

August 2024

Job Description

In choosing the Principal for the academy, we are looking for an outstanding leader, who is able to articulate the vision for our provision and who will inspire and empower others to share in achieving it. The successful candidate will be driven by a commitment to creating the best possible educational opportunities for the young people of Leeds, in order to raise aspirations and transform lives. That colleague must share in the trust's vision that sees as sacred the need to ensure that children struggling most in mainstream schools become our priority rather than an irritant.

Overall purpose of post of Principal:

In line with, and building on, the trust's vision, the Principal will:

- Develop the academy as a catalyst for social change, improving outcomes for students and the city as a whole.
- Be committed to supporting the student through their learning journey.
- Design and develop an outstanding, innovative, creative curriculum comprising high quality academic options.
- Develop in all students and staff versatile skills and attitudes required for lifelong learning in a rapidly changing world.
- Develop positive external relationships at a local and strategic level, in partnership with the trust and others, to promote the continued development of the academy, as a central resource for the city community.
- Create and manage a complex institution.
- 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 academic profile.
- Lead a complex organisation effectively and efficiently and ensure the successful implementation of change.
- Build a team of exceptional practitioners in the field of therapeutic and psychiatric support.

Learning and teaching

You will:

- Design and develop an innovative and motivating curriculum in conjunction with teachers, matched to students' needs.
- Drive up expectations and promote an aspirational culture.
- Ensure focused, data driven improvement.
- Involve students in decision-making processes by developing policies and practices that treat them as partners in the learning process.
- Promote inspirational learning and teaching.
- Manage pastoral care, student welfare and anti-bullying procedures effectively.
- Maintain effective assessment, recording and reporting systems of student progress, and establish challenging targets.
- Promote a research driven culture which prepares students for the challenges of high quality employment and further study.

Leading and managing staff

You will:

- Promote the academy ethos in which the highest achievements are expected from all members of the academy community.
- Establish and develop 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 Chief Financial Officer to advise the Local Governing Body and Board 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 commercial opportunities.

Accountability

- Work effectively with the Chief Executive Officer and senior trust team, the Chair of the Local Governing Body and the Governing Body itself 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.
- Work closely with The GORSE Academies Trust, its other academies and partners.

Person Specification

Criteria	Essential/ Desirable
Qualifications	
Degree or other relevant qualification at this level.	E
Relevant further leadership training.	D
Knowledge and Skills	
Ability to see the opportunities and strengths of an all-through education.	E
Awareness of commercial enterprise and opportunity.	E
Ability to lead the design and development of an innovative curriculum.	E
Ability to understand, analyse and make effective use of a wide range of data.	E
Ability to work effectively with members of the local community and a range of stakeholders in developing the college as a community resource.	E
Ability to provide a safe environment to ensure the physical and psychological safety of the students.	E
Ability to command the respect of students in an alternative curriculum setting.	E
An understanding of the challenges of alternative provision.	D
Experience	
Track record of successful senior leadership experience.	E
Experience of successfully changing organisational culture, in relation to aspiration, teaching practices and standards.	E
Experience of developing and leading curriculum innovation, using latest technologies.	E
Financial, budgetary and resource management experience with commercial acumen.	D
Experience of raising standards.	D
Experience of engaging with community, business and industry partners.	D
Continuous Professional Development	
Evidence of commitment to Continuing Professional Development	E
Other Conditions	
Enhanced DBS Clearance	E

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.