



EMAT
EASTERN MULTI-ACADEMY TRUST



Principal

Eastgate Academy
King's Lynn, Norfolk, PE30 1QA

Recruitment Pack

Chief Executive Welcome



Thank you for your interest in joining Eastgate Academy and Eastern Multi Academy Trust.

Eastgate Academy provides an exciting opportunity for an exceptional leader to continue to work with an amazing community and maintain and build on the very high standards achieved.

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 and are proud of all that our academies achieve.

All academies that have been inspected have been judged Good or Outstanding in all areas. This is a testament to the hard work of our colleagues in our schools.

We are looking for a leader who is committed to securing an excellent education, fostering excellent community links and living the values of our Trust. If this is you, we would love to hear from you.

Paul Shanks
Chief Executive





About the role

We are seeking an inspirational and ambitious leader for Eastgate Academy. This is a chance to lead a twice rated 'Outstanding' Academy that sits at the heart of the community.

The successful candidate will recognise, value and encourage excellent teaching and learning in the pursuit of a highly ambitious curriculum.

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 Academy is dedicated to supporting all pupils and their families by providing free breakfasts, a meditation room and support for school uniform. Initiatives are implemented based on the individual needs of each child, allowing every pupil and their families the opportunity to be actively involved in academy life, with dedicated, highly effective staff, excellent facilities, and governance and, above all, engaged and committed pupils.

Benefitting from all the added value that comes with being part of a thriving Multi-Academy Trust, you will join a valued team of leaders, committed to their own professional development and that of others.

This is your opportunity to make a genuine difference to the lives of the pupils, staff and community which Eastgate Academy is proud to serve.



Job Overview

Academy	Eastgate Academy
Start date	September 2025
Reporting to	Director of Education
Salary range	L17 – L21 (£73,189 - £81,441 per annum)
Pension	Teachers
Hours per week	Full time
Contract type	Permanent

Eastern Multi Academy Trust (EMAT) is committed to promoting a diverse and inclusive community – a place where we can all be ourselves and succeed on merit. Our workplace practices support a range of family friendly, flexible and inclusive work arrangements, staff engagement forums and employee support services to welcome and support staff from different backgrounds. Our ambition is to demonstrate in our work together that we promote an inclusive environment and signal our commitment to celebrate and promote diversity.

How to Apply

Please submit your application no later than:
07 March 2025 9.00am.

Please complete the online application process. All information within your application will be treated confidentially.



We are committed to safeguarding and promoting the welfare of children and young people and keeping children safe in education, our staff are expected to share and uphold this commitment. Appointments will be subject to satisfactory references, workplace health review and enhanced DBS check including the children's barred list check as required.

Job Description

Post Title: Principal
Salary: Leadership Scale L17 - L21

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 EMATs 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.

Job Description

- 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.
- 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.

Person Specification

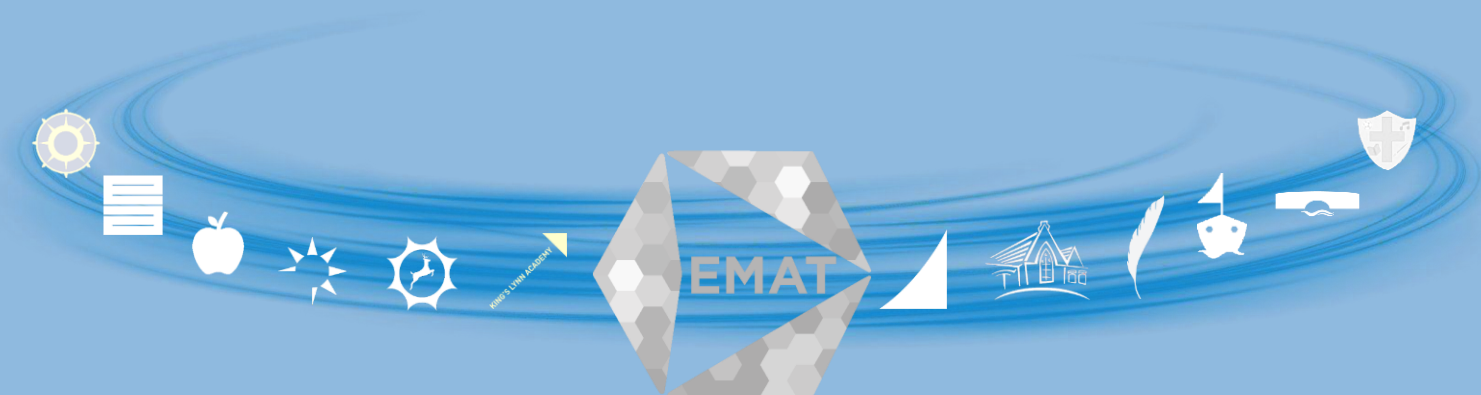
Role Criteria	Essential / Desirable	Evidence Method
Qualification / Education		
Degree level holder in relevant subject	E	AF/C
Qualified Teacher Status (QTS) or equivalent	E	AF/C
Committed to achieving or hold a recognised professional and/or management and leadership qualification relative to Education 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

Person Specification

	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

Eastgate Academy

*Part of Eastern Multi
Academy Trust (EMAT)*



Eastern Multi-Academy Trust



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