils' well-being, in accordance with statutory provisions.
- Showing tolerance of and respect for the rights of others and not undermining fundamental British values, including;
 - Democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs.
- Ensuring that personal beliefs are not expressed in ways which exploit pupils' vulnerability or might lead them to break the law.

All staff must have proper and professional regard for the ethos, policies and practices of the school in which they work, and maintain high standards in their own attendance and punctuality.

Key Responsibilities

The duties outlined in this job description are in addition to those covered by the latest Teachers' Pay and Conditions Document, which should be read in conjunction with this document. This job description is based on the National Standards of Excellence for Headteachers (DfE 2015) which promotes excellence as standard.

Leadership and Management

- The Principal is accountable for their own school.
- To be accountable to the Director of Primary Education for the clearly defined and agreed responsibilities and accountabilities relating to the day-to-day leadership and management of Thames View Primary School.
- To ensure the day-to-day management structures, systems and processes work effectively in line with key priorities of the Academy.
- Working with the Director of Primary Education to develop academy wide links with the other THAT academies.
- To create and implement a School Development Plan, supported by the Director of Primary Education, which is underpinned by sound financial planning. This plan will be informed by outcomes and progress data, as well as robust external and internal monitoring.
- To maintain a consistent and continuous school-wide focus on pupils' achievement using data, benchmarks and feedback to monitor progress in every child's learning.

- To work with the Director of Primary Education to assess, monitor and evaluate the quality of teaching standards and the delivery of the curriculum across the board in order to build on success and identify and act on areas of improvement.
- To lead on Performance Management at Thames View Primary School.
- To ensure individual staff accountabilities are clearly defined, understood and agreed and are subject to rigorous review and evaluation.
- Supported by the Director of Primary Education, present a coherent and accurate account of the school's performance in a form appropriate to a range of audiences. This will include yearly outcomes and termly updates.
- Supported by the Director of Primary Education, to create Principal reports on a termly basis.
- To lead and co-ordinate curriculum leaders in the development of learning programmes, teaching strategies, schemes of work to reflect the school's programme of continuous improvement.
- To work with the Director of Primary Education to ensure that the effective deployment of staff and resources within the school and the Academy as a whole.
- To ensure that health and safety and risk assessments procedures are followed up rigorously and that safe working practices are adopted by all staff.
- To ensure that all safeguarding procedures are understood and adhered to and that all staff, local advisory board members and volunteers receive appropriate training.
- To have an overview of how the school is functioning at any given time and to manage any necessary organisational change effectively.
- Working with the Director of Primary Education to ensure the schools is Ofsted ready.
- To ensure the school website is compliant.
- To ensure compliance and accountability at Thames View Primary School.
- To work with the Local Academy Board and Director of Primary Education and to support the Local Academy Board in carrying out their responsibilities.

Pupils

- Oversee the delivery of a curriculum which, while following statutory guidance, is responsive to the needs of pupils.
- Assess, monitor and evaluate the quality of planning, teaching and learning outcomes, promoting improvement strategies as necessary.
- Ensure there is a continuous focus in the school on pupil achievement, effectively using data and national benchmarks to monitor the progress of every young person's learning.
- Ensure the safety and wellbeing of all pupils through strict adherence to procedures and policies.
- Promote all pupils' enjoyment and progress in learning, and personal development.
- Support the consistency of approaches to maintaining and improving level of attendance.
- Work collaboratively with staff, parents and young people to develop and sustain high standards of behaviour.

Parents and Carers

- Promote effective partnerships between school and parents through a supportive ethos in which parents feel welcomed and valued.
- Ensure that regular and effective channels of communication are open between parents and the school.

Staff

- Create an environment in which staff feel valued, supported and appreciated.
- Work with Academy leads to recruit and retain a high-quality staff team.
- Monitor teaching and learning within the academy, including lesson observations and feedback to support a consistent approach and effective performance across the whole school.

- Provide new staff with a comprehensive and supportive induction package in conjunction with the Trust HR Team.
- Manage attendance in line with Trust policies and procedures. The Director of Primary Education will meet with the Principal to offer direction.
- Manage any staffing issues on a day-to-day basis seeking advice from the Trust HR Team.
- Manage disciplinary and grievance procedures in accordance with the Academy's published policies.
- Ensure effective communication across the school including staff meetings, department meetings, team meetings and briefings and ensure appropriate minutes are kept.
- Model and uphold standards of professional behaviour which support effective teaching and learning and the development of all staff.
- Take responsibility for overseeing the induction of all ECTs, new staff, supply teachers and develop and implement policies and procedures relating to the above.

Management

- This post has direct line management responsibility for the Senior Leadership Team.
- Act as the official mentor for team members engaged in apprenticeships and professional development.

Additional Duties

- All staff, with the support of the Academy's Designated Safeguarding Lead (DSL), have a responsibility for providing and safeguarding the welfare of the children and young people.
- To be familiar with and support any health and safety procedures and ensure all duties and responsibilities are discharged in accordance with the Academy's Health and Safety at Work Policy.

This job description does not form part of the Contract of Employment and is not necessarily a comprehensive description of the duties required, but outlines the main responsibilities of the post. It will be reviewed regularly and may be subject to modification or amendment at any time after consultation with the holder of the post. The duties may be varied to meet the changing demands of the Academy at the reasonable discretion of the line manager.

An enhanced DBS check will be required for this post. The job description is current at the date shown, but in consultation with the post holder, may be changed by the Line Manager to reflect or anticipate changes in the job commensurate with the grade and job title. The successful candidate must have a commitment to safeguarding and promoting the welfare of children and young people.

Person Specification

Please refer to these requirements when completing the application. The person specification relates to the requirements of the post as determined by the job description.

AF = Application Form I = Interview

Qualification and Experience	Essential	Desirable
A first degree or equivalent	AF	
Qualified Teacher Status	AF	
NPQH	AF	
Recent and relevant professional experience as a Headteacher or Principal	AF/I	
Proven track record in leading and managing effective staff teams	AF/I	
Experience of leading aspects of school improvement with demonstrable exceptional impact	AF/I	
Experience of successfully increasing rates of pupil progress and of raising attainment	AF/I	
Experience of successfully enabling colleagues to develop and apply their leadership skills		AF/I
Knowledge and Skills		
Excellent classroom practitioner	AF	
Thorough knowledge of the primary curriculum	I	
Thorough knowledge of safeguarding and safer recruitment	I	
Articulate with excellent interpersonal skills	AF/I	
Able to prioritise, plan, organise and manage workload, delegating appropriately to others	I	
Able to develop the leadership and teaching skills of others	AF/I	
Able to use a range of evidence to make judgements and identify priorities	AF/I	
Able to undertake robust and accurate school self-evaluation, using the outcomes to plan effectively for improvement		AF/I
Able to plan for the effective use of school finance and resources		AF/I
Able to develop an effective, cohesive leadership team	AF/I	

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Qualification and Experience	Essential	Desirable
Able to influence others: inspiring, motivating and challenging	AF/I	
Able to build and maintain effective professional relationships that lead to staff wanting to be led by you	AF/I	
Astute and perceptive with sound judgement and decision-making skills	I	
Able to manage change effectively		I
Qualities		
Committed to working collaboratively to improve the outcomes for pupils	I	
Having integrity and consistently leading by example	I	
Committed to continuous improvement and the pursuit of excellence	I	
Resilient, flexible and having a positive approach to challenges	I	
Committed to building positive and effective relationships built on trust and transparency, with children, staff, parents, governors, other schools and the wider community	I	
Be committed to innovation, learning from research and the best current practice	AF/I	

