



THINKING SCHOOLS
ACADEMY TRUST

INVESTORS IN PEOPLE®
We invest in people Standard

Are you ready to Transform Life Chances?



Our Trust

Mission

At the Thinking Schools Academy Trust we work hard to provide a stimulating learning environment for all where everyone feels safe to explore knowledge and understanding. We are our best when staff are motivated, clear about expectations in their work and behaviour, feel valued, secure and confident, are challenged and receive constructive feedback about their performance.



Aspire

By nurturing aspirations and cultivating excellence, we believe that with the 'Thinking' philosophy, every student and member of the Trust can aspire and aim high to unlock personal and professional growth.



Challenge

Our Trust empowers individuals by presenting challenges through a cognitive framework that shapes their minds, fosters aspiring attitudes and habits, allowing every member of our Trust to be the master of their own destiny.



Achieve

Our community is encouraged to achieve and embody the highest levels of cognitive abilities and habits. We aim for our pupils to be naturally curious, excelling in both independent and interdependent prowess.

Our story so far...

In 2010, The Rochester Grammar School (RGS) embarked on a transformative journey, envisioning a shift to Academy status. Embracing collaboration, RGS sought partnership with All Faiths School (AFS), to form a cross-phase Multi-Academy Trust in 2012 - The Thinking Schools Academy Trust.

Since the beginning, our Trust has been dedicated to enhancing educational opportunities and outcomes through a cognitive-based curriculum for students across the regions. In 2013, Portsmouth marked the outset of our sponsorship endeavours, igniting a trajectory of growth and collaboration. From supporting schools to new ventures, our Trust has continually expanded its impact to ensure every child receives the best opportunities regardless of their background.

In 2014, we extended our support to schools in Medway, sponsoring Holcombe Grammar School and Gordon Children's Academy. Together, we embarked on a journey with the surrounding community by creating our first free school, New Horizons Children's Academy.

The footprint of the Thinking Schools Academy Trust steadily expanded across Kent and Portsmouth. In 2021, Plymouth High School for Girls proudly joined our network, followed by collaborative efforts in Devon. By 2023, the unification of the Devon region stood as a testament to our growth, accompanied by the establishment of Lodestar Academy, our first alternative provision school.

Driven by a passion for excellence, we have established four regional hubs across the South West, South, South East and East of England. These hubs serve as pillars of support, offering expert assistance from early years to sixth form education. Our holistic approach extends beyond traditional schooling, as evidenced by the launch of Little Thinkers in 2022, our first childcare and pre-school provision initiative.



We recognise the importance of sharing our expertise and resources with others in the education sector. We established the trading subsidiary, Thinking Solutions for Education in 2020. Our aim is to empower schools and academies beyond our network, facilitating their growth and success through access to our extensive network and resources.

At The Thinking Schools Academy Trust, innovation, collaboration, and academic excellence are not just aspirations but guiding principles. We extend a warm invitation to join us in shaping the future of education, united in our commitment to progress and collective impact.

Our Regions



South West

- Plymouth High School for Girls
- Plympton Academy
- Brixham College
- Curledge Street Academy
- Furzeham Primary & Nursery School
- Kings Ash Academy
- Lodestar Academy
- Paignton Academy

South

- New Horizons Primary School
- Penbridge School
- The Portsmouth Academy
- Meon Way Federation

South East

- All Faiths Children's Academy
- Cedar Children's Academy
- Gordon Children's Academy
- Holcombe Grammar School
- Maritime Academy
- New Horizons Children's Academy
- The Rochester Grammar School
- The Victory Academy
- Colchester Royal Grammar School
- Goodwin Academy

In Summary

One Trust working together to Transform Life Chances

Proudly accredited by Investors in People and Investors in Wellbeing

2000 dedicated members of staff

16,000 young people

20 Accredited Thinking Schools

15 Accredited Artsmark Schools

26 Academies connected over 4 regions



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**Could you be our
next leader at
the Brixham
College?**

We are looking for a.....

Principal of Brixham College



Salary - L26 - L32 £92,052 - £106,626

Location - Brixham College, Brixham

Applications close - Sunday 6 July 2025

Interview dates- Monday 14 and Tuesday 15 July

We are seeking an exceptional and visionary Principal to lead our school. As the Principal, you will play a pivotal role in shaping the future of our college. You will work closely with staff, parents, and the wider community to ensure that our pupils receive an outstanding education.

What you will need to succeed:

- A strong track record of transformational leadership or leading significant school improvement
- Understand how to create a culture of aspiration and a supportive learning environment for students that allows them to achieve their academic potential
- Hold high expectations for academic achievement by all students regardless of their prior attainment and socio-economic backgrounds
- Be a champion/passionate and visible advocate for our school within the wider community
- Have high levels of emotional intelligence
- Have highly developed people skills and previous experience in leading teams effectively

109
Dedicated staff

1,059
Young minds

1 of 8
Schools in the South
West

Background



At Brixham College, we deliver a comprehensive Values Curriculum to all students as a core part of their Personal Development. This curriculum is grounded in our five key College Values:

- **High Expectations**
- **Continuous Improvement**
- **Character**
- **Knowledge**
- **Leadership**

The Values Curriculum integrates PSHEE (Personal, Social, Health and Economic Education), Citizenship, British Values, and our own College Values. It is delivered through a variety of formats, including:

- **Dedicated timetabled lessons**
- **Assemblies**
- **Focus learning days**
- **Special events and themed weeks**

In addition to these explicit teaching methods, the Values Curriculum is also embedded both explicitly and implicitly across all subjects and faculties throughout the College.

Curriculum



At Brixham College, every student engages with a Values Curriculum that places them at the heart of planning, learning, and assessment. It is designed to reflect both local and global contexts, while recognising and building upon the diverse experiences, knowledge, skills, and values that students bring with them.

The PREVENT strategy is fully integrated into our curriculum. All staff complete WRAP training, ensuring a proactive and responsive safeguarding approach that encourages open discussion and critical thinking.

Our Values Curriculum is planned, flexible, and differentiated to meet the needs of all learners, enriching their educational experience. It connects learning to real-life contexts that impact students, their families, and the wider community.

The Values Curriculum empowers students to make informed decisions and supports them in leading happy, healthy lives—both now and in the future. Through engaging, active learning, students develop the knowledge, skills, and resilience needed to navigate relationships, manage risk, and respond to the challenges and opportunities they may face during their time at Brixham College and beyond.



**Book a tour of
the school and
see it for
yourself**

Job specification

Strategic Leadership

- Develop the shared vision and strategic plan for the College, which is responsive to the communities they serve. At the core of this should be the educational and personal development of the students
- Work with the Chief Executive, Regional Directors, Board of Directors and members of the MAT, Governors and staff to define and implement the College's vision and strategic direction so that it is understood and acted upon by all stakeholders.
- Creating a culture of raising aspiration, achievement and attainment, which is achieved through an inclusive, sustainable and innovative lifelong education environment.
- Ensure the College achieves their performance targets.
- Promote the College to a range of audiences and secure the commitment of parents/carers and the wider community to the vision and direction of the academies.
- Work with all stakeholders to generate enthusiasm and commitment.
- Challenge, motivate and empower others to attain ambitious outcomes.

Leading Learning and Teaching

- Secure and sustain effective teaching and learning throughout the College by ensuring sound strategies for monitoring and evaluating the quality of teaching and standards of students' achievement are in place, using benchmarks and setting targets for improvement. This should include those with special educational or linguistic needs in order to set and meet challenging, realistic targets for improvement.
- Promote excellence in teaching and learning, ensuring a continuous and consistent College wide focus on students' achievement and development (moral, spiritual, physical and social, as well as academic).
- Embrace cognitive education and ensure the College operates within the culture and ethos of an accredited Thinking College.
- Ensure that a high-quality educational experience is available for all children and young people.
- Create a culture of challenge, support and high expectations.
- Ensure that effective and appropriate pastoral support is available to students.
- Through monitoring and evaluation, identify and act on areas of improvement in relation to the curriculum and assessment.
- Develop an inclusive and supportive approach so the College is a place where all students feel welcome.

Raising aspiration, achievement and attainment

- Ensure that the needs and aspirations of each student is addressed through personalised learning and mentoring
- Ensure that assessment data is used to set challenging targets.
- Challenge practice to ensure a stimulating learning environment.
- Ensure College-wide priorities are consistently and effectively implemented.

Developing Self and Working with Others

- Treat everyone within the College fairly and equitably.
- Develop a culture of personal responsibility that recognises both excellence and supports appropriate strategies to deal with under performance.
- Ensure a high standard of professional development for all staff and for self.
- Work with all staff to build effective teams.
- Motivate and enable all staff to carry out their respective roles to the highest standard, through high quality continuing professional development based on assessment of needs.

Job specification

Leading the Organisation

- Provide dynamic, consistent and motivational leadership, ensuring the successful delivery of the vision, ethos, aims and objectives of the academies.
- Lead by example, be personally visible and committed whilst adopting a strong and flexible leadership style.
- Establish collaborative and open relationships with all stakeholders.
- Critically evaluate the College performance.
- Ensure that communication channels exist enabling all staff to receive information they need in order to carry out their professional duties effectively.
- Ensure structures deliver students progression, attainment and achievement.
- Oversee the implementation of a firm and fair performance management framework for all staff.

Managing the Organisation

- Work with Trust Members and senior colleagues to recruit and retain staff of the highest quality.
- Work with the Trust Members and senior colleagues to deploy all staff effectively in order to improve the quality of education provided.
- Ensure that the allocation and use of accommodation within the College provides a positive learning environment that promotes the highest achievement for all.

Securing Accountability

- Ensure all staff have clearly defined responsibilities and accountabilities.
- Support the Academy to establish strong middle leadership roles within a distributed leadership structure.
- Secure robust Academy self-evaluation and quality assurance procedures.

Leading in the Community Through Collaboration

- Create and maintain an effective partnership with parents/carers.
- Maintain the Academy's commitment to being an Artmark College.
- Strengthen the Academy's positive image in the wider community.
- Develop the Academy's extended College provision.
- Actively support the diversity of the Academy's communities and students.



Benefits and support

Our comprehensive staff benefits program designed to support your wellbeing and enhance your overall working experience with us. We are dedicated to creating a positive and rewarding work environment for all. Whether it's through our Cycle to Work Schemes, Gym Memberships, or specialised assistance programs, we strive to ensure that you have access to everything you need to thrive.

Join a Thinking School:

- Benefit from an internationally accredited pedagogy approach to thinking and learning, which has been proven to enhance classroom practice.

Professional Development:

- Our in-house CPD provision, Thinking Horizons, offers clear pathways and goals to guide your aspirations.
- As an accredited Chartered Teacher organisation you can become a recognised Chartered Teacher.
- Grow your skills with opportunity for Trust-funded apprenticeships and training courses.

Financial:

- Competitive salary bands with opportunity for growth via annual pay reviews, as part of our Professional Growth policy;
- Refer a Friend incentive scheme; earn monetary rewards for successful employee referrals.
- TSAT Benefits Portal: a one-stop shop benefits hub that gives you access to a range of exclusive benefits including employee discounts, dental cover, Cycle to Work Scheme and Discounted Gym Membership.
- Blue Light Card: School staff can now access the Blue Light Card for discounts across a wide range of categories including holidays, cars, days out and much more!
- Free car-parking on all school sites and support service offices.

Wellbeing:

- Health and Wellbeing benefits including access to Thinking You - A 24/7 employee assistance programme for legal, financial, emergency health or lifestyle support.
- Discounted gym memberships at our on-school fitness suites in Medway, Plympton and Brixham.
- Culture of appreciate exemplified by our TSTARS colleague recognition scheme, includes seasonal rewards.
- Trust and School level wellbeing initiatives, including Mental Health Awareness week in May.
- We are accredited 'Investors in Wellbeing' by Investors in People for our commitment to staff wellbeing.





Contact Information

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ACADEMY TRUST

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