



Harbour
Learning
Trust

Success and happiness for all

Welcome to
our family!



Principal,
Hartsholme Academy

Careers at Harbour Learning Trust



Dear Prospective Candidate

There can be few things more daunting than the thought of stepping into your first Principal post or of stepping from a small school to a much larger school - serving a disadvantaged community and working for a trust with which you are unfamiliar. I ask you to be brave and believe in yourself!

Courage is critical to taking this step and at Harbour we need leaders who are courageous, brave, risk-takers and problem solvers. We need leaders who lead by example, model the behaviours they want to see from others, and lead with their own authentic style. We need leaders who are kind, compassionate and genuinely care about the communities they serve.

Your job as a leader is to light fires, inspire others, empower the great people in our schools and build teams that collaborate, share best practice, constantly want to improve their professional practice and model relentless positivity. Your job is to build a community dedicated to success and happiness for all, ensuring all our children achieve great outcomes that unlock pathways to a bright future in an inclusive environment where every child matters and every child is championed.

What you need to know is that we are with you every step of the way and you will receive great support from your fellow Harbour Principals and the central team. Our Principals all lead Good or Outstanding schools and are brilliant at supporting each other and inspiring each other to greatness. They are revelling in the freedom and support they receive in their roles and are driving forward school improvement at pace. You can read from them what it is like to be a Principal in Harbour Learning Trust later in our recruitment pack.

Our central team includes a dedicated HR team who are at your side to navigate staff management and provide you with advice and wellbeing support. All Principals receive fortnightly line management support, a comprehensive appraisal process, as well as regular face-to-face principal meetings with peer support. We pride ourselves on supporting, growing, coaching, developing and empowering our leaders, knowing that great leaders and great teams are what makes our schools so successful.

We are a happy organisation. Values-led, we encourage everyone to find the delight and joy in their work as this means we give the best service to our children who need to see adults every day who exemplify optimism, hope, love and relentless positivity. We define the behaviours we expect all staff and leaders to exhibit and call out staff who do not live up to these values and behaviours.

Our school worlds need to model the society we want our children to believe in, cherish and replicate in their own adult lives so kindness, love and joy are paramount. We're very proud of our achievements over the last couple of years. Our trust is driving collaboration and systems leadership. We believe that to improve we must learn from the best, become even better and then give back and support others. We are proud to have the highest performing primary and secondary schools in our area and we are proud to have been shortlisted for the TES Inclusive Trust of the Year Award. Most importantly, we are proud that we are improving the life chances for our children and giving them the tools and the values to lead happy and successful lives.

I hope you are the next piece of the jigsaw to drive us forward to even greater things for our children, staff and communities and I look forward to meeting you.

Be brave and believe!

Richard Briggs
CEO
Harbour Learning Trust





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Our Journey to Date

2014

Healing Academy and Healing Primary Academy form Healing Multi Academy Trust

2016 - 2017

Great Coates Academy and William Barcroft Academy join the Trust

2018 - 2019

Hartsholme, St Giles and Woodlands Academies join in 2018, with Ermine Primary Academy joining in 2019. Trust is rebranded to Harbour Learning Trust

Our timeline!



Join our friendly,
supportive team!

Our People

We believe that supporting, empowering and inspiring our people to be their best is fundamental to ensuring the best for the children in our schools.

It's also really important to us to have staff working in our schools and central team who have opportunities to develop themselves, and fulfil their careers within Harbour Learning Trust.

As a Values Driven Trust we are ambitious for our people, and see them grow through our Professional Learning Communities, dedicated CPD and Development programmes.



Principal, Hartsholme Academy

Hartsholme Academy, Lincoln

Salary Scale: L18 – L24

Contract: Permanent

Reports to: CEO

Start Date: Sept 2026



The Role: Architect of Success & Happiness

As our Principal, you are the heartbeat of the academy and the community. You are not just a leader; you are a visionary partner responsible for the outstanding day-to-day leadership, internal organisation, and strategic direction of our school. You will be the bridge between our ambitious academic goals and the families we serve, ensuring that "success and happiness for all" is a lived reality.

Key Priorities:

Provide Inspiring Leadership: Lead by example, developing a strong inclusive culture, providing creative and purposeful direction for staff and pupils alike.

Drive Strategic Growth:

Work in close partnership with the CEO and Trustees to monitor performance and respond to national and Trust requirements.

Champion Teaching & Learning:

Secure an environment that promotes outstanding teaching, high standards of achievement, and a curriculum that meets every child's needs.

Empower the Team:

Recruit, deploy, and develop staff of the highest quality, fostering a culture of professional growth and accountability.

Foster True Inclusion:

Ensure outstanding pastoral care and implement policies that guarantee diversity, equality, and a sense of belonging for all.

The Person: What We Are Looking For

We aren't just looking for a set of qualifications; we are looking for a specific kind of human. One who wants to join the school at an exciting phase of school development. You will embody success and happiness, possessing the clinical skill to raise standards and the human heart to nurture a community.

Essential Requirements:

Qualified Teacher Status.

At least 2 years of successful experience as a senior manager in the primary phase.

An excellent primary practitioner able to demonstrate outstanding practice and support others in their improvement. Ability to analyse complex data and formulate clear, impactful school development plans.

Relentlessly positive, emotionally resilient, and act with unwavering integrity and compassion.

Principal, Hartsholme Academy

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Purpose of Post

- Responsible for the outstanding day to day leadership, internal organisation, management and control of the academy.
- Providing vision, leadership, culture and direction for the school, and help to ensure that it is managed so that the school meets its aims and targets.

Main duties and responsibilities

Strategic direction and development of the academy:

- Lead by example, providing inspiring, creative and purposeful leadership for the staff and pupils
- To work in partnership with the CEO, Executive Principal, Local Governing Body, staff and parents
- Monitor and evaluate the performance of the academy and respond and report to the CEO, Executive Principal and Local Governing Body as required
- Ensure outstanding pastoral care for all pupils
- Ensure that management, finances, resources and administration of the academy supports the Trust's vision and maximises outcomes for all pupils
- Ensure that policies and practices take account of national, local and Trust requirements
- Regularly monitor, evaluate and review the impact of policies, priorities and targets and take action if necessary

Teaching and Learning:

- Develop an environment that promotes and secures outstanding teaching, effective learning and high standards of achievement, behaviour and attendance
- Determine, organise, implement and monitor the curriculum and its assessment and ensure that statutory requirements are met
- Ensure that pupils develop study skills in order to learn more effectively and with increasing independence
- Develop and implement a policy for the personal, social and moral development of pupils
- Monitor and evaluate the quality of teaching and learning and achievement of all pupils through appropriate methods
- Implement Trust policies which ensure inclusion, diversity and equality of access

Efficient and effective deployment of staff and resources:

- Work with CEO, Executive Principal, senior colleagues and governors to recruit, retain, deploy and develop staff of the highest quality
- Make arrangements for the security and effective supervision of the academy buildings, their contents and the grounds
- Set appropriate priorities for expenditure, allocation of funds and effective administration and control
- Manage and organise the accommodation efficiently and effectively to ensure it meets the needs of the curriculum, health and safety regulations and community use
- Manage, monitor and review the range, quality and use of all available resources in order to improve the quality of education, improve pupils' achievements, ensure efficiency and secure value for money

Job Description: **Principal, Hartsholme Academy**

Leadership and Management:

- Participate in the recruitment and selection of teaching and support staff
- Plan, allocate, support and evaluate work undertaken by groups, teams and individuals, ensuring clear delegation of tasks and devolution of responsibilities in a manner consistent with conditions of employment
- Implement and sustain effective systems for the management of staff performance, incorporating performance management and target setting
- Promote and monitor the continuing professional development of all staff
- Hold staff to account for their professional conduct and practice, as specified in the Terms and Conditions of Service of Teachers
- Creating opportunities for pupils to be actively involved in the academy decision-making process and for their views on the learning process to be listened to and respected
- Provide opportunities for pupils to enhance their learning by participating in enterprise activities, educational visits, work experience and other extracurricular activities
- Develop good working relationships with CEO, Executive Principal, governors, staff, pupils, parents/carers, the community
- Ensure that a Vice Principal or suitable person, assumes responsibility for the discharge of the Principal's function at any time when absent

Accountability:

- Present a coherent and accurate account of the academy's performance in a form appropriate to the range of audiences, including the CEO, Executive Principal, governors, parents, OFSTED and others
- Ensure that parents/carers are well informed about the curriculum, attainment and progress and about the contribution they can make in supporting their child's learning
- Provide information, to the Local Governing Body to enable it to meet its statutory responsibilities
- Carry out any such duties as may be reasonably required by the CEO, Executive Principal and the Local Governing Body

Key Information

Post Title: Principal for Primary

Contract type: Permanent

Salary: L18-24

Reports to: CEO

Location: Hartsholme Academy

Additional information: Regular

Travel between Trust sites will be required

The duties outlined in this job description are in addition to those covered by the latest School Teachers' Pay and Conditions document, which should be read in conjunction with this document.

We passionately believe that every child should receive the very best education that prepares them fully for the future



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We are committed to safeguarding and promoting the welfare of children and young people. We expect all our staff and volunteers to share this commitment.

Person Specification: Principal, Hartsholme Academy

Specification	Essential	Desirable	Evidence
Qualifications & Training	<ul style="list-style-type: none"> Qualified teacher status 	<ul style="list-style-type: none"> NPOH Award Safer recruitment training 2:1 honours degree in a relevant discipline 	
Experience	<ul style="list-style-type: none"> Recent experience as a successful senior manager in the primary phase (at least 2 years) with proven experience of creating and leading effective, high achieving teams Excellent primary practitioner able to demonstrate outstanding practice in supporting others to improve Experience of setting and achieve ambitious, challenging goals and targets as part of the culture of high expectation and excellence Experience of strategically formulating aims, policies and plans (such as school development plan) and of monitoring, evaluating and reviewing the impact of these Experience of monitoring standards and developing curriculum delivery with successful target setting and tracking which has raised standards of attainment Experience of monitoring standards and developing curriculum delivery with successful target setting and tracking which has raised standards of attainment 	<ul style="list-style-type: none"> Experience of teaching in more than one school Experience of managing finances and ensuring financial sustainability Experience of parental involvement schemes which have supported and enhanced pupil and school development Experience of managing risk 	
Professional knowledge & understanding	<ul style="list-style-type: none"> Up to date knowledge including current and emerging priorities for the primary sector, national policies, pedagogy, Ofsted framework, research findings Awareness and commitment to safeguarding and promoting the welfare of children including the expectation that all staff will share this approach Ability to determine, organise and implement a balanced and broad curriculum that has a positive impact on pupils' outcomes and their personal development, behaviour and welfare Understanding of how to lead school wide improvement initiatives that have a demonstrable impact on pupils' achievement 		
Skills	<ul style="list-style-type: none"> Able to contribute to the leadership of school improvement across the Multi Academy Trust Good communication skills, both written and verbal Ability to manage and prioritise workload and, where appropriate, delegate to others Ability to develop and maintain appropriate relationships and establish effective partnerships with pupils, parents/carers, staff (school and Trust), governors and Trustees Skilled in collaborative working and networking with a wide range of partnerships within and beyond the school Ability to analyse and present data and information coherently and a range of sources of evidence to make judgements and identify next steps Ability to communicate a complex vision in simple and easily understood terms to a variety of audiences Ability to effectively lead and manage staff including undertaking staff appraisals Ability to deploy effectively staff and resources 		
Personal Attributes	<ul style="list-style-type: none"> Support the Trust DANCE values, behaviour framework and leadership behaviours Ability to deal sensitively with people and resolve conflict Act with integrity, compassion Emotionally resilient and therefore patient and persevering with challenging behaviours and attitudes Relentlessly positive, passionate, enthusiastic, self-confident and able to help others be the same Self-disciplined and able to reflect and learn in order develop wisdom and understanding. Lead by example, empower and motivate staff 		



Hartsholme is a special place. We don't just teach pupils; we serve a community that has called our halls home for generations. It is a common—and beautiful—sight to see parents and grandparents at our gates who once walked these same corridors as children. This generational trust is our greatest asset and our greatest responsibility.

Why Hartsholme Academy?

Thank you for expressing an interest in becoming the new Principal of Hartsholme Academy. Hartsholme serves a proud and mixed community close to the centre of Lincoln. Many of our families are disadvantaged and we are proud to be making a difference to the life chances of those who need it most.

Hartsholme was inspected by Ofsted in the summer of 2025 and graded as a Good school. You can read the full report which is one of the attachments on mynewterm. However, the first three paragraphs give a strong sense of our school:

“Pupils enjoy their time at Hartsholme Academy. They are safe and well cared for by dedicated staff. Pupils work and play together happily. They are polite and respectful, and they value the positive relationships they have with their teachers and other members of Staff.

The school has high expectations of what all pupils can achieve. The curriculum is ambitious. Expert staff make sure that pupils with special educational needs and/or disabilities (SEND) benefit from the support and care they need to be successful. Pupils try hard and most achieve well.

Behaviour has improved at the school. Pupils follow school routines without fuss. They enjoy the rewards they can earn for demonstrating the school's values, to be 'ambitious, resilient and respectful'. Pupils told inspectors that any disruptions to learning are dealt with quickly and fairly by staff.”

Hartsholme has a stable staff who see themselves as a close-knit family. They are proud of their achievements in getting the school to Good and ambitious to become even better. The community is proud of its school and the school has a bright and secure future thanks to the development of a huge new housing estate just down the road. The new Principal will be presiding over a period of growing numbers and new opportunities.

Harbour Learning Trust is fully committed to inclusion and we have two applications lodged with the DfE for the opening of two mainstream SEND Hubs at Hartsholme from September. These are fully supported by the local authority and will follow the model of the Hubs at Ermine Academy, another school in the trust, which are widely viewed as best practice in the county.

The new Principal has to demonstrate commitment to the twin aims of academic excellence and full inclusion that are the hallmarks of Harbour Learning Trust.

They will be able to build and grow their own leadership team upon appointment, to join the recently appointed Vice Principal.

If you are a values-led leader with a commitment to empowering and developing staff, inspiring children to greatness and the desire to serve a wonderful community as part of a caring, ambitious and supportive trust, this is the school for you.



Our ethos is rooted in kindness!

A Journey of Excellence

We are a school on the move. Our most recent Ofsted inspection officially moved us from Requires Improvement to Good, a testament to the hard work, talent, and "all-in" attitude of our staff - but we are not stopping there. Our staff, our children and our parents deserve the very best and we are redefining the roadmap for Hartsholme to be the very best school that the community deserves.

Our Culture: Rooted in Kindness

Our core values are our foundations and underpin everything we do and we believe that academic success is only possible when a child feels safe, seen, and respected. Our inclusive environment is built on:

- Prioritising pastoral care, ensuring children's emotional needs are met before they even pick up a pencil.
- Welcoming families into the learning journey. Our "open door" isn't just a phrase; it's how we operate.
- Mutual respect; We hold high expectations for ourselves and our pupils, but we provide the unwavering support they need to meet them.
- A Collaborative Spirit: You'll join a fabulously committed team that thrives on shared learning.
- A Stimulating Environment designed to inspire, with resources that allow for creative, teaching and learning.
- Professional Pride: Be part of a school that has proven its ability to improve and is now aiming for the stars.



Please scan the QR code
to read the current
Hartsholme Academy
Ofsted report.



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How do I apply?

All of our vacancies are advertised on My New Term:
mynewterm.com

If you have any questions or want to contact us directly
please email us at:
lincoln.hr@harbourlearningtrust.com

Or call us on:
01522 683705



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Seize the dream!

