


Your Journey with UKAT

Unique People, Shared Vision

Assistant Principal Chatham Grammar



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WELCOME TO UKAT



The University of Kent Academies Trust (UKAT) is an established multi academy trust (MAT) that has two secondary academies, Chatham Grammar and Brompton Academy. Chatham Grammar is a selective year 11 – 19 girls academy and Brompton Academy is a year 11 - 19 mixed comprehensive. In addition to the two secondary schools, UKAT offers a unique educational provision called the UKAT Sixth Form which is shared across the two academies.

The Trust works creatively and collaboratively across all learning platforms, driving a distinct culture and ethos that encourages growth and performance in a dynamic and equitable way for all students and the wider community.

UKAT offers all students a unique educational experience where students feel inspired, enthused, encouraged, supported and nurtured to reach above and beyond their learning milestones.

We are ambitious and courageous, as we want young people to aspire to reach their goals and aspirations beyond any limitations they might perceive to exist

WHO ARE WE



UKAT's journey so far

2017	UKAT established, building on the strong foundations of our partnership with the University of Kent
2018-2023	Growth across our schools, embedding high standards and inclusive practice
February 2024	Allan Osborne joins UKAT as Chief Executive Officer, bringing renewed vision and leadership
November 2024	All UKAT academies are graded as Good schools by Ofsted, recognising high quality of education.
September 2025	UKAT 30, our refreshed Vision and Values framework is launched, setting the course for the next decade.
Future	Continued growth and innovation, strengthening our inclusive, high-quality education offer across all schools.

UKAT's values & Mission

 Working Together	 Outward Facing	 True to Ourselves	 Being Reflective
 Everyone Counts	 Going the Extra mile	 Visionary Thinking	



UKAT enriches its communities through an empowering, inclusive, and inspirational educational vision.

WHY JOIN UKAT?



Emma Mundy
Deputy Subject Leader

I enjoy the fact that the trust is relatively small in number of schools, and I enjoy that the working relationship with Brompton Academy is mutually beneficial. I also like the link to the University of Kent, with it being able to provide opportunities for students in gaining higher education experience.

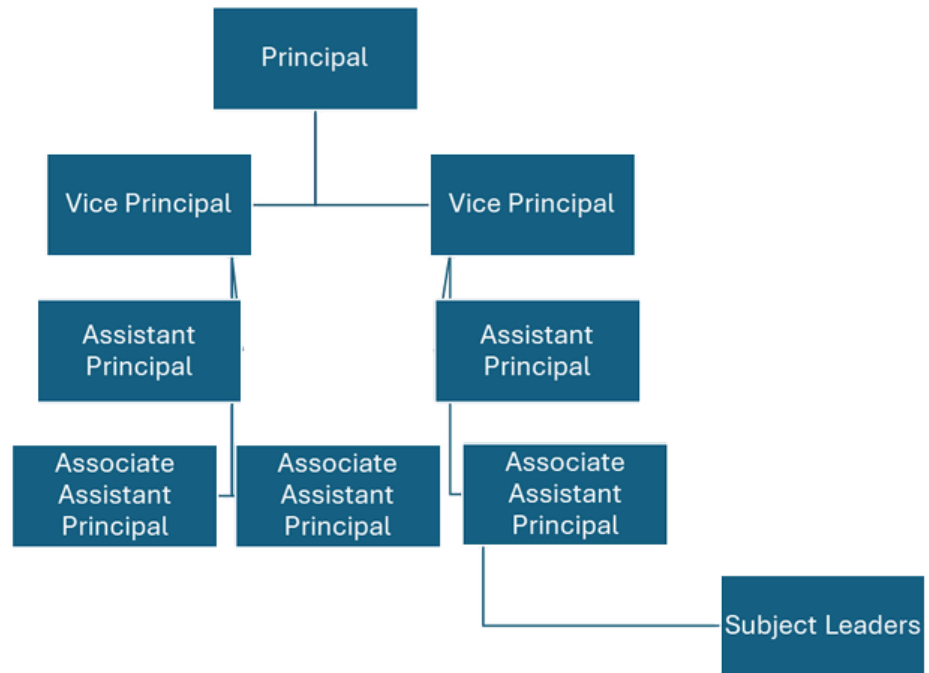
I appreciate the challenges that come with my role at UKAT, as they push me to grow professionally and develop new skills. I enjoy problem-solving and finding effective solutions, which keeps my work engaging and rewarding.



Penny Walshe
Head of People

LIFE AT UKAT

Chatham Grammar Strategic Leadership Team



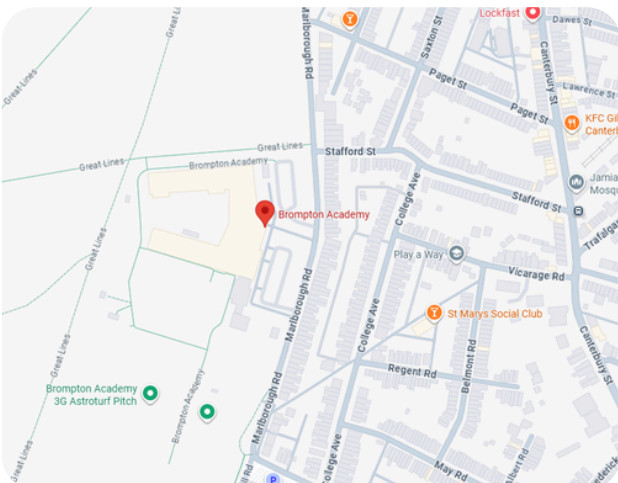
OUR COMMUNITY



Brompton Academy

At Brompton Academy, we are proud to be a highly oversubscribed secondary school at the heart of the Medway community, dedicated to “Transforming Lives Through Learning.” Guided by our REACH values — Resilience, Equality, Aspiration, Community and Happiness.

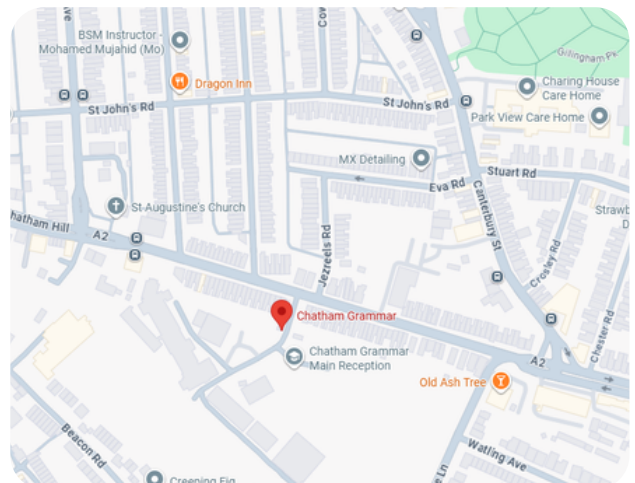
We foster a caring, supportive, and aspirational environment where students are encouraged to excel both academically and personally. With high expectations, a broad and balanced knowledge-rich curriculum, innovative use of technology, and an extensive careers and extra-curricular programme, we equip our students with the skills, confidence, and sense of belonging they need to thrive in today's world and succeed in tomorrow's.



Chatham Grammar

Chatham Grammar (CG) is a selective 11–19 girls' academy, with a mixed sixth form, sponsored by the University of Kent. From September 2026, CG will begin its transition to a fully co-educational academy by welcoming boys into Year 7.

Driven by Ambition, CG is committed to inspiring every student to achieve their potential. As part of UKAT, students benefit from unique opportunities with the University, including mentoring from student ambassadors, visits to campus, curriculum programmes, international links, and a wide range of enrichment experiences that support both academic and personal development.



YOUR ROLE IN OUR JOURNEY

Dear Candidate,

Welcome to Chatham Grammar, a school driven by ambition, founded on excellence, and committed to nurturing the talents and aspirations of every young person. We are proud to be a school that champions high academic standards, personal development, and a supportive, inclusive community. With a rich heritage and a forward-thinking ethos, Chatham Grammar is a place where all students are inspired to achieve their full potential.

Thank you for your interest in the position of Assistant Principal – Personal Development & Ethics. This is a significant and exciting opportunity to lead the strategic development of Personal Development and Ethics across the school, ensuring that all students are supported to thrive academically, socially, morally, and emotionally.

This role offers a unique opportunity to shape and embed a coherent, values-driven Personal Development programme, including PSHE, RSE, SMSC, enrichment and ethics education. As a key leader within the school, you will play a central role in promoting a positive culture and ethos, high standards of behaviour, student wellbeing, and ethical understanding. You will also oversee pastoral systems, student leadership, and opportunities that support personal growth, character development, and readiness for life beyond school.

Chatham Grammar is entering an exciting phase of development as we move from a girls' grammar school with a mixed sixth form to a fully co-educational school in September 2026. Alongside this, the introduction of this role reflects our deep commitment to nurturing the whole child, ensuring that personal development and ethical education are at the heart of our vision.

We are seeking an outstanding practitioner and leader with a strong commitment to inclusion, wellbeing, and character education. You will have the vision, expertise, and determination to establish a centre of excellence for Personal Development and Ethics, while supporting whole-school improvement through leadership, collaboration, and staff development.

Students at Chatham Grammar are proud to be part of our school and value the opportunities we provide, both within and beyond the classroom. You will join a dedicated and collegiate leadership team, united by a shared ambition to deliver exceptional outcomes for all students.

This role offers the opportunity to make a profound and lasting difference to the lives of young people and their families. If you are inspired by the opportunity to lead, innovate, and shape Personal Development and Ethics in a forward-thinking school, we would be delighted to hear from you.

Yours Faithfully,

Wendy Walters
Principal

REWARDS AND BENEFITS

At UKAT, we believe our people are our greatest strength. That's why we are committed to recognising, rewarding, and supporting every new colleagues both in their professional journey and personal wellbeing.

When you join UKAT, you can expect

 Financial Wellbeing	 Health & Wellbeing Support	 Career Development & Progression	 Lifestyle & Work Environment
Generous Employer Pension Contributions	Benenden Health Care	Directed time for CPD	Modern & Well Equipped Buildings
Competitive Salaries	Free counselling & wellbeing support	Dedicated staff development days	Relocation package
Free Retirement Planning	Specsavers Eye Care	Funding available for individual training plans	Apple Technology & Equipment
Interest free staff loan scheme	Cycle to work scheme	Leadership development programmes	Free Parking
Interest free travel loans	On-site gym access	Apprenticeships at every level	On-Site Electric Car charging
Discounted bus travel in Medway area	Physical Health Wellbeing guidance	Coaching & Mentoring	Discounted rates for on-site charging
Employee referral scheme	Employee Thrive Day	Individual Career Growth Plans	Excellent public transport links

JOB DESCRIPTION

Assistant Principal

Responsible to: Vice Principal

Responsible for: Heads of Year, Personal Development Lead, Subject Leaders/Teachers and relevant support staff

Scale: UKAT Leadership points 6 – 11 (£65,766 - £76,241)

Purpose and Vision

The primary focus of this role is to design, lead and embed a high-quality Personal Development and Ethics provision across the academy. The postholder will ensure that all students experience an inclusive, ambitious and values-driven education, enabling them to develop academically, socially and morally.

The role will establish a centre of excellence for Personal Development across the school, promoting wellbeing, character education, safeguarding awareness and ethical understanding.

The Assistant Principal will play a key role in shaping a positive culture and ethos, ensuring high standards of behaviour, strong relationships and a clear moral purpose underpin all aspects of academy life.

Key responsibilities

- Lead the development and implementation of a whole-school Personal Development and Ethics strategy with a clear and ambitious vision.
- Establish and promote a positive, inclusive and values-driven ethos across the academy.
- Contribute to the Academy's high standards through teaching (as appropriate to the role).
- Create a safe, supportive and stimulating environment with high expectations for behaviour and achievement.
- Motivate and support staff and students to achieve excellent outcomes.
- Contribute to whole-school improvement planning and ensure alignment with the School Improvement Plan.
- Manage resources and budgets within areas of responsibility effectively, ensuring value for money.
- Engage in quality assurance, performance management and monitoring activities to ensure accountability and continuous improvement.
- Comply with statutory safeguarding, equality and Health & Safety requirements at all times.
- Participate in school events, parent/carers engagement activities and wider school life.
- Carry out any other reasonable duties as directed by the Principal or Senior Leadership Team.

JOB DESCRIPTION

Assistant Principal – Personal Development & Ethics specific responsibilities

- Lead the strategic development of Personal Development and Ethics across the academy, establishing clear systems, structures and expectations.
- Design, implement and evaluate a coherent Personal Development curriculum, including PSHE, RSE, SMSC, British Values and ethics education.
- Lead and develop pastoral systems, including Heads of Year and tutors, ensuring high-quality support for all students.
- Promote high standards of behaviour, attitudes and conduct, ensuring consistency across the academy.
- Develop and implement strategies to support student wellbeing, resilience and character education.
- Lead student voice and leadership opportunities, ensuring meaningful student engagement in academy life.
- Oversee enrichment programmes and wider curriculum opportunities that support personal growth and development.
- Ensure effective careers education, information, advice and guidance (CIAG), supporting students into education, employment or training.
- Monitor and evaluate student progress in relation to personal development, behaviour and engagement, using data to inform interventions.
- Support staff through training, coaching and professional development in areas related to Personal Development, behaviour and ethics.
- Promote equality, diversity and inclusion, ensuring all students feel valued and supported.
- Work closely with parents, carers, and external agencies to support student wellbeing and development.
- Ensure safeguarding is central to all aspects of academy life, maintaining a strong culture of vigilance and care.
- Prepare reports for senior leaders and governors on the impact and development of Personal Development provision.
- Contribute to Trust-wide initiatives and collaborate with other academies to share best practices.

WHAT ARE WE LOOKING FOR?

Assistant Principal – Person Specification

Please note it is not essential for candidates to have all the experience, skills and qualifications listed in this person specification, this should not prevent prospective candidates from applying for the post. However, candidates will be able to demonstrate their abilities against the Person Specification through the application, assessment, interview, and reference process

Key Area	Essential	Desirable
Qualifications & Training	<ul style="list-style-type: none"> · Honours Degree and / or post graduate qualification e.g. Masters/PHD. · Qualified Teacher Status. · Evidence of ongoing professional learning (CPD) in leadership, Personal Development, pastoral carer or wellbeing. 	<ul style="list-style-type: none"> · NPQSL or equivalent leadership qualification · Postgraduation qualification in education, leadership, ethics or wellbeing · Training in safeguarding, mental health or behaviour leadership
Experience	<ul style="list-style-type: none"> · Successful teaching experience with evidence of strong outcomes · Leadership and/or management experience · Experience of leading or contributing to Personal Development, pastoral systems, PSHE, RSE or similar provision · Evidence of raising standards in behaviour, attitudes or student outcomes · Experience of monitoring, evaluation and school improvement planning · Experience of working collaboratively with staff, students and parents/carers 	<ul style="list-style-type: none"> · Senior leadership experience · Experience of leading whole-school Personal Development or behaviour strategy · Experience of working across a Multi-Academy Trust · Experience of leading enrichment or student leadership programmes · Experience of working with external agencies ·
Knowledge, skills and abilities	<ul style="list-style-type: none"> · Excellent classroom practitioner with strong understanding of teaching and learning · Strong knowledge of Personal Development, including PSHE, RSE, SMSC, British Values and ethics · Ability to lead, motivate and develop staff · Excellent communication and interpersonal skills · Ability to analyse data and monitor student progress effectively · Ability to work collaboratively with families, staff and external agencies · High expectations of students and commitment to inclusion · Ability to manage change and drive improvement · Commitment to safeguarding and student wellbeing. 	<ul style="list-style-type: none"> · Knowledge of current developments in Personal Development and Ofsted framework · Experience delivering staff training and whole-school CPD · Understanding of mental health and trauma-informed approaches · Experience developing ethics or character education programmes
General	<ul style="list-style-type: none"> · Commitment to the vision, values and inclusive ethos of the school and Trust · Commitment to equality, diversity and inclusion · A strong belief in enabling all students to achieve and thrive 	<ul style="list-style-type: none"> · Willingness to work across the Multi-Academy Trust · Commitment to ongoing leadership development

HOW TO APPLY



At UKAT, we are committed to a fair and transparent recruitment process.

If you are interested in joining our team, please follow the steps below to apply.

APPLICATION PROCESS

- All applicants must complete an official UKAT application form – we are unable to accept CVs as part of our recruitment process.
- Applications should be submitted via the UKAT My New Term Portal. Please visit the portal at <https://mynewterm.com/trust/The-University-of-Kent-Academies-Trust/136107>
- Ensure you carefully read the job description and person specification before completing your application.

ADDITIONAL OPPORTUNITIES

We understand that choosing the right role is an important decision. That's why we offer additional ways to get to know us:

- Experience Days – Spend time in our schools to see what it's like to work at UKAT.
- Join Our Unique Futures Network– If you're interested in working with us but can't see a suitable vacancy right now, you can register your interest for future opportunities via the Talent Pool in My New Term.

For further details or to ask any questions, please contact recruitment@ukat.org – we look forward to hearing from you!

