

## Executive Principal King's Academy Binfield and King's Academy Oakwood Candidate Application Pack

Dear Candidate,

Thank you for your interest in the role of Executive Principal at King's Academy Binfield and King's Academy Oakwood. King's Academy Binfield is the first all-through academy (nursery to post-16) in Bracknell Forest, opening its doors to its first cohort of Year 7 students on 4th September 2018. King's Academy Oakwood, a one-form entry primary school, followed in September 2019. Together, these academies represent a unique and exciting opportunity to lead two large and diverse communities, taking them to the next stage of their journey while contributing to the broader development of King's Group Academies.



King's Academy Binfield had its first Ofsted inspection in October 2022 when it was graded as Good in all areas. King's Academy Oakwood followed a year later and received judgments of Outstanding in all aspects of its work.

At King's Group Academies (KGA), our core belief is that every student deserves an outstanding education. This is an education that not only delivers the academic qualifications essential for long-term success but also equips students with the skills, experiences, and networks to thrive as global citizens. Our vision is to provide '**Opportunity and success on a global stage**', ensuring every student has the foundation for a prosperous future. Our values of '**Honesty, Faith, and Courage**' are central to everything we do, inspiring a culture of integrity, resilience, and purpose.

While significant progress has been made since our inception, we know there is still much to achieve. We are looking for an ambitious and inspirational leader to build on this momentum, working closely with the well-respected senior



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leadership teams of both academies. The right candidate will share our commitment to improving outcomes for all students, regardless of background or ability, and will demonstrate a passion for excellence in education.

As Executive Principal, you will have the opportunity to inspire and empower others to reach ambitious targets and embrace our international aspirations. In return, we offer a supportive network of colleagues across the KGA, along with close collaboration with the Director of Primary Improvement and the Director of Secondary Improvement.

If you are driven to make a real difference in the lives of young people, possess the vision and ambition to lead strategically, and can foster a culture of openness, inclusion, and high expectations, we look forward to receiving your application.

Warm regards,

Nick Cross  
Chief Executive Officer



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## King's Group Academies

At [King's Group Academies](#) our vision is to provide 'Opportunity and success on a global stage' which means we have a vision of a [global community of pupils](#) and colleagues whose connection broadens horizons and fosters understanding. Our values of 'Honesty, Faith, and Courage' drive our passion and ensure we collaborate within our UK communities and internationally, promoting global citizenship and cultural awareness. We believe that every pupil deserves a team of dedicated educators and staff who are deeply invested in their success, supported by positive partnerships with parents who hold us to the highest standards.



Collaboration is at the heart of our approach. We prioritise colleagues working together to share expertise, shape strategy, and continually enhance our schools. We offer a wide range of professional development opportunities, including leadership training and nationally recognised qualifications. Each academy contributes to a variety of forums covering key areas such as Teaching & Learning, Safeguarding, Curriculum, International Development, HR, and Finance. Our Headteacher Board meets regularly to support and share best practice, fostering a culture of collective improvement, and our Senior Leadership Teams are supported by their Local Governing Bodies and the KGA Central Team, ensuring a strong foundation for success.



While each of our academies has its own unique identity, history, and context, they are united by a shared commitment to our vision and values, continuous improvement and educational excellence. Together, we work towards delivering opportunity and success on a global stage for all our students.





KGA currently comprises 15 academies across Berkshire, Hampshire, and Sussex. Joining King's Academy Binfield and King's Academy Oakwood, you would be stepping into a role at a pivotal time of significant yet sustainable growth and improvement. This strong foundation provides an exciting opportunity for you to lead these academies on the next stage of their journey toward outstanding performance, fulfilling our mission to equip every pupil with the confidence, knowledge, skills, and values they need to thrive in the modern world.

## Job Description

**Job Title:** Executive Principal

**Location:** King's Academy Binfield and King's Academy Oakwood

**Salary:** £110,656 - £127,890 (L33-39, including Fringe)

*Start date of September 2025*

### Reporting To

The Executive Principal is led by the Director of Secondary Improvement who reports to the Director of Academy Improvement. They will also work closely with the Director of Primary Improvement. The Executive Principal is also required to work in close collaboration with the Chair of King's Academy Binfield and Oakwood's Governing Body (LGB) and the KGA Executive Team.

### Main Job Purpose

To lead King's Academy Binfield and King's Academy Oakwood with visionary leadership and strategic direction, ensuring both academies deliver excellence in education and align with the KGA vision of **Opportunity and Success on a Global Stage**. The Executive Principal will embody and promote the KGA values of **Honesty, Faith and Courage**, fostering an environment where all students and staff can thrive.

Supported by the leadership team, the Executive Principal will take overall responsibility for the organisation, management and conduct of the school in accordance with the Articles and Funding Agreement of KGA). The post holder will carry out their professional duties in accordance and subject to:

- The provision of the Education Acts
- Any orders and regulations having effect hereunder
- Any rules, regulations and policies laid down by the Board of Directors and CEO
- The post holder's contract of employment
- Any communication, instruction or visit from Ofsted (including Section 48) or other external government organisations such as the HSE or PHE.

This post is part of the whole school Leadership Team. The post holder will be responsible for promoting the Vision and Mission of KGA, ensuring that learning is the cornerstone of everything the academies do.

The Executive Principal must arrange their working time between the two schools.

## **Responsibilities/Duties/Activities**

### **Leadership & Culture**

To ensure the provision of leadership that will inspire, motivate and develop pupils, staff and all involved with the academies. Encouraging openness and a culture in which the opinions of all in the Academy community are listened to and valued. This will be achieved through:

- Setting strategic direction that harnesses the identity of King's Academy Binfield and Oakwood and the vision of King's Group Academies (KGA), whilst facilitating the Senior Leadership Team's (SLT) ability to deliver it.
- Drive the KGA vision and values across both academies, setting high standards for staff and students.
- Ensure a culture of continuous improvement, innovation, and collaboration to achieve outstanding outcomes.
- Provide strategic oversight to develop both academies as high-performing, inclusive, and sustainable institutions.
- Role modelling and ensuring continued professional development for all colleagues which underpins our academies' performance, student achievement and the wider KGA success.
- Participating fully in academy life, attending events such as Parents Evening, Information Evening, Awards Evening, Academy Productions, etc.
- Ensuring that all stakeholders are regularly engaged, given voice and informed on academy progress.
- Managing change and improvement to ensure the continual development of the academy.
- Ensuring the ongoing development of a workplace culture that promotes equality, equity, diversity and inclusivity, where colleagues and pupils flourish
- Driving the academy's commitment to sustainability and carbon neutrality.

### **Teaching & Learning**

Ensure that teaching and learning are of the highest standard, enabling students to achieve the ambitious targets we set for them. This will be achieved by:

- Ensuring the highest standards of teaching and learning, with robust systems to monitor, evaluate, and improve outcomes.
- Championing innovative and evidence-based pedagogical practices to meet diverse student needs.



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- Overseeing curriculum development to align with global opportunities, fostering skills for success in a changing world.
- Appointing, developing and retaining inspirational teachers.
- Monitoring and evaluating the curriculum and quality of teaching to ensure that it is set within the ethos of KGA and delivered with the highest standards.
- Developing a broad, balanced and cost-effective curriculum.
- Ensuring a rounded approach to positive behaviour and attendance in all areas of the academy, fostering high standards and inclusion.
- Promoting and embedding our international programme across the curriculum.
- Harnessing existing and emerging technologies to ensure continuous improvement in the learning experiences and outcomes of all students.
- Developing and sustaining an outstanding extra-curricular offer in terms of sport, clubs and societies, personal development opportunities and trips.

## **Resource Management**

Deploy resources efficiently and effectively across the academy whilst providing excellent value for money, which includes the following functions:

- Strategically manage financial, physical, and human resources across both academies to maximise efficiency and impact.
- Lead budget planning and ensure financial sustainability, adhering to KGA and statutory requirements.
- Oversee recruitment, retention, and professional development to build a high-performing team.
- Setting directed time for teaching and promoting a work culture for all colleagues that champions flexibility and work/life balance.

## **Health, Safety & Security**

Take overall responsibility for the management and leadership of Health and Safety for the academy, ensuring rigorous approaches to identifying, managing and mitigating risk and specifically ensuring;

- Pastoral care and wellbeing support for students and colleagues.
- The site team is well supported and managed in maintaining premises and facilities.
- Compliance with HSE and PHE requirements through clear policies, processes and regular review of practices.
- Clear and decisive action in times of crisis aimed at both preserving Health & Safety requirements, alongside maintaining provision of education.



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- Ensure a personal awareness of and compliance with policies and procedures related to health, safety, and security, confidentiality, and data protection.
- Ensure concerns are reported immediately to the delegated team member.
- Attend mandatory training and refreshers to ensure personal and up to date understanding of relevant policies and practices.

## Safeguarding

Through personal accountability, development of culture and the management of safeguarding leads within the academy, ensure that safeguarding is given top priority and that exemplary safeguarding practice underpins all statutory and policy requirements. This will include:

- Keeping updated on personal knowledge and understanding of the duties and responsibilities in relation to child protection and the safeguarding of children and young people. This includes understanding of the academy's Child Protection Policy, Safeguarding Policy and Code of Conduct.
- Ensuring that systems, processes and expectations are in place and communicated to make certain that all issues relating to pupils are reported immediately and managed accordingly.
- Ensuring all staff and volunteers attend mandatory training and refreshers to facilitate a personal and up to date understanding of safeguarding requirements, tracking and reporting on this to the LGB and KGA central team.

## Person Specification

Person Specification	Essential	Desirable
Qualified Teacher Status	✓	
Experience as successful Headteacher of a high performing school or equivalent at primary and secondary level	✓	
Experience of successful leadership in all primary and secondary key stages.	✓	
NPQH		✓
Experience of working within and across a multi academy trust		✓
Up-to-date with current curriculum developments	✓	



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Evidence of continuous professional development	✓	
Experience and knowledge of school self-evaluation processes	✓	
Highly skilled at evaluating a school and understanding what is required to generate improvement, with a proven aptitude for coaching and supporting leaders.	✓	
Knowledge of legal issues relating to managing a school including Child Protection Procedures, Equal Opportunities, Race Relations, Disability, Human Rights, Employment, Health and Safety legislation and Data Protection	✓	
Demonstrable experience of successfully leading major change to achieve impact	✓	
Able to create and lead a positive learning environment, promoting inclusion, equality, and diversity	✓	
Able to analyse relevant data to inform school improvement and to set realistic & challenging targets for students and staff	✓	
Experience of coaching, mentoring, directing, and challenging senior members of staff	✓	
Resilience, with the ability to deliver a complex and demanding workload	✓	
Flexibility	✓	
Good interpersonal skills including being able to influence, negotiate and deal with conflict	✓	
Clear educational philosophy	✓	
Commitment to supporting both personal and the professional development of others	✓	
Willingness to share expertise and collaborate across the KGA	✓	
High expectations of students and their behaviour	✓	
Effective collaboration skills – ability to build and draw on the strengths of others to generate outstanding results	✓	
Excellent communication skills with parents and other stakeholders	✓	
Ability to prioritise own workload and that of others	✓	
A flexible approach to working hours	✓	
Use of car and current driving licence	✓	
Commitment to and understanding of strong safeguarding policy and practice	✓	
Unashamedly high expectations in all aspects of academy life	✓	



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## How to apply

Visiting King's Group Academy Binfield and King's Academy Oakwood is highly recommended, and we are offering tours for prospective candidates. Please contact Amber Walker, HR Coordinator, at [recruitkabkao@kingsacademies.uk](mailto:recruitkabkao@kingsacademies.uk) to book.

Please also contact Likhon Muhammad, Director of Secondary Improvement [likhon.muhammad@kingsacademies.uk](mailto:likhon.muhammad@kingsacademies.uk) or Sarah Howells, Director of Academy Improvement [sarah.howells@kingsacademies.uk](mailto:sarah.howells@kingsacademies.uk) if you wish to discuss the role further.

To apply for the position, you will need to complete our application form and send a covering letter of no more than one page of A4.

[Application form can be downloaded from here](#)

Please return your completed application and covering letter to:

[CentralHR@kingsacademies.uk](mailto:CentralHR@kingsacademies.uk)

Closing date for applications: **Monday 24th February at 9.00am.**

For those candidates shortlisted, there will be a one day selection process on **Thursday 6th March**, with a second interview for those selected from day one on **Friday 7th March**.

These dates will be confirmed directly with applicants.

*We are committed to the safeguarding and promotion of the welfare of all children and young people, we expect all of our colleagues to share this commitment and to undergo appropriate checks, including enhanced DBS checks. Our recruitment has safeguarding at the heart of the process. We reserve the right to carry out an online search as part of our due diligence obligations on shortlisted candidates and candidates will be provided the opportunity to address any issues of concerns that may come up during the search at interview.*