



Three
Spires
TRUST

'Life in all its fullness'



The King's

CHURCH OF ENGLAND
ACADEMY KIDSGROVE

Assistant Principal:
Teaching & Learning

Candidate Pack
April 2026

About

The King's CofE Academy



It is my great privilege to introduce you to The King's Church of England Academy in the heart of Kidsgrove. The academy moved into a new build in 2016 and has 749 students on roll, including 73 in the 6th Form where we currently offer four key vocational subjects (Health & Social Care, Sport, T-Level Engineering and Hospitality & Catering in our onsite Bistro).

As Principal, I am proud to lead a school that is deeply rooted in the Christian faith and committed to nurturing every child to flourish both academically and personally to reach their God-given potential.

At the heart of all we do are our core values: **Aspire, Belong, and Care.**

- **Aspire-** We believe that every student is made in the image of God, with a unique purpose and potential. Inspired by the words of John 10:10 – *"I have come that they may have life, and have it to the full"* – we encourage our young people to dream big, work hard, and strive for excellence in all they do.
- **Belong-** At The King's, we are a family. Every student is known, valued, and loved. We foster a culture where everyone can find their place and be celebrated for who they are. Our Christian ethos calls us to build a community of inclusion, respect, and compassion – where each person feels safe, supported, and able to thrive.
- **Care-** We are called to love one another as Christ loves us. This is reflected in our commitment to kindness, service, and integrity in all aspects of school life. Whether through pastoral care, charitable work, or everyday interactions, we seek to build a culture of empathy and responsibility.

Our mission is to provide a high-quality, values-led education that prepares students not only for academic success, but for lives of purpose, character, and service. I warmly invite you to explore our website and discover more about our vibrant, caring, and ambitious school community.

I would be delighted to discuss this important role with you in person should you wish to gather more information or visit the school before deciding whether to apply, please do get in touch.

Emma Postlethwaite

Principal



About

Three Spires Trust



By embracing this Christian foundation, we go beyond merely fostering academic achievement; we create an environment where emotional and spiritual well-being is equally prioritized.

Living life to the fullest, as we interpret it, involves fostering both emotional and physical health within our school community. We strive to instill in our students a wise and generous spirit, preparing them to engage with the wider world as informed and courageous global citizens. Our commitment to real-life learning experience, enhances this vision, enabling our students to broaden their horizons and connect with their local community.

Three Spires Trust (TST) is a multi-academy trust delivering a Christian education, based in the West Midlands. As of September 2024, we serve more than 3,800 children and young people and over 600 employees across six academies within the Diocese of Lichfield. These academies include three secondary schools and three primary, that form our family of schools.

The vision of the Trust, "life in all its fullness," aligns seamlessly with the theologically rooted Christian vision of Three Spires Trust, drawing inspiration from the imagery of Christ as the Good Shepherd. In John 10:10, Jesus embodies the essence of care, sacrifice, and dedication to the well-being of others. At Three Spires, this is reflected in our commitment to knowing each student and their family deeply, ensuring personalized support that echoes the Good Shepherd's intimate relationship with his sheep.



Leadership

at Three Spires

At our Trust, we believe in pushing the boundaries of traditional education. We're committed to harnessing the power of technology to enhance learning experiences, empower educators, and equip students with the skills they need to succeed in today's world.

Therefore, we actively encourage our leaders to:

- **Drive Innovation:** Join us in exploring new teaching methods, experimenting with cutting-edge educational technologies, and pioneering innovative practices that challenge the status quo.
- **Foster Creativity:** Help us develop a curriculum that inspires creativity, encourages critical thinking, and nurtures problem-solving skills in our students.
- **Embrace Technology:** Be at the forefront of educational transformation as we integrate digital tools into every aspect of teaching and learning, from virtual classrooms to AI-driven platforms.
- **Think Entrepreneurially:** Support students in developing an entrepreneurial mindset, fostering resilience, and empowering them to turn their ideas into reality.
- **Create a Holistic Curriculum:** Work with us to design a well-rounded curriculum that combines academic rigor with practical skills, including vocational training and real-world experiences.
- **Leadership and Empowerment:** Empower and support leaders at all levels in making courageous decisions aligned with ambitious visions, fostering a culture of collaboration and innovation among staff.
- **Community Engagement:** Engage with diverse communities effectively, promoting social mobility and raising aspirations among students and families from all backgrounds.
- **Simplify Workflows:** Help streamline processes, reduce bureaucracy, and improve work-life balance, contributing to staff retention in the teaching profession.
- **Organizational Management:** Implement systems, policies, and processes that create a conducive environment for both staff and student success in the 21st century.
- **Communication and Collaboration:** Engage with stakeholders—including staff, students, families, and the wider community—with strong communication and collaboration skills.
- **Change Management:** Navigate and lead change initiatives that drive organizational growth and improvement.
- **Cultural Competence and Diversity:** Ensure inclusivity and equity in all aspects of education delivery and decision-making by being aware of cultural diversity.
- **Networking and Relationship Building:** Build and maintain relationships with key stakeholders, including community leaders and industry partners, to support our academies' objectives.
- **Public Relations and Advocacy:** Promote the Trust's mission, values, and achievements, garnering community support and influencing policy decisions.
- **Emotional Intelligence:** Empathize with the needs and concerns of stakeholders, acting with emotional intelligence in decision-making processes.

Assistant Principal: Teaching & Learning

Job Description

Academy:	The King's CofE Academy
Location:	Kidsgrove, Staffordshire
Position:	Assistant Principal: Teaching & Learning
Salary:	L10 to L14
Contract:	Standard Teachers Pay and Conditions (Leadership) Permanent 1.0 FTE
Responsible to:	Principal

All staff have a pivotal role to play in every student's spiritual, moral, social and cultural development. Through our mission to ensure that every student experience's life in all its fullness, we ensure that we support each student through the promotion of our Christian values. This mission and our values underpin the work of every member of staff in all of our academies.

The duties outlined in this job description will be reviewed with the post holder on an annual basis in line with the academy's performance management procedures. It may be modified by the Principal with the agreement of the post holder, to reflect or anticipate changes in the job commensurate with the salary and job title.

Job purpose:

The Assistant Principal will support the Principal and Vice Principal in:

- Communicating the school's vision compellingly and supporting the Principal's strategic leadership
- The day-to-day management of the school
- Formulating the aims and objectives of the school
- Establishing policies for achieving these aims and objectives
- Managing staff and resources to that end
- Monitoring progress towards the achievement of the school's aims and objectives

The Assistant Principal will also have a timetabled teaching commitment commensurate with the role, complying with the Teachers' Standards and modelling best practice for others.

They may also be required to undertake any of the duties delegated from the Principal.

Qualities

The Assistant Principal will:

- Uphold public trust in school leadership and maintain high standards of ethics, behaviour and professional conduct
- Build positive and respectful relationships across the school community
- Serve in the best interests of the school's pupils
- Uphold the Christian values and ethos of the school

Duties and responsibilities

School culture and behaviour

Under the direction of the Principal or Vice Principal, the Assistant Principal will:

- Create a culture where pupils experience a positive and enriching school life
- Uphold educational standards in order to prepare pupils from all backgrounds for their next phase of education and life
- Ensure a culture of staff professionalism

Job description continued on next page

Assistant Principal: Teaching & Learning

Job Description Continued:

- Encourage high standards of behaviour from pupils, built on rules and routines that are understood by staff and pupils and clearly demonstrated by all adults in school
- Use consistent and fair approaches to managing behaviour, in line with the school's behaviour policy

Teaching, curriculum and assessment

Under the direction of the Principal or Vice Principal, the Assistant Principal will:

- Establish and sustain high-quality teaching across subjects and phases, based on evidence
- Ensure the teaching of a broad, structured and coherent curriculum
- Establish curriculum leadership, including subject leaders with relevant expertise and access to professional networks and communities
- Use valid, reliable and proportionate approaches to assessing pupils' knowledge and understanding of the curriculum

Additional and special educational needs and disabilities

Under the direction of the Principal or Vice Principal, the Assistant Principal will:

- Promote a culture and practices that enables all pupils to access the curriculum
- Have ambitious expectations for all pupils with SEN and disabilities
- Make sure the school works effectively with parents, carers and professionals to identify additional needs and provide support and adaptation where appropriate
- Make sure the school fulfils statutory duties regarding the [SEND Code of Practice](#).

Organisational management and school improvement

Under the direction of the Principal or Vice Principal, the Assistant Principal will:

- Establish and oversee systems, processes and policies so the school can operate effectively
- Ensure staff and pupils' safety and welfare through effective approaches to safeguarding, as part of duty of care
- Ensure rigorous approaches to identifying, managing and mitigating risk
- Ensure effective use of budgets and resources
- Identify problems and barriers to school effectiveness, and develop strategies for school improvement that are realistic, timely and suited to the school's context
- Make sure these school improvement strategies are effectively implemented

Staff management and professional development

Under the direction of the Principal or Vice Principal, the Assistant Principal will:

- Performance manage middle leaders, including carrying out appraisals and holding staff to account to their performance
- Manage staff well with due attention to workload
- Ensure staff have access to appropriate, high-standard professional development opportunities
- Keep up to date with developments in education
- Seek training and continuing professional development to meet their own needs

Leading External Relationships

- Can skilfully manage and maintain effective working relationships with parents and other stakeholders
- Develop effective partnerships and liaison with key stakeholders
- Build productive relationships with external organisations

Assistant Principal: Teaching & Learning

Job Description Continued:

Governance, accountability and working in partnership

Under the direction of the Principal or Vice Principal, the Assistant Principal will:

- Work with the governing board as appropriate
- Ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties
- Work successfully with other schools and organisations
- Maintain working relationships with fellow professionals and colleagues to improve educational outcomes for all pupils

Assistant Principal: Teaching & Learning

Person Specification

Criteria	Essential	Desirable
Knowledge		
Qualifications	<ul style="list-style-type: none"> • First degree / training certificate • Recent professional development relevant to a leadership role in a secondary educational setting. 	Leadership qualification
Experience and knowledge	<ul style="list-style-type: none"> • Leadership of an aspect of school improvement and/or curriculum area. • Evidence of leading a team to manage/lead change • Evidence of excellent teaching as a minimum, leading to consistently high standards of achievement for all students • Good knowledge of current curriculum development in your subject area • Understanding of high quality teaching and the ability to model this to others • Knowledge and understanding of the new SEND Code of practice and its application • An understanding of how to use data and AfL to inform planning for good teaching and learning • Ability to use ICT to effectively engage pupils in their learning • Experience of Department Development Planning • Working in partnership with parents and external agencies • Evidence of experience in key characteristics of leadership in education, including: <ul style="list-style-type: none"> › Making considered decisions and taking responsibility for the outcomes. › Delegating and sharing leadership. › Encouraging, supporting and motivating people, including pupils, staff and parents. • Challenging, influencing and the motivating others to attain high goals. • Record of successfully implementing initiatives to raise standards • Experience of analysing and using school performance data. • Current knowledge of teaching technologies, their use, implementation and impact. 	<ul style="list-style-type: none"> • Relevant experience in more than one school. • Successful and varied teaching experience throughout the relevant phases / key stages.

Assistant Principal: Teaching & Learning

Person Specification

Key Skills and Attributes	<ul style="list-style-type: none">• Commitment to an educational provision of the highest quality.• Evidence of commitment to lifelong learning.• Ability to communicate effectively with a wide range of people.• Strong interpersonal skills.• Ability to work under pressure and to time and targets.• Ability to prioritise and delegate appropriately, but also knows when to accept support from others including colleagues and governors.• Ability to develop and maintain good working relationships.• Experience in delivering strategies which encourage parents and carers to support their children's learning.• Evidence of commitment to involving parents and the community in supporting the learning of children and in defining and realising the school's vision.• Proven ability to think creatively and bring fresh ideas to a school that is already achieving high standards.	<ul style="list-style-type: none">• Ability to uphold the Christian values of the Trust.
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How to Apply

Applications should be completed via the online platform, 'My New Term'.

Candidate visiting dates:

Friday 17th April 9am-10am or 2pm-3pm

Thursday 23rd April 12pm-1pm

Friday 24th April 11:30am-12:30pm

Monday 27th April 3pm-4pm

To book a visit on one of the above dates or arrange an alternative, mutually convenient time, please contact Miss S Smith, Principal's PA, on 01782 783281.

Recruitment begins	14 th April 2026
Closing date	9am on Friday 1st May 2026
Shortlisting	1st May 2026
Interviews	8th May 2026





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TELEPHONE: 01785 526011

EMAIL: CONTACT@THREESPIRETRUST.ORG

WEBSITE: THREESPIRETRUST.ORG