



EASTGATE ACADEMY



PRINCIPAL CANDIDATE PACK



WELCOME LETTER

We are seeking an inspirational and ambitious leader for Eastgate Academy. This is a chance to lead an exceptional, high performing academy that sits at the heart of the community.

Our ideal candidate will have experience of successful primary school senior leadership and the ability to drive and manage change effectively. You will inspire and influence others within and beyond the school and have high expectations for all learners, regardless of their starting points, fostering a supportive and inclusive environment where every child can thrive.

The ideal candidate will recognise, value and encourage excellent teaching and learning in the pursuit of a highly ambitious curriculum. They will encourage and embed leadership capacity and, benefitting from the added value that comes with being part of a thriving Multi-Academy Trust, they will join a valued team of leaders, committed to the values of the trust, their own professional development and that of others.

Eastern Multi Academy Trust is based across West Norfolk, West Suffolk and Thetford. We support 12 academies (1 Secondary School and 11 Primary) in providing a great education for the children that we serve. All academies that have been inspected have been judged Good or Outstanding in all areas.



ABOUT EASTGATE ACADEMY

Launched in 1911 as St. James, the original school building burnt down and was rebuilt, splitting into St. James Boys and St. James Girls infant schools in the 1960s. In the 1980s the school merged to form Eastgate Community Primary School, educating up to 270 pupils with a main catchment area of the North Lynn area of King's Lynn.

In April 2014 the school was the second primary education member to join Eastern Multi-Academy Trust and was renamed Eastgate Academy.

We are proud of our academy and stand by our ethos:
'We believe education empowers children and families'

We do this by:

- Delivering the knowledge and cultural capital that ensures every member of our school community is the 'best they can be'.
- We embrace change and constantly evaluate the impact of our decisions to improve the lives of our school community.
- We nurture and empower people to become confident problem solvers.
- Our curriculum has been crafted to celebrate the culture, heritage and traditions of all our students, whilst recognising the importance of introducing them to experiences and knowledge of the wider world.
- Supporting our families with their wellbeing to ensure they feel safe, productive and with a notion of self-worth





PRINCIPAL JOB DESCRIPTION

POST TITLE: Principal

SALARY: Leadership Scale L17 73,819 to L21 81,441

The Academy Principal is responsible for the overall leadership, management, development and performance of an individual academy within Eastern Multi Academy Trust (EMAT).

This role is pivotal to ensuring the academic success and well-being of pupils, fostering a positive learning environment for pupils and staff alike, and managing all relevant resources within the academy effectively.

The role works in partnership and close collaboration with staff, academy committee members and wider Trust stakeholders to ensure the academy's success and that both pupils and staff can achieve their full potential.

MAIN DUTIES AND RESPONSIBILITIES

- To provide visible and professional leadership and management that secures successful and continuous academy improvement through formulating, implementing and evaluating the impact of the agreed Academy Development and Improvement Plans.
- Leading learning and teaching, as a passionate and skillful educator who leads by example, modelling a high standard of leadership and educational practice to motivate, grow and develop the educational practice of colleagues.
- Ensuring the delivery of a high-quality curriculum and teaching standards, managing this through the monitoring, assessment and evaluation of pupil progress and academic outcomes.
- Developing and implementing educational plans that are aligned with EMAT's strategic aims to drive improvements in teaching, learning, and pupil achievement. Setting high expectations and ambitious targets, monitoring effectiveness, evaluating impact and providing professional accountability for all staff.
- Ensuring a holistic focus on pupil achievement, with regards to the needs of all, including those with additional needs and deemed to be disadvantaged. Using data and benchmarking to evaluate impact. Creating effective approaches to learning and teaching that is responsive to the needs of the pupil community.
- Critically reviewing and implementing systems for quality assurance and continuous improvement. Promoting a culture of self-assessment, accountability and quality standards. Implementing learning strategies to improve the quality of teaching and learning to ensure it is consistently strong enough to raise standards.



PRINCIPAL JOB DESCRIPTION

Continued

- Planning, evaluating and managing academy human resources to achieve a sustainable and consistent staffing model. Leading and managing the academy's people to engage, motivate, develop and perform by encouraging a culture of active contribution by all. Fostering a collaborative and supportive work environment.
- Supporting professional development initiatives for self and across the academy to ensure the delivery of quality education and a positive working environment.
- Building community engagement, strong professional relationships, trust with parents, stakeholders, the wider community and external agencies.
- Operating within compliance and governance frameworks set by EMAT. Ensuring the academy's local adherence to statutory regulations, trust policies and operating models.
- Representing the academy and Trust at local academy committee meetings providing reporting and insight on progress against the academy development plan and pupil progress.
- Embedding safeguarding culture, practice, policies and procedures to ensure that every child, regardless of their age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation, has a right to equal protection from harm. Ensuring all children are safe from adults and other children who might pose a risk.
- Demonstrating in decision making and actions the upholding of the Seven Principles of Public Life (Nolan Principles) as both servant of the public and steward of public resources.



PRINCIPAL PERSON SPECIFICATION

ROLE CRITERIA	ESSENTIAL/ DESIRABLE	EVIDENCE METHOD
QUALIFICATION / EDUCATION		
Degree level holder in relevant subject	E	AF/C
Qualified Teacher Status (QTS) or equivalent	E	AF/C
Committed to achieving or hold a recognised professional and/or management and leadership qualification relative to Education or the Role (E.g. NPQH/ NPQEL)	E	AF/C
Maintains a relevant, purposeful and contemporary CPD and Professional learning profile	E	I
Safeguarding / Designated Persons training	E	AF/C
EXPERIENCE		
Proven leadership and management experience in an educational setting	E	AF/I
Proven and embedded leadership and management practice in Headship or Deputy Headship within a Primary setting	E	AF/I
Proven track record of improving outcomes across all Primary phases	E	AF/I
Evidence of developing and sustaining a learning community; fostering a positive and inclusive learning and working environment.	E	AF/I
Working with and developing evaluation and assessment practices for quality curriculum and teaching standards, managing this through monitoring, quality assurance, assessment and evaluation of pupil progress and academic outcomes.	E	AF/I
Demonstrates effective planning, directing and managing financial, physical and human resources to efficiently deliver quality education and public service.	E	AF/I
Recognises and empowers all people to engage, motivate, develop and perform in their role. Providing support, test and challenge to embed a culture of staff attendance, active contribution and professionalism across all roles in the academy.	E	AF/I
Evidence of developing community cohesion through positive engagement, with parents, stakeholders, the wider community and external agencies.	E	AF/I
Working with and developing evaluation and assessment practices for quality curriculum and teaching standards, managing this through monitoring, quality assurance, assessment and evaluation of pupil progress and academic outcomes.	E	AF/I
Demonstrates effective planning, directing and managing financial, physical and human resources to efficiently deliver quality education and public service.	E	AF/I



PRINCIPAL PERSON SPECIFICATION

Continued

ROLE CRITERIA	ESSENTIAL/ DESIRABLE	EVIDENCE METHOD
KNOWLEDGE		
Understands and has working knowledge of educational trends and best practice, including in depth knowledge of the EYFS, KS1 and KS2 curriculum and assessment	E	AF/I
Current and sound understanding of regulatory frameworks, compliance, legal considerations, governance and Multi-Academy operating practices.	E	AF/I
Operates and prioritises Safeguarding adherence, embedding safeguarding culture, practice, policies and procedures.	E	AF/I
Understands and has a leadership approach that is agile in style to balance leadership and management practice	D	I/T
SKILLS AND ABILITIES		
Developed communication skills both written and verbal reporting, with presentation presence and sound negotiation skills.	E	AF/I
Plans communications effectively to establish relationships between the academy and its key audiences to maintain a positive reputation and engage with internal and external audiences.	D	I/T
Skilled stakeholder management; understanding the different needs and influences. Organising, monitoring and building relationships.	D	I/T
Developed thinking and awareness of influencing and embedding cultural change.	D	I/T
Takes a coaching approach or has a coaching mindset	D	I/T
Actively role models ethical, equitable and inclusive leadership.	E	I/T
Upholds the Seven Principles of Public Life (Nolan Principles) as both servant of the public and steward of public resources.	E	I/T
OTHER		
Has achieved and maintained a good attendance, conduct and performance record.	E	AF/I
Full UK driving licence and a vehicle available for business use, or ability to travel in accordance with geographical and business needs.	E	AF/I



HOW TO APPLY

If you would like to discover more about this exciting opportunity, need any further information, have an informal discussion or arrange a visit then please contact our retained consultant at Academicis, Alpha Parish:

aparish@academicis.co.uk

or 01223 907979 / 07436 971517

Please apply via the MyNewTerm Vacancy page.

Closing date: Monday 19th May at 9am 2025

Shortlisting date: Monday 19th May (pm) 2025

Interviews: Wednesday 21st May 2025



EASTGATE ACADEMY
LITTLEPORT TERRACE
KING'S LYNN
NORFOLK
PE30 1QA



EMAT
EASTERN MULTI-ACADEMY TRUST