

Principal

School:	Lime Hills Academy	Posted:	13th May 2025
Location:	Pound Lane, Nailsea, North Somerset, Somerset BS48 2NN	Expires:	12th June 2025 11:59 AM
Contract Type :	Permanent	Start Date:	As Soon As Possible
Contract Length:	Permanent	Job ID:	1485062
Salary:	£79,475 - £87,651	Job Reference:	42881
Hours:	Full Time		



Lime Hills Academy

PRINCIPAL

Contract: Permanent

Actual Salary: L20 – L24 (£79,475 - £87,651)

Start Date: September 2025 or later to be arranged

Your opportunity to lead a specialist SEMH provision where every staff member is proud to support students to develop a sense of self, sense of place and sense of community:

Cabot Learning Federation are looking to appoint an individual who will lead Lime Hills Academy, a happy school full of wonderful students and staff. This opportunity has been created due to promotion and will work with other specialist and alternative provision leaders in ensuring children with an EHCP aim to 'level up' their educational outcomes and are engaged in learning through specialist facilities and learning programmes.

Lime Hills is a special place that has evolved over the three years. As we look to the future, we want to appoint a new Principal who will continue to drive Lime Hills to be school with inclusive excellence at its heart. This opportunity will manage a fantastic team of staff as well as being supported by an Executive Principal.

All of our students have an EHCP with a primary designation of SEMH, and we take the responsibility for every student entrusted to us very seriously by ensuring that all staff are nurturing, and trauma informed and have the highest of expectations for every student. As this is a relatively new school, there is scope for the new Principal to really put their stamp on the Academy and lead it to excellence in its next phase of development.

Full role information and requirements, including the job description and person specification, can be found in the attached candidate information pack.

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. 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.

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:

- Academy tours*: Week commencing 19th May and 2nd June 2025
- Closing Date: Noon on 12th June 2025
- Short-listing: 12th June 2025.
- Interviews**: 19th June 2025 and 20th June 2025

*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.

**This is a two-day process (a first full assessment day, with the final interview on day two).

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.

How to apply:

Please complete a full application form via the Eteach website. 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 the application form.

Please note that there is a requirement on page 24 of the Candidate Information Pack for you to attach a supporting letter of no more than 3-pages, detailing why you should be considered for the role. **Please ensure this is uploaded under the CV/resume attachment prior to submitting your application and that it is labelled with your name, followed by ‘Supporting Letter – Lime Hills Academy, Principal’.** The Supporting Statement section in the application form does not allow anything over an 8,000-character limit, which is why we ask for this to be uploaded as an additional document.

Please also note that updates regarding an application, which could include an invite to interview, will be sent to the email address used when registering an account.

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.