

THE Barclay Bistro



Principal Barclay Academy



FUTURE
ACADEMIES
LIBERTAS PER CULTUM

Welcome from our CEO



Dear Candidate,

I am delighted to introduce you to Future Academies, a family of schools across London and Hertfordshire dedicated to transforming young people's lives and expanding their horizons.

Guided by our founding charity, Future, our mission is simple: to bring our motto, *libertas per cultum* (freedom through education), to life. We are passionate about empowering our students to lead lives rich in choice and opportunity, ensuring that whatever path they pursue, it is one they have chosen for themselves.

It is an honour to lead Future Academies, a trust where my own career in education began over fifteen years ago. Whether you are a prospective colleague, governor, or a school considering joining our trust, we hope you will join us in our mission to make a lasting difference in the lives of the young people and communities we serve.

Lawrence Foley
Chief Executive
Future Academies



Welcome from our Secondary Director



Dear Candidate,

I am delighted that you are considering joining the team of people which make Future such a special place to work. We are not your average trust because we seek to do things differently. We will not repeat the mistakes of the big MATs nor the irrelevance of so many of the small ones. We are forging a third way which harnesses the best thinking of the academy movement whilst being sensitive to local context and leader autonomy. We want to celebrate the communities we serve as well as the dedicated colleagues who work so hard to realise our vision for families. We want to work hard but have fun along the way as, without a sense of joy, this profession can be tough.

A brilliant education with us is a lifelong gift because it gives our children the freedom to enjoy a life of choice and opportunity. We want our schools to pass the parent test: would this be good enough for our own children? We want our schools to become beacons of excellence not only for their outcomes but also for the way in which they have helped build-up the communities they serve. We are not there yet by any means but our progress is quickening.





We hold a broadly traditional view of education where children are free to learn a powerful curriculum in a safe and orderly environment. We believe in every child's ability to follow the rules, work hard and engage with the multitude of opportunities afforded to them. Teachers are encouraged to deepen their expertise and share the wonders of the subject. Leaders are trained, supported and challenged to deepen their impact. We think very carefully about workload because we want our colleagues to have both a fulfilling life at work and a brilliant life at home.

Barclay Academy is an excellent school which already has many strengths across the board. It is a school transformed since joining the trust having previously failed the community for too long. Dr Laban has been a brilliant leader and just what the school needed to guide it through this period of significant change. The community has responded positively and Barclay is now oversubscribed for the first time in living memory: a testament to the great work by the team. We cultivate humility across our organisation and an unwavering commitment to self-improvement. Colleagues at Barclay know that whilst much progress has been made there is still more to do in order to become a beacon across Hertfordshire and beyond. There is scope for the next Principal to make their mark and lead the school in the next phase of its journey.

If you are interested in exploring this role, or any other leadership opportunity at Future, then I would love to have a conversation or a coffee. Please find me at b.keely@futureacademies.org.

Ben Keely
Secondary Director
Future Academies

What makes Future Academies unique?

Future Academies is truly unique in how it nurtures talent and empowers its staff. When I joined as a science teacher, I was given incredible opportunities to grow, with access to high-quality training, supportive mentors, and leadership development programmes. Over time, I transitioned from the classroom to leading a department and now to being an Assistant Principal. This Trust values ambition and invests in its people, fostering a culture where both staff and students can thrive and achieve their fullest potential.

Dr Golnaz Shahabi, Assistant Principal at Phoenix Academy



About us

We are Future Academies: a flourishing multi-academy trust, founded with the aim of improving the life chances and raising the aspirations of young people.

We offer a rich and stimulating education comprised of a knowledge-rich curriculum, diverse cultural and extracurricular opportunities, and a strong pastoral support system. All children and young people are welcomed in our inclusive community, and all are challenged to be the best they can be.

This ethos is embodied in our Trust values - Knowledge, Aspiration, and Respect - and in our motto, *libertas per cultum* ("freedom through education").

Future Academies currently comprises ten schools across London and Hertfordshire. Further information is available on our website.



Job description



Job Title: Principal
School: Barclay Academy
Contract Type: Permanent, Full Time
Salary: Range L31 - L37 (£104,040 - £120,524)
Closing date: Tuesday 25 February, 2025 at 17:00
Start date: September 2025

Purpose of the Role:

Barclay Academy is seeking a dynamic and visionary leader to serve as its next Principal. As the educational leader of the school, the Principal will guide staff and students toward academic success, community engagement, and holistic development in a collaborative and inclusive environment. The successful candidate will play a pivotal role in leading the school forward into the next stage of its development, building on the strong foundation and values already in place.

Key Responsibilities:

- Leading strategically by contributing to the trust's vision and implementing it within the local context of the academy
- Leading the school, its staff and pupils to excellence
- Acting as the model for excellence across every function of the school
- Ensuring the advancement and elevation of life chances for the young people in our care
- Working collaboratively and in partnership with colleagues from the central team to realise the ambition of trustees and the executive team
- The recruitment, training and retention of highly qualified staff

Essential Qualifications:

- Qualified Teacher Status
- Demonstrable successful experience as a senior leader or principal

How to Apply:

For more information about the role and how to apply, please click [here](#).

Applicants should complete the online application form via FaceEd. Applicants should also complete the 'Personal Statement' section of the online form to the best of their ability and use this section to demonstrate how they meet the requirements set out in the person specification. Please ensure specific examples are included.

Applications must be received no later than Tuesday 25 February. Applications received after this date will not be considered.



What can we offer you?



1

Colleagues who care: about the children they serve and each other.

2

A curriculum that is centrally resourced and locally owned.

3

An evidence-based hybrid CPD offer, striking the balance between central input and local tailoring to context.

4

Bespoke leadership development opportunities with the chance to be involved in a year long programme including executive coaching.

5

A thoughtfully crafted staff benefits offer through our partner, Mintago, including tax-free childcare, cycle to work vouchers, virtual GP access and much more.

6

A two-week October half term with no reduction in holidays elsewhere.

7

Integrated instructional coaching offer through StepLab, enabling feedback which is timely, developmental and low-stakes.

8

Access to a generous enrichment fund, outside of the school funding envelope, through a bidding process to our charity sponsor, Future.

9

We lean into the size of our MAT. With ten schools, we are small enough for you to know everybody, and big enough for you to lean on them for support.

10

We treasure staff voice and use SchoolSurveys to get benchmarked data on how our staff feel and what they think. 83% of staff feel their line manager make them do their job better, against a contextual benchmark of 69%.

Our Academies

- [Pimlico Academy](#)
- [Phoenix Academy](#)
- [Trinity Academy](#)
- [Barlcay Academy](#)
- [The Grange Academy](#)
- [Future Academies Watford](#)
- [Laureate Academy](#)
- [Ashtree Primary Academy](#)
- [Millbank Gardens Academy](#)
- [Pimlico Primary](#)

