

iet

isle
education trust

Candidate Information Pack

Principal

Kirton Lindsey Primary Academy

klpa kirton lindsey
primary
Academy

bspa burton upon stather
primary
Academy

apa allborough
primary
Academy

ca coritani
Academy

eпа epworth
primary
Academy

sa south
axholme
Academy



About IET

The Isle was created when local ancient settlers in North Lincolnshire combined their communities enabling individual inhabitants to live safely and thrive. Isle Education Trust is proud to have built itself on these foundations and is a community of schools who grew from the mutual recognition that by working together to build communities we can inspire each other to be excellent.

Isle Education Trust (IET) was formed when South Axholme Academy and Epworth Primary Academy became partners to support and develop excellence in the local education community. Soon after, the benefits of belonging to a wider community all working together with a common purpose attracted Coritani Academy to join the Trust.

Isle Education Trust is an education community, driven by the belief that individuals and communities flourish together when they

- are **respectful** of their communities and the individuals within them.
- work together to **inspire excellence** in one another in order to thrive.
- are **resilient** to challenges and dare to be excellent.

At Isle Education Trust each academy has its own mind-set which underpins all that they do. Our students are at the heart of everything we

do, and we aim to ensure every single one of them has the support and guidance they need in order to reach their full potential.

We believe that every individual matters – learners, staff, parents and governors. The Trust places equal emphasis on enjoying learning inside and outside of the classroom. We feel passionately that all students should have the opportunity to be involved in a broad range of activities, regardless of gender, background or religion. In this way students gain a breadth of experience to enable them to develop into highly sought after individuals in whatever route they take upon leaving the Trust.

IET is committed to supporting academies to achieve this goal by celebrating what is unique about each setting, whilst providing structures and mechanisms to reduce pressures on Principals and leaders by absorbing roles such as finance, HR, Estates Management, IT and other statutory obligations in to the IET Centralised Services team. As a result, Principals are able to devote their time and energy to managing teaching, learning and the quality of education within their academy so that it is the very best that it can be.

- We believe that we can **inspire excellence together** and are a place where **communities matter** and **individuals thrive**.





Welcome from the Chair of Trustees

Dear Applicant,

Thank you for your interest in Isle Education Trust (IET) and in the role of Principal at Kirton Lindsey Primary Academy. We value the unique identity of each academy within our Trust, and Kirton Lindsey holds a particularly important place as a vibrant, community-centred school with a strong commitment to ensuring every child thrives.

At IET, our purpose is clear: to *protect local education for local communities* and to create environments where pupils, staff and families feel known, supported and inspired. As a Trust of six academies, we are proud of the collective strength and shared expertise that underpin our work. Our values — *Be respectful, Be resilient, Be inspirational* — guide us in all that we do.

We are seeking a Principal who shares our commitment to excellence, inclusion and wellbeing; someone who will lead Kirton Lindsey Primary Academy with integrity, ambition and warmth. This role offers the opportunity to shape the next phase of the school's development, working closely with the Director of Primary Education and with the support of a dedicated Trust team. You will be joining a community that cares deeply about its children and has high aspirations for their future.

I hope you find this information pack both informative and inspiring. If you believe you can lead Kirton Lindsey Primary Academy with passion, purpose and a genuine belief in the transformative power of education, we would be delighted to receive your application.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Paul Barratt'.

Paul Barratt
Chair of Trustees
Isle Education Trust



Welcome from the CEO

Dear Prospective Colleague

Thank you for considering joining Isle Education Trust as Principal of Kirton Lindsey Primary Academy.

This is a wonderful opportunity to lead a warm, ambitious and proudly local school at an exciting point in its journey.

At IET, our vision — *Inspiring Excellence Together* — drives everything we do. Across our academies, we cultivate environments where children are nurtured, challenged and empowered to achieve their very best. Our Trust is built on collaboration, respect and a shared belief that great education strengthens entire communities.

Kirton Lindsey Primary Academy exemplifies these values. Rooted in its village setting, it is a place where relationships matter, where children are known as individuals, and where community engagement contributes meaningfully to school life. As Principal, you will have the opportunity to build on these strengths, leading with clarity, compassion and ambition.

You will work closely with our Director of Primary Education, benefiting from Trust-wide networks, high-quality professional development and a team of leaders who are committed to supporting your success. At the same time, you will have the autonomy to shape the school's ethos, culture and strategic direction — ensuring it continues to flourish at the heart of its community.

If you share our belief that every child deserves the highest standards of care, challenge and opportunity, I warmly encourage you to explore this role further. We look forward to the possibility of welcoming you to our team.

Warm regards,



Sarah Sprack
CEO
Isle Education Trust



About the Academy

Situated on the edge of the Lincolnshire Wolds - an Area of Outstanding Natural Beauty - Kirton in Lindsey is a historic market town that offers both charm and convenience. With roots tracing back to Roman times and rich connections to Queen Catherine Parr and medieval trade routes, the town is steeped in heritage. Today, it blends tradition with practicality: excellent transport links to Scunthorpe, Lincoln, and Doncaster, local shops and services, and a strong sense of community make Kirton a truly special place to live and work.

At the heart of the town lies Kirton Lindsey Primary School - a warm, inclusive, and forward-thinking setting where children and adults alike are known, valued, and supported. We are proud of our nurturing ethos, which champions curiosity, resilience, and kindness. Staff collaborate closely to create meaningful learning experiences that extend beyond the classroom, sparking imagination and building confidence.

Our school culture is rooted in strong relationships - between children, families, colleagues, and the wider community. We value professional growth, creative thinking, and collective responsibility. Whether you're starting your career or bringing years of experience, Kirton Lindsey Primary School is a place where your contribution will be celebrated, and your impact will be profound.

This is not just a place to work - it's a place to belong.





Job Description

Job Title	Principal
Salary	L10 – L12
Job Details	Fulltime Permanent
Location	Kirton Lindsey Primary Academy
Required	1 September 2026
Application Close	09:00 Monday 20 April 2026
Interview Date	27 & 28 April 2026

Job Purpose

The principal provides inspirational, visible and effective leadership for Kirton Lindsey Primary Academy, ensuring high-quality teaching, strong safeguarding practice, and a culture of ambition, inclusion and care. The principal leads the day-to-day operation of the academy, shaping its strategic direction in alignment with the Trust’s vision Inspiring Excellence Together. They build positive relationships with pupils, staff, families, governors, and the wider community, ensuring the academy thrives as a proud village school and delivers exceptional outcomes for all children.

The principal reports to the Director of Primary Education.





Key Responsibilities and Accountabilities

Strategic Direction and Development

- Implement the Trust's primary-phase vision within Kirton Lindsey Primary Academy, ensuring alignment with the Director of Primary's strategic direction.
- Translate trust-wide goals into clear, actionable school-level priorities and operational plans.
- Foster an ambitious, nurturing, and inclusive culture that motivates staff and supports high expectations for all pupils.
- Promote an ethos that reflects Trust values and inspires pupils, staff, families, and stakeholders.
- Work collaboratively with trust leaders, local governors, families, and community partners to secure continuous improvement.
- Lead by example, modelling positivity, integrity, and professional conduct.

Leadership of Teaching, Learning and Assessment

- Ensure high-quality teaching and learning remains central to the academy's work
- Monitor, evaluate, and review classroom practice, providing developmental coaching and encouraging open-classroom professional learning.
- Embed evidence-based pedagogy and a broad, balanced curriculum consistent with Trust expectations.
- Implement consistent assessment systems that monitor progress for all pupils.
- Use data to inform targeted interventions and hold staff accountable for their impact on pupil outcomes.
- Maintain stimulating learning environments that promote curiosity, challenge, and enthusiasm for learning.

Academy Management and Support

- Ensure the smooth day-to-day running of the academy under the strategic oversight of the Director of Primary Education.
- Implement and uphold all trust policies including safeguarding, behaviour, health and safety, and inclusion.
- Oversee pastoral systems, ensuring pupils' wellbeing and personal development are prioritised.
- Ensure robust operational systems, procedures and risk assessments.
- Provide accurate information and professional advice to governors to support effective oversight.

Staff Management and Development

- Lead, motivate and support staff with fairness, clarity and high expectations.
- Contribute to recruitment, induction, deployment and performance management of staff.
- Identify strengths and support professional growth through coaching and CPD.
- Manage underperformance in line with Trust procedures.
- Promote staff wellbeing and a collaborative, respectful working culture.

Financial Responsibilities

- Support the Director of Primary and Trust finance team in prioritising expenditure aligned with improvement priorities.
- Ensure resources are deployed efficiently and offer value for money.
- Monitor spending within agreed limits, ensuring efficiency and value for money.

Safeguarding

- Ensure safeguarding procedures fully meet statutory requirements and trust expectations.
- Provide a safe, calm, nurturing environment where safeguarding is everyone's responsibility. [
- Ensure all staff receive appropriate training and are confident in their roles.
- Work with external agencies to support and protect pupils.

Community Involvement

- Build strong, respectful relationships with families and the wider Kirton Lindsey community.
- Promote a curriculum that reflects local identity and community values.
- Strengthen parental engagement to support pupil progress and wellbeing.
- Seek opportunities for enrichment that broaden pupils' horizons.

Supporting the Work of the Wider Trust

- Work collaboratively with trust colleagues to share best practice and contribute to trust-wide development.
- Participate in trust training, networks, and strategic initiatives.
- Promote the trust positively at local and regional levels.

Accountability

- Provide the Director of Primary with regular performance information, data, and evaluation updates.
- Participate fully in trust appraisal processes.
- Maintain readiness for external scrutiny, including governors, trustees, and regulators.





We expect all Trust staff to:

- Work with all students ensuring equality of opportunity for all.
- Take responsibility for Safety and Welfare of all students, raising any concerns following the Academy/Trust protocols and procedures.
- Work proactively and effectively in partnership with all stakeholders.
- Carry out a share of statutory supervisory duties.
- Treat students with dignity and build relationships rooted in mutual respect and at all times observing proper boundaries appropriate to the professional position.
- Participate in CPD relevant to the role.
- Accompany teaching staff and students on visits, trips and out of school activities as required.
- Demonstrate an understanding of and take responsibility for promoting high standards of literacy including the correct use of spoken English and numeracy.
- Participate in arrangements for examinations and assessments.
- Take an active role in promoting good behaviour in and around the Academy/Trust.
- Ensure that students adhere to the uniform code and apply sanctions when this code is breached.
- Develop an academy learner mind-set – the attitudes, skills and learning habits needed to become an inspired, confident and independent learner.
- Be a positive role model and demonstrate consistently and effectively the positive attitudes, values and behaviour which are expected of students.
- Work as a team member and identify opportunities for working with colleagues and sharing the development of effective practice with them.
- Regularly review the impact of their work and its impact on students' progress, attainment and well-being, refining approaches where necessary and responding to advice and feedback from colleagues.
- Proactively participate with arrangements made in accordance with the Appraisal Policy.
- Have professional regard for the practice, ethos and policies of the Academy/Trust and maintain high standards in your own attendance and punctuality.
- Operate at all times within the stated policies and practices of the Academy/Trust.
- Contribute positively and effectively to the whole Academy/Trust ethos.
- Cooperate with other staff members to ensure a sharing and effective use of resources to the benefit of the Academy, individual departments and students.
- Attend and participate in appropriate calendared meetings.
- Take responsibility for own professional development and duties in relation to Academy policies and practices.
- Liaise effectively with staff, students, parents and governors.
- Ensure compliance with Health and Safety at Work Act 1974 and all other policies related to health and safety, and to ensure compliance with the Data Protection Act 1988.
- Ensure compliance with data protection laws and safeguarding procedures.
- Carry out any other duties as directed by your Line Manager as may from time to time be agreed in accordance with the nature of the job described

This is not an exhaustive list of tasks and job descriptions will be continually reviewed and changed according to the needs of the Trust.

Post holders will be expected to be flexible in undertaking duties and responsibilities attached to their post and may be asked to perform duties, which reasonably correspond to the general character of the post and are commensurate with its level of responsibility. This job description is provided for guidance only and does not form part of the contract of employment.



Person Specification:



Education, Qualifications and Relevant Experience	Essential	Desirable
Degree with QTS (or recognised equivalent)	A	
A nationally recognised leadership certificate (eg NPQH) or commitment to undertake		A
Successful senior leadership experience as a Headteacher, Deputy Headteacher or senior leader.	A I	
Evidence of effective whole-school improvement strategies and raising standards.	A I	
Strong track record of improving teaching, learning, assessment and curriculum provision.	A I	
Experience promoting inclusion, equality and meeting the needs of SEND and disadvantaged pupils.	A I	
Experience working with external partners, governors and community stakeholders.	A I	
Experience in a range of school settings.		A
Experience of leadership within a Trust environment.		A
Specialist Knowledge and Skills	Essential	Desirable
Strong understanding of current educational priorities and evidence-based practice.		A
Ability to interpret and use data to drive improvement.	A I	
Ability to lead and maintain consistent operational systems.		A I
Commitment to developing staff through coaching, feedback and CPD.	A I	
Experience leading curriculum development in a primary setting.		A
Interpersonal and Communication Skills	Essential	Desirable
High expectations of self and others; models professionalism and integrity.	A I	
Ability to communicate a compelling vision and inspire trust and ambition.	I	
Excellent communication skills, able to build strong relationships with pupils, staff, families, governors and the Trust.	A	
Ability to work under pressure, prioritise and meet deadlines.	A I	
Experience contributing to Trust-wide collaboration or networks.	A I	
Personal Qualities	Essential	Desirable
Passionate advocate for ensuring all pupils, including the most vulnerable	I	
Integrity, resilience, optimism and emotional intelligence.	I	

Approachable, empathetic, supportive and able to build a nurturing school culture.	I	
Commitment to confidentiality and safeguarding.	I	
Experience adapting leadership style to meet the needs of a growing or changing school community.		I
Equal Opportunities, Safeguarding and health and Safety	Essential	Desirable
Strong commitment to equality, diversity and an inclusive school culture.	A	
Committed to safeguarding and the welfare of all children.	AI	
Awareness of relevant health and safety and data protection legislation.	I	

KEY

A = assessed through the application process

I = assessed through the interview process





Trust Benefits:



Pension Scheme

All staff are enrolled in either the Teachers' Pension Scheme or Local Government Pension Scheme, whichever is relevant.



Continuous Professional Development

IET offers numerous opportunities for continued CPD for **all** staff including NPOs and apprenticeships



Cycle to Work Scheme

Eligible staff may apply to purchase a new bike, e-bike or cycling accessories through this salary sacrifice scheme, making significant savings.



Staff Wellbeing

This is a priority for the Trust. All staff have access to a free Employee Support Package, including 24/7, 365 days a year online and telephone support covering areas such as mental health, bereavement, financial advice and counselling.



Healthcare

All staff have free access, 24/7, 365 days a year to an online doctor.



Flu Vaccinations

All staff are able to request a free voucher for a flu vaccination in the Autumn term.



Discounts

Through our employee benefits platform, staff can make significant savings through discounts and vouchers in a range of areas including restaurants, supermarkets, retail and holidays.



Appointment Process

How to apply

To apply for this post, visit the IET website:

[Isle Education Trust - Vacancies](#)

Please note that the personal statement you provide as part of this process must be no longer than 1500 words.

Receipt of early applications from candidates with the appropriate experience, qualifications and personal qualities may result in an early interview being offered.

Isle Education Trust promotes equality of opportunity and welcomes applications from all sectors of society.

Isle Education Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. All posts at Isle Education Trust are subject to an Enhanced Disclosure and Barring check.