



Principal Ashtree Primary Academy



FUTURE
ACADEMIES
LIBERTAS PER CULTUM

Welcome from our CEO



Dear Candidate,

I am delighted to introduce you to Future Academies, a family of schools across London and Hertfordshire dedicated to transforming young people's lives and expanding their horizons.

Guided by our founding charity, Future, our mission is simple: to bring our motto, *libertas per cultum* (freedom through education), to life. We are passionate about empowering our students to lead lives rich in choice and opportunity, ensuring that whatever path they pursue, it is one they have chosen for themselves.

It is an honour to lead Future Academies, a trust where my own career in education began over fifteen years ago. Whether you are a prospective colleague, governor, or a school considering joining our trust, we hope you will join us in our mission to make a lasting difference in the lives of the young people and communities we serve.

Lawrence Foley
Chief Executive
Future Academies



Welcome from our Director of Education



I am delighted that you are considering applying to lead Ashtree Primary Academy, a proud member of Future Academies. This is an exceptional opportunity for an ambitious leader to make a transformational impact in one of Hertfordshire's most exciting communities.

A school ready for the next chapter

We are proud to serve the Stevenage community, where our local secondary school, Barclay Academy, is flourishing as a direct result of being part of Future Academies. Barclay's rapid improvement demonstrates the strength of our model: combining high expectations, a knowledge rich curriculum and the tailored support of a trust that invests in its schools. We are now seeking an ambitious and experienced Principal to lead Ashtree on its own exciting improvement journey and to build on the strong foundations already in place.

If you would like to have a confidential discussion about the role, please email me directly - oliver.wimborne@futureacademies.org

The opportunity

We are seeking an exceptional leader who combines strategic vision with operational excellence. Someone who understands that school improvement is built on the twin pillars of brilliant teaching and authentic community partnerships. You will be research-informed and committed to evidence-based practices that accelerate progress for disadvantaged pupils.

This role demands the resilience and moral purpose that drives rapid and sustainable change. You will lead a committed team, work closely with experienced leaders, and benefit from the expertise and support of the wider Future Academies network. Most importantly, you will have the backing to shape a school that becomes a beacon of excellence in its community.

Who we're looking for

The ideal candidate will bring:

- The leadership presence to inspire staff, engage families, and build community partnerships
- A track record of raising outcomes for disadvantaged pupils and those with SEND
- Expertise in curriculum leadership and pedagogical practice.
- Experience of leading school improvement in challenging contexts.
- The strategic acumen to balance multiple priorities while maintaining relentless focus on teaching and learning
- Commitment to evidence-based practice and continuous professional development

If you are energised by challenge and ready to lead a school that transforms life chances, we want to hear from you. Pre-application visits to the school are encouraged.

Ready to make your mark? We warmly invite you to apply.

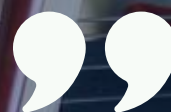
Oliver Wimborne
Director of Education
Future Academies

Nurturing talent at Future Academies



I started as SENCO (maternity cover) and I enjoyed collaborating with teachers and specialists to support children across the school with a range of SEN. When the maternity cover was over, I moved to Windmill Lead teacher, which I am still doing now. I have gained experience in working as part of the leadership team and I have gained my NASENCO qualification. The school really supported me to get my NASENCO qualification, by funding it, ensuring I had the days off required and mentoring me throughout the course. I have enjoyed working with children across the school from teaching SEN groups in reception, teaching mainstream classes and teaching in the Key Stage 1 and Key Stage 2 Windmill classes.

Emily Jones, SENDco at Millbank Gardens Primary Academy



I joined Future Academies as a trainee teacher in September 2018 and worked for three years at Pimlico Academy teaching History. I moved to Phoenix as Head of History in September 2021 and have loved my time at the school: I feel very privileged to have been part of its journey as it has gone from strength to strength. The great thing about working here - and about working for the Trust more broadly - is that all teachers and leaders think so carefully both about how to teach and about what should be taught. A sector-leading ambition for what our students can know and remember sits at the heart of everything which the organisation does, and during my time at Future Academies I have been fortunate enough to lead the History curriculum design for Oak National Academy. I am now Assistant Principal at Phoenix and feel very lucky to be able to work with so many driven and enthusiastic colleagues.

Michael Stock, Assistant Principal at Phoenix Academy





About us

We are Future Academies: a flourishing multi-academy trust, founded with the aim of improving the life chances and raising the aspirations of young people.

We offer a rich and stimulating education comprised of a knowledge-rich curriculum, diverse cultural and extracurricular opportunities, and a strong pastoral support system. All children and young people are welcomed in our inclusive community, and all are challenged to be the best they can be.

This ethos is embodied in our Trust values - Knowledge, Aspiration, and Respect - and in our motto, *libertas per cultum* ("freedom through education").

Future Academies currently comprises ten schools across London and Hertfordshire. Further information is available on our website.



Job description



Job Title: Principal

School: Ashtree Primary Academy

Contract Type: Permanent, Full Time

Salary: Range L12 - L16 (£67,898 - £75,050) England & Wales

Closing date: 13, October 2025

Start date: January 2026

Purpose of the Role:

Ashtree Primary Academy is seeking a dynamic and visionary leader to serve as its next Principal. As the educational leader of the school, the Principal will guide staff and students toward academic success, community engagement, and holistic development in a collaborative and inclusive environment. The successful candidate will play a pivotal role in leading the school forward into the next stage of its development, building on the strong foundation and values already in place.

Key Responsibilities:

- Leading strategically by contributing to the trust's vision and implementing it within the local context of the academy
- Leading the school, its staff and pupils to excellence
- Acting as the model for excellence across every function of the school
- Ensuring the advancement and elevation of life chances for the young people in our care
- Working collaboratively and in partnership with colleagues from the central team to realise the ambition of trustees and the executive team
- The recruitment, training and retention of highly qualified staff

Essential Qualifications:

- Qualified Teacher Status
- Demonstrable successful experience as a senior leader or principal

To find out more about this exciting opportunity, have a confidential conversation about the role, or to arrange a pre-application visit to the school, please contact our retained Consultant Neil Massie at Academicis by email nmassie@academicis.co.uk or by phone 07818 875514.

To apply:

Applicants should complete the online application form via FaceEd. Applicants should also complete the 'Personal Statement' section of the online form to the best of their ability and use this section to demonstrate how they meet the requirements set out in the person specification. Please ensure specific examples are included.

Applications must be received no later than **Monday, 13th October**. Applications received after this date will not be considered. Interviews will be held on **Thursday 16th October**.

What can we offer you?



1

A curriculum that is centrally resourced and locally owned.

2

Colleagues who care: about the children they serve and each other.

3

An evidence-based hybrid CPD offer, striking the balance between central input and local tailoring to context.

4

Bespoke leadership development opportunities with the chance to be involved in a year long programme including executive coaching.

5

A thoughtfully crafted staff benefits offer through our partner, Mintago, including tax-free childcare, cycle to work vouchers, virtual GP access and much more.

6

A two-week October half term with no reduction in holidays elsewhere.

7

Integrated instructional coaching offer through StepLab , enabling feedback which is timely, developmental and low-stakes.

8

Access to a generous enrichment fund, outside of the school funding envelope, through a bidding process to our charity sponsor, Future.

9

We lean into the size of our MAT. With ten schools, we are small enough for you to know everybody, and big enough for you to lean on them for support.

10

We treasure staff voice and use SchoolSurveys to get benchmarked data on how our staff feel and what they think. 83% of staff feel their line manager make them do their job better, against a contextual benchmark of 69%.

Our other Academies within the trust

Click the links below to discover more about our academies

- ☐ [Pimlico Academy](#)
- ☐ [Phoenix Academy](#)
- ☐ [Trinity Academy](#)
- ☐ [Barclay Academy](#)
- ☐ [The Grange Academy](#)
- ☐ [Future Academies Watford](#)
- ☐ [Laureate Academy](#)
- ☐ [Ashtree Primary Academy](#)
- ☐ [Millbank Gardens Academy](#)
- ☐ [Pimlico Primary](#)

