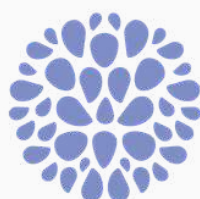




ADVANTAGE
SCHOOLS

RECRUITMENT OF PRINCIPAL TO THE LINDEN ACADEMY



THE LINDEN
ACADEMY

WELCOME FROM THE CEO

Thank you for your interest in the role of Principal at The Linden Academy, part of Advantage Schools.

I am very proud of our family of schools. Together we are determined to maximise educational provision in this region, ending educational disadvantage.

At Advantage Schools, we 'punch above our weight'. Despite being a medium-sized trust we have been involved in national policy. We are a delivery partner for the National Professional Qualifications and the Early Career Framework. We deliver very large amounts of bespoke training via the Advantage Schools Knowledge Exchange. We share our work with other like-minded schools and trusts, and work towards being an 'outlier' organisation.

Our collaborative partnership of schools provide exceptional educational provision inside and outside of the classroom for all of our children. Our schools ensure that pupils are supported, monitored and encouraged, ensuring that their learning experience will be challenging, rewarding and memorable. Pupils enjoy their time at our academies and give back to the wider community.

I am one of the Department for Education's National Behaviour Advisors, and at Advantage Schools, we have a national reputation for excellent behaviour and a focus on strong outcomes. We take behaviour and curriculum really seriously. Our teachers must be able to teach, and pupils able to learn. Our curriculum is an entitlement for all – we do not make exceptions in our high aspirations.

But, our families, colleagues and trustees are hungry for more. We will, therefore, recruit a colleague who will drive the school and trust to be better still; who will not tolerate mediocrity; who will challenge when required and inspire regularly. Their approach will be underpinned by substantial knowledge about education.

We expect hard work, but we support and manage workload so that you can do the job sustainably.

If you are interested in the post but are unsure whether you have the skills and expertise that would make you ready to apply, please do get in touch for an informal, honest conversation. We can arrange tours of our schools and are happy to put you in touch with relevant colleagues. We will ensure that the right candidate is fully supported with training and through our established support network.

I very much look forward to receiving your application.

With best wishes,

Stuart Lock



WHY WORK FOR US?

ABOUT ADVANTAGE SCHOOLS

We are a family of ten schools in Luton and Bedfordshire serving around 7000 pupils aged 2 to 19. Our dedicated team of 900 colleagues put our children's future success at the heart of everything we do.

We believe that - given the right circumstances - *all* children are capable of achieving extraordinary things, including excellent outcomes. Our role is to create those right circumstances.

We are ambitious for our schools to be the best in the country, with outcomes that ensure no child is left behind, disrupting disadvantage and becoming a beacon of excellence. We therefore focus on providing the highest quality teaching of an excellent curriculum, enabling children to become highly educated and active participants of society.

In joining Advantage Schools, you'll join an expert team of colleagues that have taken up the opportunity to develop within a successful and ambitious trust. You will be well supported to do your best work: we provide sector-leading professional development and offer extensive networking opportunities, enabling you to develop your career whilst helping to shape the future of our trust.

ABOUT THE ROLE AND YOUR APPLICATION

This is a rare and career defining opportunity to create a model of exemplary primary provision in Luton. As such, it would suit a highly motivated individual whose values are aligned with ours.

You need to want this school to be the best, full stop.

The right candidate will receive the full support of a competent, capable and confident trust. We do not shy away from challenging schools. Working collaboratively across our network of principals and trust leaders, we have developed clear, tested ways of working: shared systems for curriculum, assessment and school improvement that mean a new principal is never starting from scratch or working it out alone. We know being a school principal is a tough job. We are offering the backing of a trust that knows how to support you in doing it well.

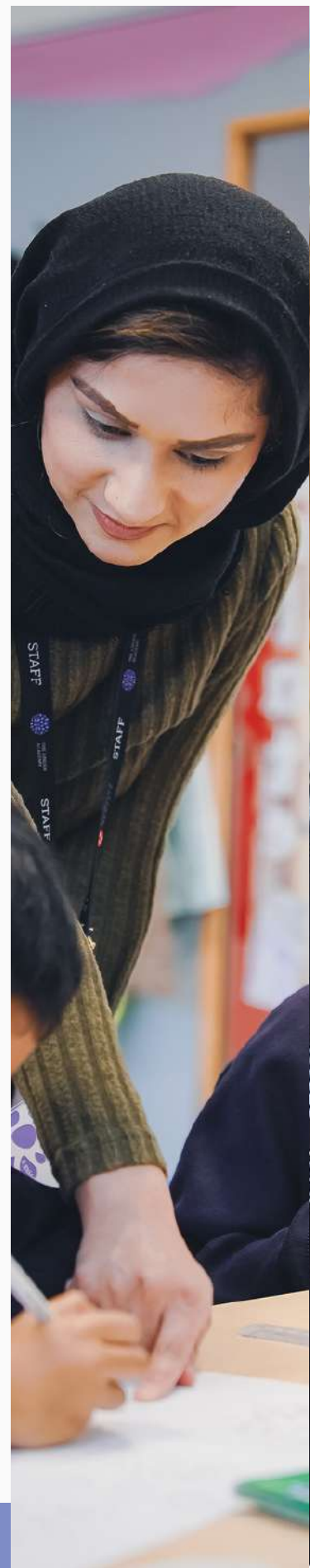
To apply, you should include a letter with your application form on no more than two sides of A4, giving your reasons for applying for the post, outlining relevant experience and addressing information you have read in the pack, particularly the person specification.

Please do not send a generic letter. We are looking for someone who is prepared to respond to us as an individual trust. You can be sure we will take time and care in reading your letter; we appreciate how much energy goes into it.

Please read the information in this pack. If you are interested in this job opportunity, please apply online today via our career site on: www.advantageschools.co.uk/join-us/work-for-us

SAFEGUARDING

The safeguarding and welfare of children is paramount and all our staff share this view. Applicants must be willing to undergo safeguarding and child protection checks including with past employers and the Disclosure and Barring Service.





ABOUT THE LINDEN ACADEMY

The Linden Academy is a school at the heart of the local community. We are proud to be a very diverse school and actively celebrate the wide range of cultures and experiences our children and families bring to the school.

We judge our provision against The Sophie Test, which asks: would this provision be good enough for our own child or loved one? We offer an academic, knowledge-rich curriculum, carefully sequenced across English, maths, humanities, the arts and physical education to ensure our pupils are well prepared for the next stage of their education. We teach explicitly rather than through discovery learning, because we know our pupils are novices who learn best from this mode of delivery. Our academic curriculum is enriched by meaningful trips and visits, and an excellent personal development and wellbeing offer. Consistent and explicitly taught routines and high expectations create calm, safe classrooms where every pupil is known, valued, and can thrive.

Our approach means our five key values are lived by all children across the school – being respectful, being hardworking, being caring, being honest and being understanding. We want our pupils to leave us as competent, polite and confident individuals equipped with the knowledge and skills they need for success at secondary school.

ADVANTAGE SCHOOLS VALUES



INTEGRITY, AMBITION, EXCELLENCE

We are a unique family of schools, sharing our practice and beliefs to enable young people to achieve the very highest standards.

At Advantage Schools, we provide exceptional opportunities for all to be knowledgeable with experiences that broaden horizons. We ensure our children, students and adults cultivate a strong self-belief so that they can flourish and develop into successful, well- rounded, self-respecting people.

Our commitment to this vision can be demonstrated by our values.

INTEGRITY

We provide a caring, nurturing environment where children and young adults feel happy, healthy and supported. Our academies will be places of safety, enabling pupils to develop courage, strong ambition and be the best that they can be.

We act honestly and transparently, advocating for pupils even when this causes difficulties.

We work together to share excellent practice and to provide a wealth of opportunities for all pupils and staff.

We focus on the development of all our colleagues through quality recruitment and retention, with broad opportunities for clear and dynamic career progression.

AMBITION

We provide exceptional lessons enabling our pupils to be highly successful.

We share the most impactful approaches to teaching, curriculum and assessment, ensuring an interesting, inclusive and challenging education is on offer in each of our schools.

Our aim is to guarantee excellent 2-19 provision, with clear progression routes for all. You can expect excellent behaviour and conduct at all times, allowing all to make progress and achieve.

EXCELLENCE

We enable all of our pupils to develop and flourish, through close working and regular communication with our families and local community.

Our Cross-Trust focus is to ensure children are supported to meet ambitious targets and to provide exciting opportunities both inside and outside of the classroom.

STAFF BENEFITS

We offer a fantastic range of benefits across our trust, supporting our staff in a variety of ways. Ranging from an extensive **Wellbeing package**, to free tea and coffee, you can be reassured that we have your best interests at heart.



Exceptional professional development for all



Free eye test vouchers



Green car salary sacrifice scheme



Staff recognition with reward shopping vouchers



Refer a friend £500 bonus scheme



Enhanced pension employer's contribution & death in service payment



Support for all staff with an experienced licensed counsellor



Cycle to work scheme

PROFESSIONAL DEVELOPMENT AND EDUCATIONAL PARTNERSHIPS



CAREER PROGRESSION

At Advantage Schools, we are committed to helping every colleague grow, thrive, and achieve their full potential. Supporting career progression is at the heart of what we do.

To empower our staff, we provide fully funded opportunities to study for NPQs, along with tailored leader training for eligible colleagues.

Additionally, we offer a wide range of CPD training through various partnerships and platforms, giving all staff access to an extensive selection of professional development courses.

Join us and take your career to the next level with our exceptional development opportunities!



All colleagues have access to Perkbox, our Employee Benefits Programme, offering them a huge range of perks from vouchers, hot drinks, cinema tickets, gym classes and so much more. It also offers a substantial **wellbeing package**.



MEDICAL

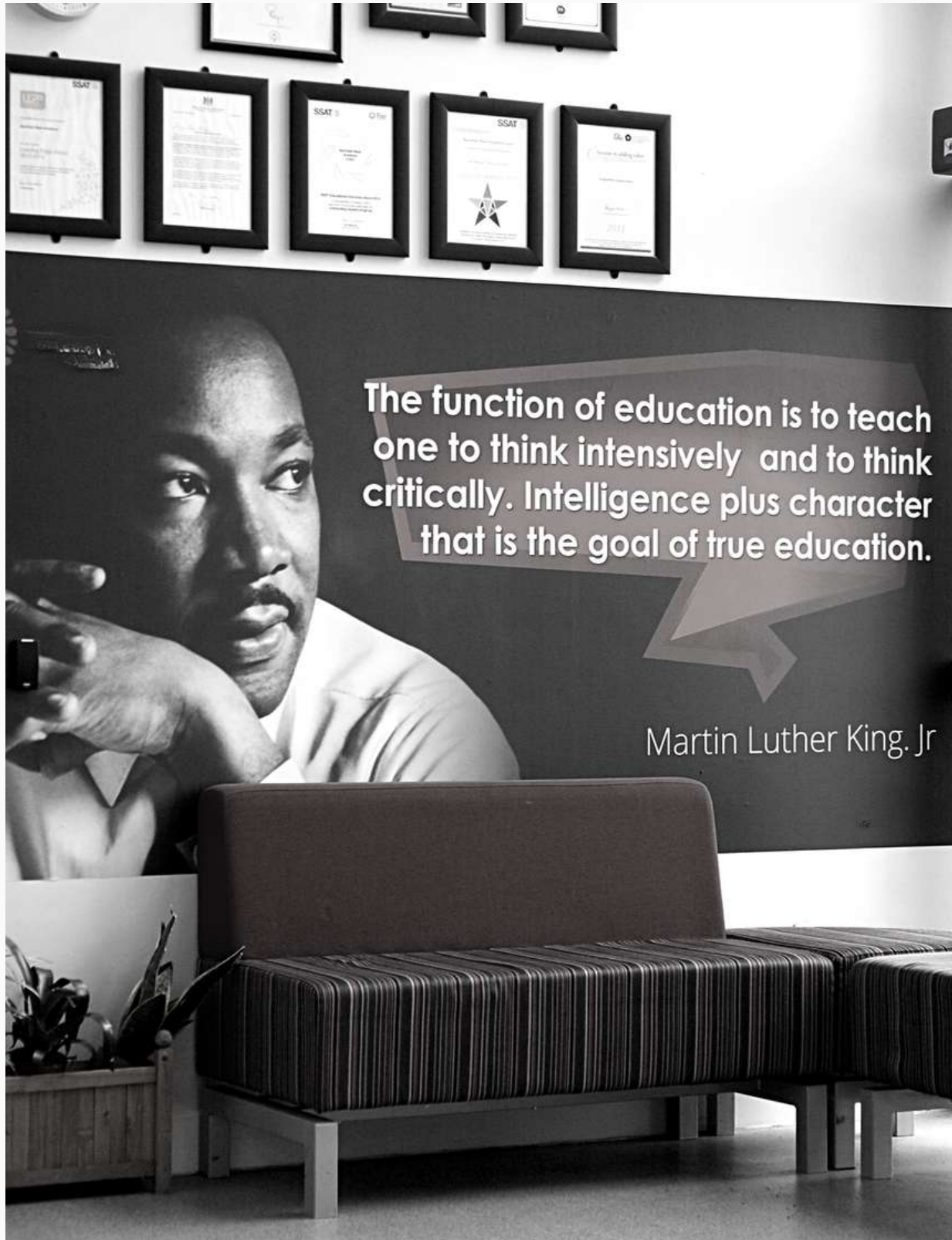
Perkbox also provides 24/7 access to GP appointments, confidential support and guidance through the Employee Assistance Programme.

Colleagues have access to a team of fully qualified counsellors and advisors, with support for a range of emotional, legal and financial issues, along with a wellbeing portal, full of resources and videos

RECRUITMENT BOOKLET



THE LINDEN
ACADEMY



The function of education is to teach one to think intensively and to think critically. Intelligence plus character that is the goal of true education.

Martin Luther King. Jr

SEE MORE AT

WWW.ADVANTAGESCHOOLS.CO.UK



Principal

The Linden Academy (TLA) is a primary school in Luton, offering an academic learning environment for children aged 4-11. We are proud of the strong foundations we have in place: over four hundred conscientious pupils, aspirational parents who want the very best for their children, and a welcoming community ready to be led. We are committed to excellence in all areas of education: and believe every child deserves an outstanding education that rivals the very best.

We are seeking an ambitious and driven candidate who wants to do more than run the school well. We are looking for someone ready to provide the very highest quality of leadership and turn TLA into an academic institution that can stand alongside the best in our trust, the local area and beyond. Working closely with the Trust's Executive Team, the successful candidate will provide visible, expert leadership, driving excellence in teaching, learning and pupil performance across the school.

This is a pivotal role in our trust's leadership: the right candidate will look back in five years and know they developed The Linden Academy into a model of exemplary practice within our high performing trust and helped to shape the future of our organisation.

We are looking for a leader who will realise the potential of The Linden Academy by:

- Leading from the front with a positive and proactive attitude.
- Being highly visible to the school community.
- Creating a culture where pupils meet high expectations and thrive in a safe, focused learning environment.
- Sustaining the highest standards of behaviour.
- Remaining focused on the development of teaching and high quality of classroom provision
- Knowing great curricula and implementing a high-quality curriculum for all.
- Being consistent and level-headed.
- Building trust through strong relationships with pupils, families, staff, the local community and the wider trust.

If you share our vision for education and are passionate about maximising educational attainment and standards to ensure all pupils reach their full potential, you will be well-placed to join our school and make a difference. You will be supported by a network of dedicated principals and trust leaders who share your conviction that every child deserves to benefit from a high quality, knowledge-rich education, regardless of background.

Please view the Advantage Schools prospectus here: [Overview - Advantage Schools](#)

School visits and discussions with the CEO are warmly welcomed.

Job specifics

Start Date January or April 2027

Salary AS Leadership 15-19 £73,790-£81,411 dependent on experience

Why work for Advantage Schools?

- The opportunity to lead a school to achieve the highest of standards as part of an ambitious trust.
- Be valued as a high-profile leader within the trust, benefitting from the collaborative support of our network of principals and the wider trust education team.
- You'll be working alongside a collaborative, committed leadership team.
- Unparalleled CPD opportunities.
- A fantastic school ethos where children, staff and parents/carers are highly supportive.
- Staff benefits that make a difference to your work life balance.

The Trust reserves the right to interview and appoint a suitable candidate before the deadline date

Job Description

Post	Principal
Salary	AS Leadership15-19
School	The Linden Academy
Responsible to	CEO

Purpose

You will work with the Executive team to provide outstanding leadership to take forward the vision and values of The Linden Academy and Advantage Schools, ensuring that excellence and high standards are attained across all areas, whilst providing a safe, healthy and inclusive learning environment.

Duties and Responsibilities

- Take the lead in planning, implementing and communicating a strategy to develop the school to excellence in alignment with the vision and values of Advantage Schools.
- Provide operational leadership that ensures the highest standards in school culture, teaching and learning, and pupil performance are achieved.
- Collaborate with other schools to meet the shared objectives in the Trust's plan and play a key role in the Trust's development.
- Ensuring the school is financially secure.

Standards

- Instill and sustain an ethos of high expectations in all aspects of school life.
- Ensure the school delivers an excellent academic curriculum, which enables pupils to become highly educated and to be full and active participants in society.
- Ensuring the quality of teaching and learning across the school is of consistent quality and that practice is evidence informed.
- Initiate and embed meaningful quality assurance that monitors pupil progress, raises standards and ensures a continuous and consistent school-wide focus on pupil achievement.
- Create and implement policies developed across the Trust.
- Achieve annual enrolment, attendance, retention and achievement targets.
- Ensure pastoral care, pupil welfare, behaviour and anti-bullying procedures are central to a positive school culture and are consistently applied.
- Ensure that the most vulnerable pupils achieve academic standards that rival their peers.
- Work strategically to establish a sustainable, effective and value-for-money staffing structure and allocation, including support staff, across the school.

Leading people

- Ensure the school employs, develops and retains the highest quality staff.
- Create, maintain and enhance working relationships with staff, including consultation with professional associations, as appropriate.
- Manage the effective deployment and excellent performance and professional development of all colleagues so that the school has, and all pupils experience:
 - a. Excellent standards of conduct
 - b. The highest quality of curriculum
 - c. The very best teaching
 - d. Extremely well-trained professionals who deliver excellent experiences and opportunities.
- Engage staff in decision making where appropriate.
- Develop the leadership of staff at all levels.
- Promote the Trust's ethos, values and aims.

Managing the organisation

- Be responsible for the internal organisation, management and control of the school so that it is focused on excellence.
- Advise the executive team on the annual priorities and work with the Chief Financial Officer to formulate the school's budget, ensuring that financial planning aligns with Trust parameters and supports the delivery of these priorities.
- Plan, manage and monitor the curriculum and all associated policies, procedures and initiatives within the agreed budget, working with the Chief Financial Officer to set priorities for expenditure, allocate funds and ensure effective financial administration and control in line with Trust parameters.
- Work with the finance team ensuring the regular monitoring of the non-pay budget and the oversight of the use of resources at all levels in the school.
- Manage and organise accommodation efficiently and ensure it meets the needs of the curriculum, extended use, health and safety requirements and promotes a positive learning environment for all.
- Monitor and evaluate the overall provision and use of resources to both secure value for money and secure opportunities to maximise resources for the school and its community.
- Sustainable use of resources.
- Work closely with the central trust operations and finance team to ensure robust operational systems are in place that support efficient functioning, including school finance, facilities, catering and resourcing
- You will work collaboratively throughout the Trust and, if required, work at one of our other schools as directed by the executive team.

Accountability

- Report regularly on the performance of the school directly to the CEO or their delegate.
- Produce regular reports and provide information, support and objective advice to the CEO.
- Develop a culture in which staff recognise they are responsible for the success of the school and individual accountabilities are clearly defined, understood, agreed and acted upon.
- Work effectively and collaboratively with external partners and stakeholders to achieve mutually agreed objectives, where relevant.
- Ensure that effective communications are maintained within and beyond the Trust.
- Ensure that parents/carers and pupils are well informed about all aspects of the school and, in particular, about attainment, progress and targets for further improvement.

Strengthening community

- Develop and encourage good relations within the Trust and with the local community.
- Collaborate with parents/carers and with other agencies to ensure that the school meets the wider needs of its pupils, staff and the local community
- Work closely with other Trust schools and partner schools locally, nationally and internationally to ensure the development of the highest quality of curriculum, teaching, culture and leadership.
- In association with the executive team, liaise with the local authority and organisations in the business, public, private and voluntary sectors to meet the needs of pupils.
- Working with the central team to develop the school as an asset for the local community, enabling local people and other stakeholders to benefit from the facilities for education, training, health, fitness and recreation.
- Work with the management team to develop the school as a hub for the community.
- Ensure the school is inclusive – in that pupils achieve highly regardless of their background and there is value placed on diversity, enabling pupils to take their place as citizens in civilised society.
- To be responsible for equality and diversity within the school ensuring that statutory requirements are fulfilled.

This list is by no means exhaustive; it is more of a guide to expected duties. The postholder may therefore be directed by the executive team to undertake any other duties commensurate with this role.

Person Specification

Candidates will be assessed on the following:

QUALIFICATIONS

- Good honours degree
- Qualified Teacher Status
- Evidence of recent/relevant training and development and/or further study, for example, in preparation for headship e.g. NPQH

EXPERIENCE, KNOWLEDGE AND UNDERSTANDING

- Significant expertise regarding high-quality teaching and learning, and significant experience of leading the improvement of teaching and learning
- Substantial leadership experience, preferably as a principal, and a track record of improvement and impact with measurable outcomes
- Knowledge and understanding of wider educational developments including current national policies and educational issues
- Proven track record in leading and managing staff, including building successful teams, delegating effectively and implementing and managing change
- Proven experience of high-quality school self-evaluation
- Successful experience of positive and proactive behaviour management systems
- Successful experience of curriculum development along with an understanding of the issues associated with choice and flexibility to meet the needs of all pupils
- Experience of developing successful partnerships and a strong track record of school-to-school support
- Experience of working in a trust

SKILLS AND ABILITIES

- Be able to work in alignment with the ethos of the Trust, developing effective and purposeful relationships - you should be able to earn respect from pupils, staff and parents
- Be able to communicate effectively and persuasively - you should be motivating and engaging, able to win 'hearts and minds'
- Ability to plan and organise the school achieving great outcomes whilst ensuring sustainable, manageable workload for all members of staff, including the leadership team and yourself as principal
- Ability to lead, coach and motivate colleagues
- Be able to manage time effectively by prioritising ruthlessly
- Be able to manage and develop people and teams
- Be able to allocate, organise and monitor resources
- Be able to plan and organise effectively
- Be able to motivate and inspire others
- Be able to understand and interpret a range of data relating to pupil performance
- Be a strong and highly visible presence in the school
- Be committed to the professional development of oneself and others

ATTITUDES AND APPROACHES

- A reflective practitioner with a desire for continuous improvement
- Desire to develop own learning and do things better
- Committed to high standards and high expectations for all
- A commitment to working to develop a collaborative vision which embraces excellence, high standards and inclusion
- Willingness to collaborate with others beyond the Trust



- Genuinely interested in the learning process and school curricula
- Possess energy and enthusiasm
- Enjoy relating to and can build rapport with pupils
- Willing to learn from and with others in the development of good practice
- Ambitious – can see an opportunity to make an impact and develop own leadership skills