

# Principal Candidate Pack



# Welcome Letter from the CEO of Weydon Multi Academy Trust



Dear Prospective Candidate,

Thank you for your interest in the position of Principal at Frogmore Community College, a school that has recently joined the Weydon Multi Academy Trust and is at the beginning of an ambitious and exciting journey. This is a unique opportunity for the right candidate to shape the future of a school with enormous potential and to achieve something truly remarkable.

Frogmore Community College caters for students aged 11–16 and serves a vibrant and diverse community. While the school is at the start of its transformation, the foundations are strong, and the possibilities are limitless. We are seeking a leader with an ambitious mindset, relentless drive, and hunger for success; someone who can inspire staff and students alike and lead the school to new heights.

Our students, staff and community deserve the very best: an education that challenges them academically and nurtures their personal growth. With the right leadership, we believe Frogmore Community College can become a beacon of excellence within our Trust and beyond.

You will be supported by a passionate and committed staff team, eager to embrace change and innovation. As part of Weydon Multi Academy Trust, you will have access to a network of outstanding schools and leaders, sharing best practice and pioneering approaches to education. This collaboration will empower you to deliver exceptional outcomes and create a culture of aspiration and achievement. Principals in WMAT

are not “branch managers”; they are empowered and have agency to make a difference. This role demands vision, resilience, and the ability to galvanise a community around a shared purpose. In return, you will have the chance to make a profound impact, creating a school that transforms lives and sets the highest standards for success at GCSE and beyond.

We recognise that leadership is relentless and we will invest in you through personalised development, coaching and mentoring. Our pay and conditions of service reflect the importance and pivotal nature of the role. Our school leaders have a fantastic camaraderie, working together, supporting each other and enjoying the lighter side of the work they do.

If you are ready to take on this challenge and lead Frogmore Community College into an exciting future, we would love to hear from you. Together, we can achieve something extraordinary.

Come and be a part of something special!

Yours sincerely,

A handwritten signature in black ink, appearing to read 'John Winter'.

John Winter

**CEO Weydon Multi Academy Trust**



# Welcome Letter from the Chair of Governors at Frogmore Community College



Dear Prospective Candidate,

Thank you for your interest in the post of Principal at Frogmore Community College. We are delighted that you are considering applying to lead our unique, ambitious, and welcoming school community.

We are looking for an approachable, visionary, and empowering leader — someone who brings deep expertise in teaching and learning and who is driven by a genuine commitment to motivating, supporting, and championing young people. Our new Principal will set a compelling strategic direction, foster a culture of aspiration and achievement, and ensure that all students receive the best education.

We hope the information provided encourages you to apply. We want a leader who can build on our many strengths, generate new momentum, and guide the school confidently forward, strengthening outcomes, enriching the curriculum, and leading our staff with clarity, compassion, and purpose. Our ambition is for Frogmore Community College to become the school of choice in the area, and we are seeking someone who shares that ambition.

The person specification outlines the qualities and experiences we are seeking in detail. We wish to appoint a Principal with the wisdom, confidence, and strategic insight to uphold what is already excellent, while driving continuous improvement and embracing the opportunities and challenges inherent in leading a thriving secondary school.

We warmly encourage you to visit us to experience the energy and ethos of Frogmore first-hand.

Yours faithfully,

Gene Ashe

**Chair of Governors  
Frogmore Community College**



# Frogmore Community College

## – Vision and Ethos



### #flourishingatfrogmore

At Frogmore Community College, we believe in creating an environment where every student can flourish—both academically and personally. Our mission is to inspire, challenge, and support each student to achieve their highest potential, while developing the skills, values, and resilience needed to thrive in life.

### A balanced approach to success

We are committed to excellence in every aspect of education. While we place a strong emphasis on academic achievement, we also nurture personal growth, creativity, and well-being. At Frogmore, we believe success is not just about achieving top grades, but also about building the character and skills that will serve our students for life.

**Academic excellence:** Our students are encouraged to achieve their best in all subjects, with a particular focus on core subjects such as Maths, English, and Science. We offer a challenging curriculum that helps students develop a deep understanding of their subjects and fosters a love for learning.

**Holistic development:** We understand that education is about more than just exams. We provide opportunities for students to engage in extracurricular activities, such as sports, the arts, and leadership roles, which help them grow as well-rounded individuals.

**Well-being and resilience:** We place significant importance on the mental and emotional well-being of our students. With a pastoral team, we ensure that students are supported in overcoming challenges, building resilience, and maintaining a healthy school-life balance.



# Frogmore Community College

## – Vision and Ethos



### A culture of aspiration and achievement

At Frogmore, every student is encouraged to set high goals and strive for success. We cultivate a culture where academic excellence is the norm, and where students are motivated to push themselves further, both inside and outside the classroom.

**High expectations:** We expect every student to reach their full academic potential and go beyond what they thought possible. Whether it's achieving top exam results or mastering a new skill, we aim to help each student excel.

**Personal growth:** Alongside academic success, we focus on helping students build self-confidence, social responsibility, and empathy. We believe that success is not just measured by grades, but also by the way students contribute to their community and grow as individuals.

### Strong relationships and a supportive environment

The Frogmore family is built on strong relationships between students, staff, and parents. We believe that success is best achieved when students feel supported and valued in every aspect of their school life.

**Individual support:** Our school environment ensures that every student is known and supported as an individual. From tailored academic support to personal guidance, we are dedicated to helping each student succeed.

**A caring community:** We take pride in our strong sense of community, where every member feels valued and included. We believe in fostering a sense of belonging, where students can be themselves and feel safe to explore new ideas.

### Preparing students for life beyond school

At Frogmore, we are deeply committed to preparing our students for the next stage of their lives. We equip them with the skills, knowledge, and mindset needed to succeed in further education, the workplace, and as responsible, confident citizens.

**Career readiness:** Through a range of career-focused activities, we help our students plan for their future, whether they choose to continue their studies or enter the workforce.

**Life skills:** Alongside academic learning, we provide opportunities for students to develop crucial life skills, such as leadership, teamwork, communication, and problem-solving. These skills are essential for success in both the classroom and beyond.

### A continuous journey of improvement

We celebrate our students' successes and we are constantly striving to create even better learning experiences, provide more opportunities for growth, and build stronger relationships within our school community.

**Commitment to excellence:** Our staff are dedicated to ongoing professional development to ensure they provide the best possible education for our students. We are always looking for new ways to challenge and inspire our learners.

**Inclusive environment:** We are committed to ensuring that every student, regardless of their background or ability, has the opportunity to succeed and flourish. Our inclusive approach ensures that all students feel valued and supported in their learning journey.

At Frogmore Community College, #FlourishingAtFrogmore means excelling academically, developing as a well-rounded individual, and becoming prepared for the future with the skills and confidence to succeed. We are proud to be a school where every student can thrive and reach their fullest potential.

# WMAT Vision and Values



## Vision

Stronger together, transforming lives, creating memories which are celebrated for a lifetime.

## Core Purpose

Transforming lives.

## Core Values

Aspiration and ambition for all, trusting relationships, restlessness in the pursuit of being better, positive and inspiring, people focused.

## Vivid Description

Our Trust is excellent for everyone and in everything we do. We are ambitious and aspirational for staff and students, developing system leaders and inspirational teachers. We are the schools of choice for everyone in our community. We have big dreams transforming lives through scholarship for all; maximising students understanding of the world, enriching their lives and shaping their futures, creating memories which are celebrated for a lifetime. Stronger together, our ideals are achieved. An organisation built on a Trust founded on kindness, respect and integrity. Our schools' excellence will define their communities much like the great universities across the world. As a result the Trust will help define the Nation's education system.

## Common features in all our Trust schools

Flow learning, scholarship, challenging & inspiring curriculum for all, exceptional learning environment, outstanding staff development.



# Principal Job Description



**Salary:** Circa 120k pa plus benefits (negotiable)

**Contract:** Permanent

**Location:** Yateley, Hampshire

**Start date:** September 2026

## Purpose of the role

To strategically lead and develop Frogmore Community College, in line with the Weydon Multi Academy Trust Vision and Values. To give every student the highest quality education and to ensure the highest possible standards of academic achievement, scholarship and personal development.

## The Principal will report to the WMAT CEO

The responsibilities below do not form an exhaustive list, rather they reflect aspects of the school ethos, culture and priorities. The Principal's role and responsibilities are clearly outlined in the 2020 Headteacher Standards document which underpins best practice in these and other areas. The Trust intends that these standards are used to shape the way the Principal develops their own practice in the leadership of Frogmore Community College to continue and build on the splendid education it provides.



# Principal Job Description

## Continued

### Key Accountabilities:

#### Leadership

- Lead and inspire through the vision and values of the Weydon Multi Academy Trust.
- Lead the academy leadership team and contribute to the Trust's Strategic Vision.
- Lead a creative, responsive and effective learning environment which sets high expectations and challenging targets to ensure a continuous and consistent academy-wide focus on academic progress, scholarship and achievement.
- To promote an academy ethos and culture which enables everyone to work collaboratively, share knowledge and understanding, celebrate success and accept responsibility for outcomes.
- Ensuring collaboration and consideration of all stakeholders in the management of effective change and development.
- Grow partnerships with parents and carers to support and improve student attendance, achievement and personal development.
- Promote positive and productive relationships with staff, parents and all stakeholders and members of the wider community.

- To represent and promote the school in the wider community, locally and nationally.
- Create and promote positive strategies for challenging racial, religious and other prejudice and be committed to equality, diversity and inclusion.
- Ensuring that innovation is at the forefront of thinking, developing, promoting and utilising research and evidence-based practices and approaches.
- Work collaboratively with other WMAT academies to build the community of academies; share and develop good educational strategies and practice, establishing an educational culture of 'open classrooms' as a basis for sharing best practice within and between academies.
- Reporting on the school's performance to a range of audiences, including The Trust Board, governors, the Local Education Authority, the local community, Ofsted and others.
- Welcome strong governance and work with the CEO and LGB to enable them to deliver their functions effectively.



# Principal Job Description

## *Continued*

### **Teaching and Learning**

- Secure excellent teaching through an analytical understanding of how students learn and of the core features of successful classroom practice and curriculum design.
- Lead in the development of teaching and learning to secure excellent teaching across the school; act as a good role model to all staff within the school and reflect a high level of professional teaching standards.
- Ensure the curriculum provides a broad and balanced provision with the capacity for personalisation to the needs of each student within the Trust plans for alignment.
- Ensure the Trust system for assessment and collation of data is in place to evidence and inform progression.
- Monitor, evaluate and review classroom practice to embed improvement strategies and consistently and systematically raise the quality of teaching. Use the Trust Flow Learning Policy to challenge and develop staff.

- Ensure behavioural standards are upheld in the best interests of students whilst maintaining the highest standards of learning and establish rigorous, fair and transparent systems and measures for managing staff, including recruitment, induction, coaching & development, managing performance & attendance, communication, motivation and retention.

### **People**

- Motivate and support all staff to develop their own skills and subject knowledge, and to support each other; monitor, evaluate and review classroom practice, and analyse and interpret school data, to inform and manage improvement strategies.
- Ensure that staff roles and accountabilities are clearly defined and understood and hold staff to account for their professional conduct and practice in line with the Trust code of conduct.
- Provide a culture of professionalism, where respect is the foundation of all interactions and decision making.



# Principal Job Description

## Continued

### People (continued)

- Distribute leadership throughout the school, forging teams of colleagues who have distinct roles and responsibilities and encouraging them to hold each other to account for their decision making.
- Recruit, retain and deploy staff appropriately; maintain effective strategies and procedures for staff induction and professional development.
- Ensure high quality training and professional development for all staff.
- Promote and ensure the effective development of staff, valuing each person's contribution and building a strong and cohesive staff community.
- Provide for the well-being and work life balance of all staff through the promotion of the WMAT Flow Working Charter.

### Systems

- Ensure effective and robust systems are in place to secure the safeguarding of all students.
- Ensure that the academy's systems, organisation and processes are well considered, efficient and fit for purpose, upholding the principles of transparency, integrity and probity and that functions carried out by the academy are discharged with due regard to relevant statutory legislation, including that relating to health & safety, data protection and safeguarding.
- Maximise the potential of the academy site to provide stimulating learning environments and community facilities and develop a vision to further improve the premises through consultation with The Trust.
- Ensuring effective financial management of the school in conjunction with Weydon Multi Academy Trust Finance Team.
- Engage with and promote the Trust specialisation programme.



# Principal Person Specification

	Essential	Highly Desirable
<b>PERSONAL QUALITIES</b>		
To have a high level of emotional resilience	•	
Have a 'can do' attitude and optimistic outlook	•	
To be an excellent communicator	•	
Ability to manage work life balance	•	
<b>QUALIFICATIONS AND EXPERIENCE</b>		
Qualified Teacher Status or Qualified Teacher Learning and Skills with degree level education or equivalent	•	
Proven recent senior leadership experience in a relevant sector school /academy	•	
Proven excellent and inspirational teaching relevant to sector	•	
Experience and understanding of managing people, budgets and facilities	•	
National Professional Qualification for Headship (or working towards this) or evidence of similar professional development		•
Masters level qualifications.		•
<b>LEADERSHIP AND MANAGEMENT SKILLS</b>		
An understanding that Outstanding is not a position, but a constant state of aspirational direction	•	
The ability to develop and communicate a clear vision for the future development of the school in consultation with The Trust Board and LGB.	•	
Track record of school improvement with ability to make and implement difficult decisions.	•	
The ability to keep up with developments in national and local educational agenda particularly in the areas of policy, curriculum and statutory/legal frameworks as well as Ofsted inspection criteria.	•	
The ability to lead, motivate and inspire others and manage people to work as individuals and as part of a team. To provide professional leadership, motivate all staff, set standards and engender initiative and a common purpose.	•	
To retain and recruit high-quality staff at all levels and manage their performance constructively, promoting excellence and effectively challenging underperformance, motivating colleagues and facilitating appropriate continuous professional development.	•	
The ability to initiate and manage change to meet the school's strategic objectives.	•	
The ability to lead the development, planning, monitoring and evaluation process.	•	
The ability to manage and plan strategically the use of financial and other resources to achieve the school's objectives.	•	
The ability to plan, prioritise and delegate responsibilities according to both the long term and day-to-day needs of the school, monitor their implementation and ensure feedback on their effectiveness.	•	
The ability to identify and evaluate data critical to the assessment of the school's performance and take appropriate action.	•	
The ability to create a school environment that promotes behaviours that support students' learning and social development.	•	
The ability to communicate effectively in writing and orally to a range of audiences.	•	
Expertise in best practice and procedures for the safeguarding of students and vulnerable adults.	•	
Experience of effectively dealing with complaints, resolving problems and reconciling conflicts.	•	
Evidence of commitment to recent personal professional development, and the ability to foster an environment in which all staff share best practice and individuals have opportunities to develop their own careers.	•	
Evidence of having effectively led significant change with clear intent, implementation and impact criteria.	•	
Evidence of instilling a strong sense of accountability in staff for the impact of their work on student outcomes.	•	
Experience of performance management to secure improvement in others through effective feedback and managing underperformance of staff to a satisfactory conclusion when required.	•	
To have a comprehensive and up-to-date understanding of national policy, curriculum developments, and statutory and legal frameworks within which schools operate, including the Ofsted Inspection framework.		•

# Principal Person Specification

## Continued

	Essential	Highly Desirable
<b>MANAGEMENT OF TEACHING AND LEARNING</b>		
Demonstrate a sound understanding of student development, learning and care for students.	•	
Demonstrate an understanding of the principles of excellence in teaching, learning, care and assessment, competently using digital platforms to provide continuous monitoring.	•	
Demonstrate a thorough understanding of the teaching skills required to achieve high standards and experience of raising student attainment and ensuring strong student progress.	•	
Demonstrate an ability to monitor and evaluate the quality of teaching, learning, care and assessment with a demonstrable impact on improving students' outcomes.	•	
Demonstrate a very good knowledge and understanding of how to provide a broad and balanced education and the widest range of opportunities for all students to enable them to achieve their full potential.	•	
Ability to clearly evidence and communicate student progress and demonstrate outstanding provision in the intent, delivery and impact on both individual students and cohorts.	•	
<b>COLLABORATION</b>		
The ability to work in partnership with Governors, WMAT, the Local Authority, other schools and agencies including Children's Services, Education Funding Agency and the DfE.	•	
The ability to work productively with local educational groups such as Surrey Phase Council and TFN to develop links with appropriate groups and consultants to manage both education, logistics and facilities.	•	
The ability to promote and work as part of the wider WMAT leadership team supporting the Principal Board, wider leadership groups within the Trust and cross-academy collaboration initiatives.	•	
The ability to work in partnership with all families to involve them in the education of their students; promoting good staff and parent relationships. To involve all students in their education and learning.	•	
The ability to be accountable to the CEO and LGB for decisions taken affecting students, staff, premises, facilities, finances and the wider community.	•	
Undertake whole school self-evaluation and performance monitoring using all data available (including local and national standards) to rigorously analyse performance of staff and students, and to ensure facilities, finances and buildings are well-maintained.	•	
To hold an unwavering commitment to safeguarding students and ensuring all members of the community share that commitment.	•	
Experience of effectively dealing with external contractors and ability to effectively manage their services particularly those relating to transportation, catering and maintenance.	•	
Experience of working within a Trust, Limited Company and/or serving on a Governing Body.	•	

## How to Apply

If you would like to discover more about this exciting opportunity, need any further information, arrange a school visit or have an informal discussion, please contact our retained consultant at Academicis, Ross Laird: [rlaird@academicis.co.uk](mailto:rlaird@academicis.co.uk) or 01223 907979 / 07901 585959

Please email your application to, Ross Laird: [rlaird@academicis.co.uk](mailto:rlaird@academicis.co.uk)

Closing date: Monday 2nd February 2026

Shortlisting: Tuesday 3rd February 2026

Interview dates: 11th & 12th February 2026