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## Job Advert - Vice Principal – Behaviour Systems and Culture

**Reporting to:** Principal

**Contract:** Permanent

**Salary:** Highly competitive, negotiable based on experience (L18 – L21 plus UL)

**Start Date:** September 2026

This is a senior leadership role for an authoritative and reflective leader who understands that exceptional behaviour and culture are foundational to high-quality education.

The successful candidate will lead behaviour systems and processes, the Attendance and Behaviour Hub, and pastoral leadership structures, ensuring clarity, consistency and inclusion. They will also work closely with the Quality of Education team so that behaviour fully supports excellent teaching and learning.

### We are looking for a leader who:

- Has a proven track record of securing calm, orderly environments where students behave well and learn effectively.
- Understands and can apply Behaviour and Attitudes expectations in practice.
- Can lead complex behaviour systems with confidence, fairness and consistency.
- Uses data and routines to drive improvement.
- Is committed to safeguarding, inclusion and high expectations for all.

### Why join us?

- Glenmoor and Winton Academies are the highest-performing non-selective schools nationally and is a recognised Attendance and Behaviour Hub for the Department of Education.
- You will be part of a highly experienced and cohesive Senior Leadership Team.
- As part of United Learning, you will benefit from extensive professional development and leadership opportunities.

**Closing Date:** Midday, Tuesday 5 May 2026

**Interviews:** w/c Monday 11 May 2026

**Principal:** Mr Leon Lima

Glenmoor & Winton Academies is part of United Learning. United Learning comprises: UCST (Registered in England No: 2780748. Charity No. 1016538) and ULT (Registered in England No. 4439859. An Exempt Charity). Companies limited by guarantee. VAT number 834 8515 12. Registered address: United Learning, Worldwide House, Thorpe Wood, Peterborough, PE3 6SB.

Glenmoor & Winton Academies  
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**Swindon & Wiltshire**  
Teaching School Hub  
Part of United Learning



**PIXL**  
Partners in excellence



**Behaviour HUBS** **Sparx Maths**



### More Information about the academies and united learning:

To summarise, united learning offers the following:

More pay...	more time...	and more support
<ul style="list-style-type: none"> <li>We pay an average of 5% above national scales – the best rates of pay in the sector</li> <li>Cash towards medical treatment</li> <li>Generous staff discount scheme</li> </ul>	<ul style="list-style-type: none"> <li>Three extra INSET days for planning</li> <li>At least one personal day a year</li> </ul>	<ul style="list-style-type: none"> <li>Great training for your career</li> <li>Exceptional curriculum resources</li> <li>Expert subject advice</li> <li>Support for your wellbeing</li> </ul>

We offer flexible working, including at least one personal day per year, and offer a wide range of CPD opportunities for staff pooled from a wealth of experience and expertise both in the academies and across the United Learning group.

The academies value diversity and inclusion and are committed to creating and sustaining a more diverse workforce. We welcome applications from professionals of minority ethnic origin and from majority ethnic professionals who share our commitment to inclusion and diversity.

Glenmoor and Winton Academies are two outstanding academies, operating on one site and are the highest performing nonselective schools in Bournemouth, Poole and Christchurch. Any potential applicant who would like to visit the Academies and meet the Principal prior to applying, please contact the Principal’s PA, Di Cripps on [dcripps@glenmoorandwinton.org.uk](mailto:dcripps@glenmoorandwinton.org.uk)

Glenmoor and Winton Academies are part of United Learning. When you join United Learning, you can be confident that you will receive the opportunities, guidance and materials you need to be the very best teacher you can be. As a long-established group of schools, stretching from the North West to the South Coast, one of the many benefits of joining us is the breadth and depth of resources and support available. With a shared curriculum, subject advisors, a national pool of peers, coaching, mentoring and individual CPD plans, your teaching career will develop and grow as much as you want it to. The strength of our group is determined by our people, which is why we seek to recruit and support the very best educators, with the skills and enthusiasm to inspire our young people. We believe that diversity drives innovation and are determined to build a culture where difference is valued and celebrated. In creating a workforce that reflects the communities we serve, we are committed to continuing to improve the diversity of staff within each of our schools and central teams. United Learning has also teamed up with Westfield Rewards to

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**Glenmoor & Winton Academies**

High Achievement – High Standards

Part of United Learning

provide employees with a great selection of flexible rewards, including access to a variety of retail discounts.

The Academies are committed to safeguarding and promoting the welfare of all children and young people and expects all staff and volunteers to share this commitment. Therefore, all applicants must be willing to undergo child protection screening, including checks with past employers and an Enhanced Disclosure via the DBS. To comply with the Immigration, Asylum and Nationality Act 2006, all prospective employees will be required to supply evidence of eligibility to work in the UK.

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