Vice Principal

Full time

Start Date: January 2027

Avonbourne Boys' and Girls' Academies

Salary: Competitive

Closing date: Midnight Sunday 22nd November

It is a very exciting time to join Avonbourne Academies. The academies are part of United Learning, a large and growing group of schools aiming to offer a life changing education to children and young people across England.

The academies benefit from working closely with Cornerstone, Oak, United Sixth Form Academies, and Leaf Studio School as part of the United Learning Bournemouth and Poole cluster. We work as a team and achieve more, by sharing, than any single school could.

Avonbourne Boys' and Girls' Academies are all co-located together on the same campus in Bournemouth. The campus is also home to United Sixth Form, a vibrant sixth form that provides a United Learning sixth form experience to students from across the United Learning Bournemouth and Poole cluster, as well as other external students.

We are values-driven and our vision is to provide excellent education so that all young people are able to make a success of their lives. Our most important purpose is to teach young people things they would not learn outside school which empower them. Our mission is to bring out 'the best in everyone'. We are unapologetically ambitious for every child, no matter what their background, prior attainment or needs. We also believe in 'Education with Character' – we want young people to look back on a schooling that has inspired and challenged them, given them wide opportunity and prepared them for the ups and downs of life.

We are looking for someone that shares this belief and passionately believes that all children can achieve, no matter what their starting point, background or needs. Someone that does not make excuses.

This position provides a unique and rare opportunity. The person appointed will be Vice-Principal working across both the Avonbourne Boys' and Avonbourne Girls' Academies. The position provides a genuinely exciting opportunity to work across two schools at the same time. It therefore provides an excellent opportunity for an existing Vice-Principal to broaden their experience before headship. You will work closely with the Principal, Vice Principals and Senior Leadership Team.

We value our staff highly and treat workload very seriously. Our systems are high leverage, ensuring you can really focus on your core purpose – teaching, in a sustainable way, unhindered by bureaucracy or poor behaviour.

What we are looking for:

The successful candidate will be:

- An experienced and highly effective Senior Leader, with an excellent track record
- Aligned to our values and mission. If you are the type of person who fits with our culture, you will love working here
- Someone wanting to strategically develop and lead our standards and personal development, KS3 & 4 Raising standards and 'Education with Character'
- **Someone who passionately believes that all children can achieve, no matter what their starting point, background or needs. Someone that does not make excuses for what children can achieve.**

What we offer:

- An exceptional salary, above the maintained sector.
- Enrollment to the Teachers' Pension scheme.
- **One personal day every academic year.**
- **Teaching staff have one flexi period a fortnight.**
- Free onsite car park.
- Access to our health care cash plan and rewards scheme, Westfield, after six months service.
- Disruption-free learning and a 'warm-strict' behaviour system.
- Collaborative planning with centralised, shared units of work and resources.
- Opportunity to teach up to A Level.
- A feedback policy focused on whole class feedback – no onerous marking policies.
- A centralised homework system at KS3 – you do not need to mark KS3 homework.
- Centralised detentions, including homework detentions (you do not need to organise/run/chase them at all).
- No formal graded lesson observations – just ongoing 'no-stakes' feedback, helping you to continuously develop.
- Excellent ongoing CPD, career development and promotion opportunities across the United Learning Bournemouth and Poole academy cluster.
- Up to 9 INSET days per year, dedicated to subject knowledge development and planning/resource development.
- An unrivalled professional progression model to enable great teachers to remain in the classroom via our Lead Practitioner (LP) and Specialist Leaders of Education (SLE) routes and/or progression routes to middle and senior leadership.
- A very pleasant location in beautiful Dorset.

We actively welcome visits and would be delighted to show you around our Academies to fully appreciate our excellent learning environment.

We are an equal opportunities employer and welcome applications from all suitably qualified candidates.

We are committed to safeguarding and promoting the welfare of children and expect all staff to share this commitment. An enhanced DBS check is required for all successful applicants.

Note – We reserve the right to interview and offer to a strong candidate prior to the closing date. It is strongly recommended that candidates submit their application as soon as possible.

For more information

To register your interest please contact:

HRavonbourne@avonbourneacademy.org.uk

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more pay, more time, and more support