



The Lowry Academy

The best in everyone™

Part of United Learning



CANDIDATE PACK

Senior Vice Principal



United Learning
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WELCOME

Dear Colleague,

Thank you for your interest in the role of Senior Vice Principal at The Lowry Academy.

This is a rewarding time to join our school. The Lowry Academy is a proud and ambitious community, firmly on a journey of sustained improvement and success. We have established a strong culture built on high expectations, excellent pastoral care, and a relentless focus on ensuring every student is known, supported, and challenged to achieve their very best. The foundations are strong, and we are now looking to build further momentum with the appointment of an exceptional Senior Vice Principal.

This role offers a unique opportunity to work alongside an experienced and committed senior leadership team, playing a pivotal role in shaping the strategic direction of the Academy while maintaining a sharp focus on the day-to-day experiences of our students and staff. You will have the opportunity to lead whole-school priorities, influence the quality of education, and strengthen our pastoral systems, ensuring that every young person thrives both academically and personally.

As part of a large and highly supportive Multi-Academy Trust, you will benefit from extensive collaboration, professional development, and career progression opportunities. Our Trust provides a strong network of schools, allowing leaders to share best practice, develop innovative approaches, and access pathways to further leadership roles, including headship. For the right candidate, this position represents a step to future Headship, offering both the breadth and depth of experience required to take that next step.

We are seeking a visible, values-driven leader with a proven track record of impact—someone who can inspire others, lead with integrity, and contribute to our culture of excellence and care. Most importantly, we are looking for someone who shares our unwavering commitment to improving the life chances of every student we serve.

If you are ambitious, motivated, and ready to make a significant contribution to a successful and forward-thinking school, we would be delighted to hear from you.

Yours sincerely,

Claire Coy
The Lowry Academy

ABOUT THE LOWRY ACADEMY

WHY JOIN THE LOWRY ACADEMY?

At The Lowry Academy, we are committed to ensuring that every student is well educated, has the opportunity to reach their potential, and is able to lead a happy and fulfilled life. Rated 'Good' by Ofsted, we are a popular and rapidly improving secondary school in Worsley, Manchester, proudly serving our local community.

As part of United Learning, our mission is to bring out "the best in everyone", and we work every day to ensure that both our students and staff have the opportunities, support and high quality environment needed to thrive.

OUR SCHOOL COMMUNITY

The Lowry Academy is an inclusive and aspirational school with a strong set of core values: Aspiration, Resilience, Respect, Confidence and Creativity chosen by our students. These values underpin every decision we make on our transformational journey to provide an exceptional education for all.

Our staff team is committed, professional and cohesive, establishing a culture of high expectations alongside meaningful support for every student. In return, we invest heavily in our staff's wellbeing, professional growth and career progression.

WHY WORK WITH US?

A Supportive, Values Driven Community

Working at The Lowry Academy means joining a school that is ambitious for its students and committed to supporting its staff. You will benefit from close collaboration across the Salford Secondary Cluster, where schools learn from each other, share best practice and create opportunities that no single school could offer alone.

PART OF UNITED LEARNING

United Learning is a national group of schools spanning both the independent and state sectors. With over 70,000 students and 11,000 staff, the group's mission is to improve life chances and bring out the best in everyone - students, staff, parents and the wider community.

As a United Learning school, you'll benefit from:

- Shared expertise and sector leading professional development
- Cross school networks for both teaching and support staff
- Opportunities for career development across the Trust
- A wide range of additional benefits and staff offers

United Learning is committed to being a more diverse organisation. We welcome applications from all candidates who share our ethos and particularly encourage applications from Black and minority ethnic groups who are currently under represented within the Trust. All appointments are made on merit.

WHAT WE OFFER

STAFF BENEFITS

We offer a comprehensive range of financial, professional and wellbeing benefits, including:

- Competitive, fair pay for all roles
- Contributory pension scheme
- Health Cash Plan covering essential healthcare, dental, optical and physiotherapy
- 24/7 online GP access
- Discounts on supermarkets, holidays, high street shopping and leisure
- Discounted gym membership, breakdown cover, cycle schemes and car leasing
- Reduced school fees in United Learning's independent schools
- Hundreds of additional savings and discounts

PROFESSIONAL DEVELOPMENT

We place a strong emphasis on staff development:

- A supportive annual review process, leading to tailored CPD
- Access to professional networks across the Trust
- Group wide opportunities for promotion and role progression
- Free Chartered College of Teaching membership for teaching staff
- Regular CPD sessions and shared expertise across the Salford cluster

We want every colleague to feel valued, supported and able to build a long term, successful career with us.

WELLBEING AND WORK–LIFE BALANCE

Your wellbeing matters. We offer:

- Hybrid and flexible working, where roles allow
- Enhanced parental leave
- Employee Assistance Programme offering confidential support
- Eyecare vouchers
- Free flu vaccinations
- A strong culture of support, openness and care







POST TITLE:

Senior Vice Principal

START DATE:

September 2026

HOURS OF WORK:

Full Time 37.5 hours per week

SALARY GRADE:

UNITED LEARNING LEADERSHIP SCALE
POINT 22 – 26 £ 89,762 - £ 98,694

RESPONSIBLE TO:

Principal

CONDITIONS OF SERVICE:

United Learning Contract

PURPOSE OF POST

The Senior Vice Principal (SVP) will play a pivotal role in the strategic leadership, day to day management, and ongoing improvement of The Lowry Academy. As a key member of the Senior Leadership Team (SLT), the SVP will ensure the highest standards of teaching, learning, behaviour, safeguarding, and student outcomes.

A strong emphasis will be placed on pastoral leadership, ensuring that every student is known, cared for, supported, and challenged to achieve their full potential.

JOB DESCRIPTION

SENIOR VICE PRINCIPAL- THE LOWRY ACADEMY

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KEY RESPONSIBILITIES

STRATEGIC LEADERSHIP

- Support the Principal in shaping and delivering the Academy's vision, values, culture, and long term development strategy.
- Lead whole school improvement priorities, ensuring measurable impact on standards.
- Deputise for the Principal as required, including when they are away from school.
- Model the highest professional standards and uphold a culture of excellence and accountability.

QUALITY OF EDUCATION

- Provide leadership and oversight of quality of education systems across the Academy.
- Support the Q of E Vice Principal to deliver high quality curriculum pathways.
- Lead on senior staff development and performance management to secure outstanding pedagogy.
- Promote a positive learning culture that is consistent, respectful, and aligned with Academy policies and values.
- Analyse data to identify gaps in attainment and progress, implementing high-impact intervention strategies.

PASTORAL LEADERSHIP & BEHAVIOUR

- Provide leadership and oversight of pastoral system, ensuring students feel safe, valued, and supported.
- Support the Pastoral Vice Principal on behaviour, inclusion, attendance, and safeguarding culture across the school.
- Work collaboratively with pastoral leaders, year teams, SEND, and external agencies to ensure strong wrap around support.
- Promote a positive behaviour culture that is consistent, respectful, and aligned with Academy policies and values.
- Develop and maintain a strong culture of safeguarding, acting as Deputy Designated Safeguarding Lead (DDSL) if required.



OPERATIONAL LEADERSHIP

- Oversee daily operations, including duty systems, student movement, cover, and staffing.
- Support the Principal with recruitment, staffing structures, and workforce planning.
- Lead or coordinate key Academy events, including open evenings, parent engagement, and staff CPD.

STAKEHOLDER ENGAGEMENT

- Build strong, positive relationships with students, families, staff, Trust colleagues, governors, and external partners.
- Lead on communication strategies that enhance the profile and reputation of the Academy.
- Champion student voice and ensure inclusion and equality are embedded across all areas of school life.

SAFEGUARDING RESPONSIBILITIES

- Uphold statutory safeguarding requirements and Academy safeguarding policies at all times.
- Promote a culture where safeguarding is everyone's responsibility.
- Ensure all staff receive appropriate training and understand expectations

The above information is to help staff understand and appreciate the work content of their post and the role they are to play in the organisation. However, it should be noted that whilst every effort has been made to outline all the duties and responsibilities of the post, a document such as this does not permit every item to be specified in detail. Broad headings may therefore have been used, in which case all the usual associated duties are included in the job description.

PERSON SPECIFICATION

CATEGORY	ESSENTIAL	DESIRABLE
QUALIFICATIONS & PROFESSIONAL DEVELOPMENT	<ul style="list-style-type: none"> • Qualified Teacher Status (QTS) • Degree-level qualification • Evidence of substantial and recent leadership development (NPQSL/ NPQH or willingness to undertake) 	<ul style="list-style-type: none"> • Further professional qualifications relevant to senior leadership • Designated Safeguarding Lead / DDSL training
EXPERIENCE	<ul style="list-style-type: none"> • Successful experience as a Vice Principal, or equivalent senior leadership role • Proven track record of improving teaching, learning, behaviour, and outcomes • Experience leading whole-school initiatives • Demonstrable experience in pastoral leadership, safeguarding and behaviour systems • Successful line management and staff development experience 	<ul style="list-style-type: none"> • Experience in a multi-academy trust • Curriculum design and timetable planning experience
KNOWLEDGE & SKILLS	<ul style="list-style-type: none"> • Strong understanding of secondary curriculum and assessment frameworks • Expert safeguarding knowledge • Highly developed pastoral skills including behaviour, attendance and wellbeing • Ability to analyse data and drive improvement • Excellent communication, interpersonal and organisational skills • Ability to inspire, motivate and challenge staff and students 	<ul style="list-style-type: none"> • Knowledge of SEND frameworks and multi-agency working • Experience with MIS systems such as SIMS/Arbor/Bromcom
PERSONAL QUALITIES	<ul style="list-style-type: none"> • Visible, credible and dynamic leader • Emotionally intelligent with strong relationship skills • Values-driven with commitment to student welfare • High integrity, professionalism and confidentiality 	

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How to Apply

If you wish to discover more about this exciting opportunity, need any further information or would like to have an informal discussion, please contact **Neil Massie** at Academicis, our recruitment partner, on

nmassie@academicis.co.uk or by phone on

07818 875514 / 01223 907979.

CLOSING DATE:

Monday 4th May 2026

SHORTLISTING:

Wednesday 6th May 2026

INTERVIEWS:

W/C Monday 11th May 2026



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