



Lincolnshire Gateway Academies Trust



Trust Associate Principal Candidate Pack

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Letter of Introduction

Dear Applicant,

Thank you for expressing an interest in the post of Trust Associate Principal at Lincolnshire Gateway Academies Trust. This is an exciting opportunity for an experienced senior leader of a good or outstanding school who wants to take the next career step towards becoming a principal. As an experienced and inspiring leader, the Trust Associate Principal will play a critical role in continuing to develop the Trust in our next phase of development.

The successful candidate could be placed in any of our 5 secondary academies to support the Principal in driving up standards. This role enables an exceptional candidate to be supported to work towards becoming a future Principal within Lincolnshire Gateway Academies Trust. Working closely with the Executive Principal and Director of School Improvement, you will have the opportunity to support the Trust in its journey of continuous improvement.

Excellent communication skills are vital to ensure effective liaison with the Trust, Secondary Principals and staff within our Academies. We are looking for a collaborative team player with strong leadership skills and resilience.

The Trust was formed in 2012 based around Waltham Toll Bar Academy, a high performing large secondary school that had already sponsored a failing school, Cleethorpes Academy, in 2010. The Trust has grown slowly since 2012 adding Reynolds Academy in 2013, Somercotes Academy in 2015, Theddlethorpe Academy in 2016, Pilgrim Academy in April 2017, Louth Academy in September 2017, Kirton Academy in April 2024 and Kidgate Academy in September 2025. Our two free schools, Scartho Gateway and Waltham Gateway opened in 2025. The Trust therefore has 5 secondaries, one with a sixth form and 6 primaries with approximately 5000 students in total. The schools we've embraced have all made significant progress from initially weak positions and are all now secure, stable with positive Ofsted judgements.

Our ethos is one of an uncompromising drive to achieve the highest standards of outcomes and behaviour in a secure environment which encourages every student to experience an exciting and creative climate for learning. We place a strong emphasis upon the pastoral care of our students and the Trust senior Vice Principal will share the determination to continue to offer the very best to our students so that they can thrive personally and academically. The successful candidate will have experience of successful school leadership at a senior level, and will likely be a serving vice principal or highly accomplished senior leader. This person will be a dynamic and inspirational leader, possessing the intellect, experience and vision to drive further improvement and innovation at our academies.

If you think you are the person we are looking for, we warmly encourage you to apply and we look forward to hearing from you. If you would like to arrange an informal discussion with Phil Dickinson, our Executive Principal (Secondary) please contact our recruitment partner at Academicis, Neil Massie on 07818 875514 or email nmassie@academicis.co.uk

Martin Brown
Chief Executive Officer

Philip Bond
Chair of the Board of Trustee



Job Description

Post: TRUST ASSOCIATE PRINCIPAL
Scale: L22 – L28
Accountable to: EXECUTIVE PRINCIPAL, DIRECTOR OF SCHOOL IMPROVEMENT, CHIEF EXECUTIVE OFFICER AND CHAIR OF GOVERNING BODY

Professional Development:

1. Adopt a pro-active approach to your own professional development in preparing for becoming a Principal
2. Ensure staff have access to high-quality, sustained professional development opportunities, aligned to balance the priorities of whole-school improvement, team and individual needs
3. Prioritise the professional development of staff, ensuring effective planning, delivery and evaluation which is consistent with the approaches laid out in the standard for teachers' professional development
4. Ensure that professional development opportunities draw on expert provision from beyond the Academy, as well as within it, including nationally recognised career and professional frameworks and programmes to build capacity and support succession planning

Organisational Management:

1. Deputise effectively for a Principal when required
2. Ensure the protection and safety of students and staff through effective approaches to safeguarding, as part of the duty of care
3. With the Executive Principal/Principal prioritise and allocate financial resources appropriately, ensuring efficiency, effectiveness and probity in the use of public funds.
4. With the Executive Principal/Principal ensure staff are deployed and managed well with due attention paid to workload
5. Establish and oversee systems, processes and policies to enable the Academy to operate effectively and efficiently
6. Ensure rigorous approaches to identifying, managing and mitigating risk



Job Description

Continuous School Improvement:

1. Make use of effective and proportional processes of evaluation to identify and analyse complex or persistent problems and barriers which limit school effectiveness, and identify priority areas for improvement
2. With the Executive Principal/Principal develop appropriate evidence-informed strategies for improvement as part of well targeted plans which are realistic, timely, appropriately sequenced and suited to the Academy's context
3. Ensure careful and effective implementation of improvement strategies, which lead to sustained school improvement over time

Working in Partnership:

1. Work in accordance with the ethos and values of Lincolnshire Gateway Academies Trust, collaborating effectively with colleagues from across the Trust
2. Forge constructive relationships beyond the Academy, working in partnership with parents, carers and the local community
3. Demonstrate commitment to working successfully with other schools and organisations in a climate of mutual challenge and support
4. Establish and maintain working relationships with fellow professionals and colleagues across other public services to improve educational outcomes for all students

Governance and Accountability:

1. Understand and welcome the role of effective governance, upholding your obligation to give account and accept responsibility
2. With Executive Principal/Principal establish and sustain professional working relationships with those responsible for governance
3. Ensure that staff know and understand their professional responsibilities and are held to account
4. With the Executive Principal and other senior leaders ensure academies are effectively and efficiently operated within the required regulatory framework meeting all statutory duties

Notes: This job description may be amended at any time in consultation with the postholder.
There may be a requirement



Person Specification

Education and Training	Essential	Desirable
Right to work in the UK	■	
Degree Educated	■	
Qualified Teacher Status	■	
Relevant, up to date and recent continuing professional development relevant to specific responsibilities in job description.	■	
National Professional Qualification(s)		■
Other relevant qualifications, such as an MA, relevant to the most senior school leadership posts.		■
Experience		
Significant relevant and successful experience of leading and managing across a school/academy.	■	
Knowledge and understanding of the effective use of technology in driving school improvement.	■	
Experience and expertise in teaching and leading a subject or pastoral area.	■	
Consistently good or better teaching ability.	■	
Effective management and leadership of whole academy initiatives.	■	
Demonstrable evidence of raising standards at whole academy level.	■	
Effective management of change.	■	
Effective line management of other staff.	■	
Confidence of taking full responsibility for an emerging situation.	■	
Experience of working effectively with Governors.		■
Experience of working effectively in other school settings / phases.	■	
Experience of working successfully across a range of key stages within the academy.	■	
Chairing and leading formal meetings.	■	
Line managing senior leaders.	■	
Experience of deputising effectively for the Principal.	■	
Knowledge, aptitudes and abilities		
Ability to drive forward the agenda of high standards across the academy.	■	
Overcoming barriers to learning for pupils.	■	
Knowledge of Ofsted framework, national educational initiatives, trends and curriculum developments.	■	
Excellent strategies for discipline.	■	
Ability to think and act strategically.	■	
Ensure all operational matters and day to day issues are dealt with efficiently.	■	



Person Specification

Excellent literacy skills.	■	
Ability to work on the production and analysis of statistical evidence.	■	
Ability to work flexibly and adapt to the changing needs of the academy.	■	
Evidence of outstanding curriculum implementation.	■	
A strong commitment to raising standards of attainment with a knowledge of appropriate strategies.	■	
Flexible in approach and willing to learn and develop new skills.	■	
Ability to lead by example and be an exemplary, professional role model for all staff.	■	
Detailed understanding of staff wellbeing priorities and how to translate this to on the ground practice.	■	
A commitment to equal opportunities throughout the academy.	■	
Sound knowledge of all academy policies, including HR and staffing policies.	■	
Personal qualities, skills and characteristics		
Ambitious, with a strong desire to lead and take responsibility for an Academy.	■	
Build and maintain effective relationships through excellent interpersonal skills.	■	
Excellent communication skills.	■	
Inspire, challenge, motivate and empower others.	■	
Balance strong challenge and accountability with support, i.e. challenge in a way that motivates.	■	
Solution focussed with excellent problem solving skills.	■	
Take responsibility and ownership for areas of academy life.	■	
Able to work effectively as part of a team and be able to contribute effectively to a range of teams across the academy.	■	
Embodiment of and strong alignment to trust vision and values.	■	
Think strategically and contribute to creating a coherent trust/academy vision understood by all.	■	
Manage and resolve conflict effectively.	■	
Reliability and integrity.	■	
Resilience and tenacity.	■	
Drive, enthusiasm and a positive approach.	■	
Approachable and supportive.	■	
Able to maintain high levels of confidentiality.	■	



Lincolnshire Gateway Academies Trust



The Local Area

Secondary academies within the Lincolnshire Gateway Academies Trust span Lincolnshire, North East Lincolnshire and North Lincolnshire.

Living in Lincolnshire and its environs provides the opportunity to enjoy an unrivalled quality of life, with its proximity to the coast and the beautiful countryside of the Lincolnshire Wolds. Benefiting from some of the lowest house prices in the country, residents can choose from an abundance of picturesque villages, thriving market towns or vibrant coastal communities.

The flourishing cities of Lincoln, Hull, Sheffield and York are easily accessible, and offer a multitude of recreational and cultural attractions. For travel further afield, Humberside International Airport is situated locally

North East Lincolnshire and the Humber Bank area also have an array of successful employment sectors, from manufacturing to pharmaceuticals, and the area is also at the heart of the renewable energy revolution.





Application Process

Please read carefully all of the information about this post included within this application pack.

Please visit our website at www.lincolnshiregateway.co.uk for details of our Trust and links to our Secondary Academy websites.

To arrange an informal discussion with our Executive Principal for Secondary, Phil Dickinson please contact our recruitment partner at Academicis, Neil Massie on 07818 875514 or email nmassie@academicis.co.uk

Complete the Lincolnshire Gateway Academies Trust application form accessible via My New Term. The link to this is available via the My New Term website www.mynewterm.com or the recruitment page on the Lincolnshire Gateway Academies Trust website www.lincolnshiregateway.co.uk/recruitment.



Key Dates

Applications Close

1 December 2025 at 9am

Shortlisting for the post

3 December 2025

Interview Dates

w/c 8 December 2025

All shortlisted candidates will take part in a variety of selection tasks including interview.

If you require any specific arrangements to be in place for your interview, please notify us of this in advance so that appropriate arrangements can be made.