

Assistant Principal (Safeguarding and Inclusion)

School:	City Academy Bristol	Posted:	9th May 2025
Location:	Russell Town Avenue, Bristol, Bristol BS5 9JH	Expires:	20th May 2025 11:59 AM
Contract Type :	Permanent	Start Date:	1st September 2025
Contract Length:	Permanent	Job ID:	1484453
Salary:	L12 – L17 (£65,286 - £73,819)	Job Reference:	42876
Hours:	Full Time		



Job Title: Assistant Principal (Safeguarding and Inclusion)

Actual Annual Salary: L12 – L17 (£65,286 - £73,819)

Contract Type: Permanent

Hours: 32.5 (Full time)

Additional role info: Monday - Friday

Start date: 1 September 2025

We are looking for an ambitious and inspiring Assistant Principal to join our supportive and talented team at City Academy. We are a diverse multi-academy trust, looking for professional and ambitious people, with a passion for transforming our students' learning.

This exciting opportunity offers the chance to undertake an Assistant Principal role within the Cabot Learning Federation. You will work positively with the Principal and Vice Principal to identify priorities and opportunities for academy improvement that support the achievement of outstanding outcomes. You will also lead on the delivery of one of an academy's strategic aims and rigorously ensure that the academy's systems are working smoothly and effectively on a day to day basis.

You will be an inspiring leader who, through leading by example, will promote high expectations and support the delivery of high attainment for all students. You will be an effective team player who is dynamic, creative and able to play a significant role in the strategic direction and development of the academy.

About you:

You will have:

- Ability to work well with a range of audiences, including parents/carers and other professionals.
- A track record for leading a school to improved performance, as demonstrated by Ofsted judgements and/or student outcomes over time.
- Experience of leading/co-ordinating professional development and inset training.
- Ability to establish rapport and respectful trusting relationships with children their families, carers and other adults.
- Able to work in a way that promotes equality of opportunity and respect for diversity.
- Evidence of a commitment to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

Applicants are advised to refer to the full requirements of the role in the attached job description and person specification, prior to submitting an application.

About City Academy Bristol:

City Academy Bristol is a vibrant, diverse and dynamic academy in the centre of Bristol. We provide an inclusive and accessible education, which transforms future opportunities for young people, their families and the community.

We are a well-positioned and well-connected academy with direct connection to the developments in Temple Quarter and key economic areas of east and central Bristol.

Why CLF?

We are a diverse and inclusive community of 35 academies across five cluster regions in the South West that is committed to excellence and making a positive impact. Our people bring unique perspectives, but we're all driven by a shared moral purpose and a passion for making a positive impact, whether in a teaching, leadership or support role. We're proud to foster a culture where everyone can thrive, feel valued, and make a meaningful difference to the lives of others.

We are an equal opportunity employer and proud to serve a diverse student population and our communities. We strongly believe that representation matters. Over 73% of the students who attend City Academy Bristol are from global majority groups, so we particularly encourage applicants from those groups in order to represent the students we serve, as well as wider underrepresented groups including gender, transgender, age disability, sexual orientation or religion.

We aim to remove any barriers to employment, ensuring everyone can compete on equal terms. Job share, part-time and flexible working opportunities will be considered.

What we can offer you:

- Access to the Teachers' Pension Scheme.
- Comprehensive induction and ongoing support for career development and wellbeing.
- Sector-leading professional development entitlement and opportunities.
- Collaboration with colleagues across the trust through subject communities and specialist networks.
- Shared CLF curriculum, written and curated by trust experts, reducing individual teacher workload.
- Career enhancing and progression opportunities within the trust and through the CLF Institute.
- A collaborative culture which supports workload.
- Well-being support through an Employee Assistance Programme.
- Health benefits, including wellness sessions, gym discounts, and flu jabs.
- A range of generous family leave options, including above industry average occupational maternity pay.
- Additional benefits like cycle to work scheme, on-site parking and many more!

Recruitment timeline:

Closing Date: 20 May 2025 @11.59am

Short-listing & Invites: 20 May 2025

***Interviews:** 23 May 2025

Tours: We welcome visits from potential candidates. If you would like to arrange a school visit prior to the closing date, please contact the academy/site directly to arrange a suitable appointment.

***Applicants are to make a note of the short-listing and interview dates at the outset of applying, due to the short turnaround between the Closing Date and Interview Date. We will notify applicants of a short-listing outcome by the end of 20 May 2025.**

As part of our commitment to Keeping Children Safe in Education (KCSIE), we do not accept CVs – a full education and employment history must be provided through our application form.

Skilled Worker visas can be sponsored through this role, where it meets the minimum salary threshold set out by government, based on the hours required. Candidates are advised to check for the latest visa and work permit requirements that may apply.

We reserve the right to close this vacancy early, should we receive a high level of interest in the role. Therefore, candidates are advised to apply at their earliest convenience to avoid missing out.

Safeguarding Statement:

The Cabot Learning Federation are committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This role has significant responsibility for ensuring safeguarding practice within the academy. This role involves working with children on a daily basis and is therefore in regulated activity.

The successful applicant will, in accordance with statutory guidance, be subject to a comprehensive pre-employment checking process including references from current and previous employers, health, right to work in the UK and a child disqualification check. The checks will also include an enhanced DBS check and a further check against the appropriate barred list.