

February 2025

Dear Colleague

Principal: The Ruth Gorse Academy

We are delighted that you are considering applying for the role of Principal at The Ruth Gorse Academy.

This is an exciting time to join us at GORSE. Based in the Leeds city region with 17 trust establishments including Leeds Teaching School Hub and GORSE SCITT, the trust has formed a model of excellence which is receiving national attention because of its positive impact on all pupils including those whose lives are characterised by privation. The trust has grown slowly and with great care since it was formed in 2011 and it is still the case that our schools work together in an intimate and highly productive manner.

We strive for excellence and set high standards for all, working collaboratively to support the progress and attainment of our pupils. The excellence of The Ruth Gorse Academy is captured in the Ofsted report of October 2023 which highlighted amongst other things, '*Pupils flourish in this school where everyone nurtures and celebrates individual differences*'. Furthermore, the outcomes of The Ruth Gorse Academy have rightly attracted national attention especially because of the educational achievements of our most disadvantaged learners; a key mission of GORSE.

This is obviously a very important post and the successful candidate will work directly with the Chair of our Local Governing Body, Mr Hall and our Executive Team. Indeed, this vacancy has arisen because the current Principal, Mr Ben Mallinson, was recently successful in his application to become a GORSE Executive Principal.

It is important to make clear that we wholeheartedly encourage our Principals to enjoy the freedom that comes with their role in terms of developing the academy and ensuring its excellence, whilst operating within our highly collaborative culture and the strands of consistency in place across GORSE; these strands are captured in GORSE Code which includes initiatives such as Iterative Assessment, Deep Curriculum Analysis, Positive Discipline and Purple Zone. Through these non-negotiables and the flair of our leaders we seek for all of our children to acquire the Gift of Choice. This is, the ability to *actively choose* their desired next steps at any point in their future, rather than having avenues closed off to them as a consequence of a poor skill set or qualifications base.

We enjoy working in close partnership within our trust and the successful applicant will undoubtedly benefit from this rich network of support, be this through the weekly 11-19 Principals'

GORSE

meetings, monthly Leadership Board meetings, through close line management or even through the rich CPD on offer in Leeds Teaching School Hub which is also a part of GORSE. Within GORSE we hold our core values of diligence, integrity, rectitude and kindness at our centre along with our relentless determination to challenge the stubborn link between poverty and underachievement.

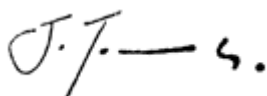
Above all else, along with the Local Governing Body, we are looking for a colleague who is passionate about working with pupils of all abilities and has already displayed the talent and drive required in outstanding school leadership. The successful candidate will have a proven track record of school improvement and will need to be an exceptional teacher, a pragmatist, a visionary and someone who sees through to full completion the initiatives that they lead. We are also looking for someone who is resilient enough to thrive in the challenging environment of leadership in an outstanding team and trust.

In order to move forward with your application you will need to complete the application form. Once you have completed the section 'Key Areas of Leadership' you will need to write in no more than 2 sides of standard font a supporting letter which addresses three areas:

1. Your experience and expertise which is relevant to the post.
2. How a highly effective academy ensures that every learner regardless of background is successful and high achieving.
3. How effective leadership can raise student attainment.

We very much hope that you have been inspired to join us on our journey and look forward to receiving your completed application. If you would like to arrange a visit, or to discuss the role, please contact Sir John Townsley, Chief Executive Officer or Leanne Griffiths, Deputy Chief Executive Officer in the first instance via Christine Watson at christine.watson@tgat.org.uk.

Yours sincerely



Sir John Townsley
Chief Executive Officer



Leanne Griffiths
Deputy Chief Executive Officer