

Candidate Briefing Pack
Vice Principal
Nuneaton Academy



Dear applicant,

Who can know the limits of any child's potential?

All of us at Nuneaton Academy firmly believe that every child is a special individual, capable of extraordinary things and deserving of an excellent education. Nuneaton Academy will become a beacon of educational excellence, unwavering in its commitment to nurturing young minds and bringing out 'the best in everyone.' Working with us means **being part of one of the most transformational school improvement journeys in the country**. We foster a respectful culture, where kindness and courtesy are the cornerstone of every interaction. We are resolute, looking for people who exhibit unwavering dedication to the growth and success of our students; showing determination through hard work.

"Never doubt that a small group of thoughtful, committed, citizens can change the world. Indeed, it is the only thing that ever has." - Margaret Mead

United Learning is an exciting organisation to work for; there is a real focus on developing people and empowering innovation where staff are appreciated and celebrated. A key benefit of being part of United Learning is to have the support of colleagues across the wider group and ample opportunities to network; we recognise the powerful impact that collaboration and partnership have on colleagues. Our central, regional and cluster teams ensure that technology, finance, HR, and data support is provided more effectively and efficiently than would otherwise be possible, so that school leaders can focus on educational leadership. United Learning is an inclusive employer and is committed to creating and sustaining a more ethnically diverse workforce. Therefore, we would very much welcome applications from professionals of all backgrounds who share our commitment but especially those of minority ethnic origin.

If you are looking for an exciting, challenging and highly rewarding role that offers a strong commitment to professional development and well-being we encourage you to apply. We welcome the opportunity for prospective applicants to visit us and we invite you to get in touch with any questions you may have ahead of submitting your application.

Thank you so much for considering a post with us.

We look forward to hearing from you.

Mark Dalton
Principal
Nuneaton Academy

The School

We firmly believe that every child deserves an exceptional education that prepares them for a fulfilling future. Together, we will create an inclusive, supportive, and stimulating learning environment that empowers our pupils to achieve excellence. Our Nuneaton Norms serve as the foundational principles of student culture and guide our transformative journey at Nuneaton Academy.

We are RESPECTFUL, showing kindness and courtesy at all times.

At Nuneaton academy, we believe that a respectful and kind environment is essential for fostering positive relationships and creating a supportive atmosphere. We encourage our students to embody kindness and courtesy in all interactions. Treating one another with respect not only nurtures strong bonds within our school family but also prepares our students to thrive in a diverse and interconnected world.

We are RESPONSIVE, following instructions right away, without question.

We instil in our students the importance of embracing challenges head-on and following instructions promptly. This willingness to be accountable not only empowers them to excel academically but also nurtures the essential life skill of adaptability. By embracing instruction with enthusiasm, our students are better equipped to navigate the complexities of their educational journey and beyond.

We are RESOLUTE, showing determination through hard work.

Determination is the driving force behind achievement. We encourage our students to approach their studies and extracurricular activities with unwavering resolve. Through hard work, dedication, and a commitment to continuous improvement, our students learn the value of perseverance. This resolute attitude not only shapes their academic outcomes but also paves the way for lifelong success.

About United Learning **More Pay – More Time – More support**

United Learning is a group of schools which aims to provide excellent education to children and young people across the country. We uniquely comprise schools in both the state and the independent sectors and currently educate over 60,000 students and employ over 9,000 members of staff.

The growing range of outstanding group-wide activities that we can provide will mean that more young people will have truly exceptional and inspiring experiences. We believe that our Group contains the most developed relationships and practical interactions between independent and state schools in the country; creating benefits for all the schools involved whilst respecting both traditions and learning from each other.

United Learning comprises both United Church Schools Trust, which operates our fee-paying independent schools, and United Learning Trust, which operates our state-funded academies. To find out more about United Learning, please visit the website: www.unitedlearning.org.uk

Our Ethos

Our approach to education is underpinned by a sense of moral purpose and commitment to doing what is right for children and young people. We believe in supporting our colleagues to achieve excellence and in acting with integrity in all our dealings within and beyond the Group. We believe the safety and welfare of all children and young people is paramount. We summarise this ethos as ‘the best in everyone’ underpinned by our core values:

AMBITION – to achieve the best for ourselves and others.

CONFIDENCE – to have the courage of our convictions and to take risks in the right cause.

CREATIVITY – to imagine possibilities and make them real.

RESPECT – for ourselves and others in all that we do.

ENTHUSIASM – to seek opportunity, find what is good and pursue talents and interests.

DETERMINATION – to overcome obstacles and achieve success.

Our Framework for Excellence

To achieve our mission, our schools prioritise five key principles:

- **THE BEST FROM EVERYONE**
- **POWERFUL KNOWLEDGE**
- **EDUCATION WITH CHARACTER**
- **LEADERSHIP IN EVERY ROLE**
- **CONTINUOUS IMPROVEMENT**

Continuing Professional Development

Our staff are one of our most important assets, we are passionate about supporting our staff, bringing out ‘the best from everyone’. You will work closely with your Executive Business Manager to set personal and meaningful development objectives and you will receive all support possible to achieve and surpass these objectives. You will also have the benefit of accessing a range of internal and external staff networks and fantastic CPD opportunities.

More Pay – More Time – More support



More pay

- We pay an average of 5% above national scales – the best rates of pay in the sector.
- We offer starting salaries of £39,500 in Inner London, and £32,850 nationally.
- We offer a health cash plan giving you money towards essential medical treatment.
- Our staff discount scheme saves you money on supermarket shopping, gym memberships, holidays and more.



More time

- All our academies start every term with an additional INSET day set aside for your own planning (in addition to the usual five INSET days - giving you eight in total).
- At least one guaranteed paid personal day each year, to use as you want.
- We offer opportunities for flexible working.



More support

- We provide high quality training and development for every stage in your career.
- Every teacher benefits from a bespoke development plan to support your progression and aspirations.
- We give you access to a high-quality curriculum with excellent resources.
- Benefit from support from expert subject advice.
- Access to a comprehensive wellbeing programme, providing support with issues from legal and financial to family and housing; access to free counselling; and other wellbeing support.

Benefits

- Perkbox - access to resources such as a discounted shopping platform and wellness hub including discounted gym membership
- Access to a dedicated employee assistance counselling and advice line
- Westfield Health cash plan – claim the cost back on health services such as physio, dental treatments and optical services (eligible after 6 months service)
- Cycle to work scheme
- Car lease scheme
- LGPS Pension

Job Description: Vice Principal

Start Date: September 2026

Directly reporting to: Principal

Job Description

The Vice Principal is a key member of the Senior Leadership Team, responsible for providing strategic leadership and operational management that ensures the highest standards of teaching, learning, behaviour, and student achievement. Working closely with the Principal, the Vice Principal helps shape the vision, direction, and culture of the academy, driving continual improvement and ensuring that all students receive an excellent education.

The postholder will lead whole-school priorities, support the development of staff at all levels, and act as a role model for professionalism, ambition, and integrity. As a senior leader, the Vice Principal will contribute to the development of Trust-wide initiatives and deputise for the Principal when required.

Job Purpose

- To engage with parents to build and maintain positive relationships with the community
- To address matters that arise skillfully and promptly
- To facilitate and encourage a learning experience which provides pupils with the opportunity to achieve their individual potential;
- To contribute to raising attendance and outcomes;
- To identify barriers to progress and work with pupils and their families to remove these barriers
- To share and support the school's responsibility to provide and monitor opportunities for personal and academic growth.
- Ensure quality academic provision, pastoral provision and support to all pupils, their families and the wider community.
- Key responsibilities will be reviewed annually as part of our commitment to developing future leaders.
- The Vice Principal will have a clear focus based on school needs, priorities, and their own development as part of the leadership team.

Safeguarding & Welfare

- Take a senior role in safeguarding, ensuring statutory compliance and best practice.
- Support the DSL team with oversight of safeguarding procedures, training, and case management.
- Champion a safe, inclusive environment where all students feel supported.

Responsibilities and Tasks

This list is not meant to provide a narrow definition of specific responsibilities but to serve as guidance and should be seen as enabling rather than restrictive.

Strategic Leadership

- Support the Principal in the strategic leadership and day-to-day management of the Academy.
- Contribute to whole-school self-evaluation, improvement planning, and delivery of key priorities.
- Lead on specific strategic areas (such as behaviour, teaching & learning, curriculum, safeguarding, attendance, or personal development), depending on the Academy's priorities.
- Deputise for the Principal when required, including decision-making, safeguarding and operational leadership.

Teaching & Learning

- Champion the highest standards of teaching and learning across all subjects.
- Lead on coaching, professional development, and quality assurance to ensure consistent high-quality practice.
- Support curriculum planning and assessment systems that enable all students to make strong progress.
- Use data effectively to monitor performance, identify need, and inform intervention

Behaviour, Culture & Ethos

- Promote a disciplined, calm, purposeful environment where students behave exceptionally well.
- Lead staff in delivering consistent behaviour expectations and restorative approaches.
- Ensure the Academy culture reflects United Learning's values and the ethos of Nuneaton Academy.
- Maintain high expectations for attendance, punctuality, uniform, and conduct.

Staff Leadership & Development

- Line-manage and performance-manage members of the Senior and Middle Leadership Teams.
- Lead whole-school CPD and talent development, ensuring staff are well-supported and professionally challenged.
- Model high expectations, professional conduct, and a commitment to staff wellbeing.

Operational Management

- Support leadership of key operational areas such as timetabling, examinations, cover, or curriculum organisation.
- Contribute to risk management, compliance, health & safety, and safeguarding audits.
- Oversee aspects of communication with parents, governors, external agencies, and United Learning.

General Duties

- Carry out any professional duties of a teacher as required.
- Undertake any additional responsibilities reasonably delegated by the principal
- Maintain confidentiality, safeguard student welfare, and adhere to all Academy and United Learning policies.

For more information on this role, or if you'd like to visit the school prior to interview, please email Natalie.blair@nuneatonacademy.org.uk

This post is subject to an enhanced DBS disclosure and must have the right to work in the UK. The post holder must be committed to safeguarding the welfare of children, and positively support equality of opportunity and equity of treatment to colleagues and students in accordance with the United Learning Equal Opportunities Policy and Code of Conduct

We reserve the right to close this advertisement prior to above closing date if we receive a high volume of applications.