

SHERWOOD
CHURCH
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Principal Candidate Pack

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Welcome Letter

Dear Candidate,

Thank you for your interest in the role of Principal at Sherwood Church Academy at this exciting point in the academy's journey.

This is an exceptional opportunity to lead a well-established secondary academy with many strengths, a committed staff team and a community that is ambitious for its young people. As part of the Diocese of Southwell and Nottingham Multi Academy Trust, Sherwood Church Academy benefits from being part of a family of 24 schools united by a shared commitment to providing an exceptional education within a distinctly Christian ethos.

Across our Trust, we believe that great schools are built on strong values, inspirational leadership and genuine collaboration. We are creating a culture where leaders are empowered, supported and challenged to achieve the very best for every child. Our ambition is not simply to sustain success, but to continually improve, innovate and ensure that every young person flourishes academically, personally and spiritually.

Sherwood Church Academy is well placed to build on its strong academic and pastoral foundations. We are seeking a Principal who will inspire others through exceptional leadership, unite the academy around a clear vision for excellence and work collaboratively across the Trust to deliver outstanding outcomes for every student.

This is a rare opportunity to shape the next chapter of an academy with enormous potential whilst contributing to the wider strategic development of one of the region's most ambitious Church school trusts.

If you share our values, have high expectations for every young person and are excited by the opportunity to make a lasting difference, I warmly encourage you to submit an application. I look forward to learning more about you.

Yours sincerely,

Sukwinder Bassi

Interim Chief Executive Officer

Diocese of Southwell and Nottingham Multi Academy Trust

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About Us

The Sherwood Church Academy is a thriving and inclusive 11–19 secondary school and sixth form serving the Mansfield community. Since opening in 2008, the Academy has established a reputation for providing a broad educational experience that balances academic achievement with exceptional opportunities for personal development. Students benefit from a rich and ambitious curriculum, supported by outstanding facilities and a diverse programme of enrichment that extends learning beyond the classroom. From outdoor education and leadership programmes to creative, technical and vocational learning, the Academy offers experiences that inspire students to discover their talents, develop confidence and broaden their aspirations.

The Academy's modern campus provides an exceptional environment for teaching and learning, with specialist facilities that enhance the curriculum across a wide range of subjects. As a member of the Round Square network and through opportunities such as the Combined Cadet Force, students are encouraged to develop resilience, leadership and a global outlook alongside their academic studies.

This is a school with strong foundations, a committed staff team and an unwavering focus on ensuring every young person is equipped to succeed in the next stage of their education and beyond. For the successful Principal, The Sherwood Church Academy offers the opportunity to build on these strengths, shape the next chapter of the Academy's development and make a lasting difference to the lives of its students and the wider community.



Vision, Values and Ethos

At The Sherwood Church Academy, every aspect of school life is shaped by a commitment to ensuring that young people receive the very best start in life. The Academy believes that education extends far beyond examination success, preparing students not only for further education and employment, but for fulfilling, purposeful and rewarding lives. This ambition underpins a broad, enriching educational experience that enables every student to discover their talents, develop resilience and character, and leave equipped to thrive for the "70 or more great years" that lie ahead.

As a Church of England Academy, Christian values provide the foundation for the Academy's culture and relationships. The school is proudly inclusive, welcoming students and staff of all faiths and none, and fostering a community where every individual is valued, respected and encouraged to flourish. Compassion, forgiveness, respect, service and positivity are evident in daily life, creating an environment where high expectations are matched by genuine care for the wellbeing and personal development of every member of the Academy community.

The Academy's educational philosophy is rooted in the belief that challenge, adventure and service are powerful catalysts for personal growth. Through a strong emphasis on leadership development, outdoor learning and community engagement, students are encouraged to become confident, responsible and globally minded citizens. Academic excellence is complemented by a focus on character, leadership and social responsibility, ensuring that young people leave the Academy with both the qualifications and the personal qualities needed to make a positive contribution to society.

For the next Principal, this represents an opportunity to lead a school with a distinctive identity and a clear sense of purpose. Building on strong Christian foundations and an unwavering commitment to holistic education, the successful candidate will inspire the next phase of the Academy's journey, ensuring that every student continues to experience an education that is ambitious, transformative and truly life-changing.



Principal Job Description

Post title:	Principal
Academy:	Sherwood Church Academy
Pay range:	Salary Range L29 – L35
Reporting to:	Chief Executive Officer and SNMAT Board of Directors

Main Purpose of the job:

To carry out the duties of Principal recognising the unique features of our academy. This is in accordance with the Teachers Pay and Conditions Document and other relevant statutory provisions.

Key Responsibilities:

Shaping the Future Our Principal will work with the CEO, MAT Board of Directors, Local Governing Body and wider Community to deliver our shared vision and strategic plan, and to inspire and motivate students and staff.

The Principal will:

- Ensure the vision for this church academy is clearly articulated, shared, understood and acted upon;
- Work within the school community to translate a vision and strategy into agreed objectives and operational plans which will promote and sustain school improvement;
- Demonstrate vision and Christian values in everyday work and practice;
- Motivate and work with others to create a shared culture and positive climate;
- Ensure creativity is used across the curriculum to provide positive opportunities for our students.



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Managing the Organisation Our Principal will provide effective management of the school and seek continuous improvements in the organisational structures.

The Principal will:

- Take responsibility for safeguarding and promoting the welfare of the students;
- Provide and implement clear, evidence based improvement plans for the development of the academy and facilities;
- Recruit, retain and deploy staff appropriately and manage their workload to achieve the vision and goals of the academy;
- Manage and organise the academy's effective and efficient provisions to ensure they meet the needs of the curriculum and health and safety requirements;
- Ensure the range, quality and use of available resources are monitored, evaluated and reviewed to improve the quality of education for all students and provision of value for money.

Leading Teaching and Learning Our Principal has central responsibility for raising the quality of teaching and learning in the academy. This involves raising expectations, maintaining and evaluating outcomes and establishing a successful learning culture which all impacts upon student achievement.

The Principal will:

- Ensure a consistent and continuous school-wide focus on student achievement, using data and benchmarking to monitor progress for every student;
- Ensure that learning is at the centre of strategic planning and resource management;
- Establish creative and responsive approaches to teaching and learning, leading by example by being an exceptional teacher;
- Implement strategies which promote high standards of behaviour and attendance;
- Monitor, evaluate and review classroom practice and promote improvement strategies;
- Challenge under performance at all levels and ensure action is taken.



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Self Development and Working with Others Effective communication and relationships are key to effective leadership. The Principal needs to build a professional learning community, which enables others to achieve.

The Principal will:

- Treat people fairly, equitably and with dignity and respect to maintain the positive school culture;
- Develop and maintain effective strategies for staff induction, professional development and performance management;
- Ensure effective planning, allocation, support and evaluation of work undertaken by teams and individuals, ensuring clear delegation of tasks and devolution of responsibilities;
- Acknowledge the responsibilities and celebrate the achievements of individuals and teams;
- Develop and maintain a culture of high expectations for self and others;
- Manage own workload and that of others to allow an appropriate work/life balance.

Strengthen the Community Our Principal should engage with the internal and external community to secure collaborative working and outreach to bring positive benefits to the academy.

The Principal will:

- Build a culture and curriculum which takes account of the richness and diversity of the local community, including the parish church, Southwell and Nottingham Diocese and the wider community;
- Create and maintain effective partnerships with parents and carers to support and improve the student's achievements and developments;
- Collaborate with other partners to ensure the personal development of children is out at the heart of school life to ensure that they develop spiritually, morally, socially and culturally and foster excellent attitudes towards learning;
- Seek opportunities to invite parents and carers, community figures and businesses into the academy to enhance and enrich the value the academy has within the local community;
- Co-operate and work with relevant agencies to protect children.



Principal Job Description

Supporting Information

The current key responsibilities of this post are outlined in this job description but are not exhaustive. The need for flexibility, shared accountability and team working is required. The post-holder is expected to carry out any other related duties that are within the employee's skills and abilities, commensurate with the post's banding and whenever reasonably instructed.

This job description is current at the date below and does not form part of your contract of employment. This may be amended as the need arises to reflect or anticipate changes to the role/duties following consultation with the post holder.



Principal Person Specification

Responsible To: Chief Executive Officer and SNMAT Board of Directors

The right hand column explains whether the item is essential (E) or desirable (D).

The middle column outlines how this will be assessed; application (A), Interview (I), Test (T), reference (R)

Qualifications:	DfE Recognised QTS or equivalent	A	E
	Evidence of recent continued professional development	A, I	E
	NPQH or previous Headship experience	A	D
	Graduate Qualification	A	E
	Post Graduate Qualification	A	D
Experience:	Proven track record as an exceptional teacher	A	E
	Significant experience as a Principal or Deputy/Assistant Principal	A	D
	A recent member of a senior leadership team	A	D
	Proven record of successful leadership and ability to generate and share a coherent and ambitious vision for a church school	A, I, R	D
	Successful experience of raising achievement	A, I, R	E
	Working with and engaging external partners	A, I, R	D
	Planning, determining and organising major curriculum areas	A, I, T	E
Knowledge and Understanding:	Safeguarding children & young people	A, I	E
	What constitutes a good/outstanding academy	I, T	D
	The process of strategic planning and self evaluation	A, I, T	E
	Ways to communicate a shared vision	I	D
	Compare data and performance indicators	I, T	E
	National framework and current legislation for educational initiatives	A, I	E
	Roles and responsibilities for CEO, MAT, Local Governing Body, Diocese, ESFA and DfE	I	D
	Legal issues relevant to school management	I	D
Personal and Professional Qualities:	Commitment to safeguard children and young people	I	E
	Strong personal motivation and drive to develop and motivate teams	I, R	E
	The ability to actively promote and develop the Christian ethos of the school	A, I	E
	Ability to be analytical, problem solve and make informed judgements	I, R	E
	Excellent communication skills internally and externally to the work environment	I, R	E
	The ability to understand and appreciate the academy's strengths and further develop them	I	E
	The ability to form and maintain appropriate partnership and effective links with parents, careers, the church and the wider community	I, R	E
	To be a practicing Christian.	I,	D



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 Will Bridge at Academicis, our recruitment partner, on wbridge@academicis.co.uk or by phone on 07825 346535 / 01223 907979.

Closing date:

21st September 2026

Shortlisting:

23rd September 2026

Interviews:

29th September 2026

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