

October 2024

Job Description and Person Specification

The Principal

We seek an outstanding professional who will ensure that the young people of Richmond Hill Academy and its wider community continue to reach their full potential, by further developing academic progress and attainment and fostering an aspirational mindset across the whole academy. The successful candidate will work with the Executive Team to drive forward this impressive academy which has been transformational in its impact on the community.

Job Description

We are looking for an outstanding leader who is able to articulate the vision for Richmond Hill Academy and who will inspire and empower others to share in achieving it. The successful candidate will be driven by a commitment to achieving the best possible educational opportunities for the young people of North East Leeds, in order to raise aspirations and transform lives.

Overall purpose of post of Principal

The Principal will:

- further develop the academy as a catalyst for social change, through the continuation and further improvement of outcomes for students and the community as a whole;
- be committed to supporting the child through their learning journey from foundation through Key Stages 1 and 2 and beyond;
- embrace GORSE's ethos and strands of consistency, for example, those within GORSE Code;
- further develop the outstanding, innovative and creative curriculum which utilises the latest technologies;
- develop in all pupils and staff versatile skills and attitudes required for lifelong learning in a rapidly changing world;
- further develop positive external relationships at a local and strategic level, in partnership with the trust and others, to promote the continued excellence of the academy, as a central resource for the community;
- manage a complex institution with flair and diligence;
- recognise and develop sustainable, commercial opportunities.

Strategic direction and development

You will:

- provide the strategic vision, effective management and operational efficiency to fulfil the ethos of the academy and champion its already established reputation for excellence;

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- lead a complex organisation effectively and efficiently and ensure the successful implementation of change;
- work in conjunction with community, business and industry partners and other local community and educational organisations to develop reciprocal opportunities.

Learning and teaching

You will:

- develop further an innovative and motivating curriculum in conjunction with academy staff, matched to pupils' needs;
- drive up expectations and promote an aspirational culture;
- ensure focused, data driven improvement;
- involve pupils in the decision-making processes by developing policies and practices that treat pupils as partners in the learning process;
- promote inspirational learning and teaching;
- manage safeguarding, pastoral care, pupil welfare and anti-bullying procedures effectively;
- ensure that the academy's work on the development of pupils' SMSC education and understanding of MBV is world class;
- maintain effective assessment, recording and reporting systems of pupil progress, and ensure that challenging targets are met;
- ensure, in partnership with other leaders, that Rainbow Base continues to develop as an exceptional place of learning and care for children and professionals.

Leading and managing staff

You will:

- promote the academy through being its key public face and further develop an ethos in which the highest achievements are expected from all members of the academy community;
- establish where appropriate, and develop further, effective team working practices;
- develop rigorous procedures for monitoring the performance of all staff including setting objectives and individual personal development plans;
- ensure an aspirational and motivational culture is developed and sustained.

Efficient and effective use of staff and resources

You will:

- work with the trust's finance team to advise the Governing Body on the formulation of the annual budget in order that the academy secures its objectives;
- ensure that the allocation and use of accommodation provides a positive and safe learning environment that promotes the highest achievement for all;
- develop the academy's links with other partners and forge new partnerships, where appropriate, to further establish the academy's standing within the community.

Accountability

- Work effectively with the Executive Team including the CEO and Deputy CEO and the Chair of the local governing body to enable it to meet its responsibilities for securing effective teaching and learning and high standards of achievement, and for achieving efficiency and value for money.

Person Specification

Attributes	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Degree or other relevant qualification at this level. • Qualified Teacher Status 	<ul style="list-style-type: none"> • Relevant further degree or equivalent. • Higher professional, educational or management qualification.
Experience	<ul style="list-style-type: none"> • Track record of successful senior leadership experience. • Experience of successfully changing organisational culture, in relation to aspiration, teaching practices and standards. • Experience of developing and leading curriculum innovation, using latest technologies. • Experience of raising standards. • Production and implementation of highly effective strategic plans. 	<ul style="list-style-type: none"> • Financial, budgetary and resource management experience with commercial acumen. • Experience of engaging with community, business and industry partners.
Knowledge, Skills and Abilities	<ul style="list-style-type: none"> • Substantial Knowledge of: • Education policy from 3 – 11 years of age. • Quality and standards – requirements and targets. • The effective use of information and learning technologies in a complex organisation. • Ability to see the opportunities and strengths to be gained through close partnership with partner academies. • Awareness of commercial enterprise and opportunity. • Ability to lead and manage a fully inclusive school. • Ability to lead the design and development of an innovative curriculum. • Ability to understand, analyse and make effective use of a wide range of data. 	<p>Knowledge of:</p> <ul style="list-style-type: none"> • Educational funding and financial management in the public sector.

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	<ul style="list-style-type: none">• Ability to work effectively with members of the local community and a range of stakeholders in developing the academy as a community resource.• Ability to provide a safe environment to ensure the physical and psychological safety of the pupils.• Communicate effectively and build cohesion among staff, recognising the importance of the high visibility approach.• Develop and project a positive image of the trust through personal, written and oral skills.	
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We are committed to safeguarding the welfare of children and expect all staff and volunteers to share this commitment. The successful candidate will be subject to full employment checks, including an enhanced DBS disclosure and barring service check. We promote diversity and aim to establish a workforce that reflects the population of Leeds.

Employment is conditional on confirmation of the right to work in the UK – either as a UK or Irish citizen, under the EU Settlement scheme or having secured any other relevant work visa. If you do not have the right to work in the UK and the role does not meet eligibility for sponsorship, please consider carefully whether you meet the eligibility to apply for this position.

We will consider any reasonable adjustments under the terms of the Disability Discrimination Act (1995), to enable an applicant with a disability (as defined under the Act) to meet the requirements of the post.