Job Description

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Main Purpose

The Head of Academy will provide professional leadership for Springwater Academy, ensuring the highest standards of education, safeguarding and wellbeing , while championing the potential of every child and young person.

The postholder will work closely with the CEO, Executive Leadership Team to ensure the academy continues to deliver exceptional outcomes whilst contributing to the wider success of Ascent Academies' Trust.

JOB DESCRIPTION

Job Title:	**Head of Academy**
Scale:	L21 – L27
Job Location:	Academy within the Ascent Academies Trust
Responsible to:	CEO

Job Purpose: To provide dynamic and strategic direction, leadership and accountability at Springwater Academy in respect of all aspects of standards and the day-to-day management of the academy.

MAIN DUTIES AND RESPONSIBILITIES

General

- To actively embody our trust values of togetherness and belonging, excellence and innovation and advocacy and empowerment.

- To fulfil all the requirements and duties as set out in the School Teachers' Pay and Conditions Documents relating to the Conditions of Employment of Head Teachers. (including statutory HT roles and responsibilities)

- To be wholly responsible for the quality of provision and outcomes for pupils across the academy.

- To meet the National Standards for Head Teachers as published by the DfE.

- To achieve annual performance criteria, objectives and targets agreed with or set by the CEO in accordance with the requirements set out in the School Teachers' Pay and Conditions Document.

- To keep up to date with national changes in legislation and ensure changes are implemented effectively and as necessary.

Key Responsibilities

Strategic Leadership

- Lead the implementation of academy and Trust priorities.
- Develop and articulate a compelling vision for the academy.
- Promote a culture of excellence and continuous improvement.
- Lead effective self-evaluation and improvement planning.
- Contribute to Trust-wide priorities through collaboration, sharing expertise and best practice with fellow academy leaders.
- Provide dynamic and strategic direction and leadership for all outcomes for pupils in your academy and in specific aspects across the Trust.
- To maintain a commitment and partnerships among young people, colleagues and parents to the academy and trust mission

Teaching and Learning

- Ensure consistently high standards of teaching and learning.

- Promote evidence-informed practice.
- Monitor achievement and implement improvement strategies.
- Ensure curriculum provision meets the diverse needs of learners.
- Champion preparation for adulthood across all phases.
- To ensure quality outcomes for all pupils in terms of meeting aims and legal requirements of EHCPs.

People Leadership

- Lead, motivate and empower colleagues, creating a culture where everyone feels valued, supported and able to thrive.
- Promote wellbeing and positive workplace culture.
- Develop future leaders through coaching and professional development.
- Manage people effectively and fairly through our People Policies.
- Support succession planning across the academy.

Safeguarding and Inclusion

- Maintain an exemplary safeguarding culture.
- Ensure compliance with statutory responsibilities.
- Promote equality, diversity and inclusion.
- Foster strong relationships with families and multi-agency partners.

Resources and Governance

- Manage academy resources effectively.
- Ensure robust financial stewardship.
- Work positively with the Academy Standards Group, Academy Councils and Trustees.
- Ensure efficient and effective organisational systems.
- To ensure the effective use of educational resources and ensure appropriate training for all colleagues.

These duties are neither exclusive, nor exhaustive and the post holder will be required to undertake other duties and responsibilities, which the CEO may determine from time to time.

The post holder must act in compliance with data protection principles in respecting the privacy of personal information held by the Trust. The post holder must comply with the principles of the Freedom of Information Act 2000 in relation to the management of Trust records and information.

The post holder must carry out their duties with full regard to the Trust's Equal Opportunities Policy, Code of Conduct, Child Protection Policy and all other Trust Policies including the No Smoking Policy. The post holder must comply with the Trust Health and Safety rules and regulations and with Health and Safety legislation.

Author: Board of Trustees /CEO

Date: October 2026