





**Resilience  
Multi Academy  
Trust**

# Welcome

Thank you for your interest in the role of **Principal** at the **Rodillian Academy**, Resilience Multi Academy Trust (RMAT). We are delighted that you have chosen to find out more about leading Rodillian Academy on the next step of its journey.

To ensure the continued success of Rodillian Academy, we are looking for an outstanding leader who can articulate the vision, values, and ethos of our Trust and who will inspire and empower others to share in achieving them.

RMAT's mission is to generate social mobility and improve the life chances of our children and young people through providing excellent educational experiences. All our academies are rated good or outstanding.

Our values of **Aspiration**, **Resilience** and **Empowerment** underpin this mission and inform the key strategic goals that we are committed to achieving through our Trust's Strategic Plan. We want our young people to aspire to future success, to inspire our staff to be leading professionals and lifelong learners and for our organisation to build a reputation for achievement amongst the best multi academy trusts.

Resilience is clearly the heart of RMAT. It allows us to build confidence within our young people, helping them to persist in the face of setbacks and to enable our staff and students to demonstrate adaptability and positivity as core characteristics. We want to empower our young people to succeed in life regardless of their starting point by providing an excellent education. To achieve this, we trust our staff as self-determining professionals and ensure the fundamental conditions for success by providing well ordered, well resourced, professionally supported academies.

Our new Principal will embrace our mission, vision, and values. The appointee will shape an innovative curriculum offer underpinned by clear intent which impacts positively on our young people. They will continue to develop Rodillian Academy to be a strong and diverse learning community which improves the life chances of more young people. Within the wider Trust, Principals are expected to provide system leadership, supporting RMAT to be an employer of choice.

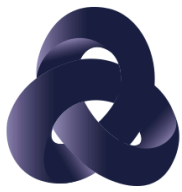
We hope our mission resonates with you and that you can see yourself playing a leading role in our future. Our HR Team will be delighted to talk to you about your skills and experience and we hope you will discover that we are the right choice for your next step.



*Saira Luffman*  
**Saira Luffman**  
Chief Executive



*Annette Hall*  
**Annette Hall**  
Chair of the Trust Board



Established in 2014, RMAT has evolved into a vibrant community of six academies and an independent alternative provision, each celebrated for their unique strengths and achievements.

**BBG Academy:** This academy is consistently oversubscribed, showcasing outstanding community engagement and academic performance that surpasses the national average.

**Brayton Academy:** Proudly retaining its Outstanding status from a recent Ofsted inspection, Brayton Academy demonstrates high performance and above-average outcomes since joining the Trust.

**The Southway Independent School:** Recognised for enhancing opportunities for young people, this school holds a "Good" rating from Ofsted as of 2022.

**The Featherstone Academy:** Our smallest secondary academy has shown remarkable growth and is now full in Key Stage 3. It holds a "Good" rating from Ofsted.

**UTC Leeds:** Joining RMAT in September 2023 after a long partnership, UTC Leeds was judged "Good" by Ofsted in January 2023. It received "Outstanding" ratings for Behaviour and Attitudes and Sixth-Form Provision, making it one of the highest-performing UTCs in the country.

**Churwell Primary Academy:** The latest addition to our family, Churwell Primary Academy marks an exciting new chapter as we welcome our first primary school.

**Central Services Team:** Providing robust support to our academies, our Central Services Team ensures that students and staff have access to modern, fully functional technology through significant investments in ICT.

**Estates Team:** Collaborating with Academy Principals and Premises Teams, our Estates Team implements a comprehensive estates strategy. Successful CIF bids have led to substantial improvements, and our transition to Schools Capital Allocation further enhances our infrastructure capabilities.

**Finance Team:** Our Finance Team works closely with academies to manage budgets effectively. With an experienced Procurement Manager overseeing high-value, complex procurement, RMAT's strong financial position allows us to support individual academies through an extensive capital programme.

**School Improvement Team:** Our dedicated team works collaboratively to continuously enhance the quality of education for students across the Trust's academies.

**HR Team:** Providing expert support for both strategic and operational HR issues, our HR Team ensures the smooth operation of our academies. The RMAT Company Secretary guarantees robust governance and compliance, bridging the gap between the RMAT Executive and the Trust Board, while also overseeing data protection.



# About Rodillian Academy



Longthorpe Lane  
Wakefield  
WF3 3PS



The Rodillian Academy is where our Trust's journey began.

Rodillian Academy serves the communities of Rothwell, Woodlesford, Oulton and other areas of South Leeds including, Middleton, Belle Isle and Hunslet. It is an 11-18 school with an expanding post 16 provision which includes A-Levels and Level 3 vocational qualifications.

Housed in a £27 million building which opened in 2008 the academy is equipped with state-of-the-art SMART digital screens in every classroom, one of the first schools in the country to embrace such technologies. The other facilities include a dance studio, two gyms, recording studio, lecture theatre and top quality outdoor sports areas. We are extremely proud of our sporting excellence and have developed elite Rugby Union and Netball Academies who have competed on a national level regularly beating many of the top private schools in both disciplines. We take 10% of our year 7 entry based on sporting aptitude.



Behaviour in the academy is exceptional and something of which we are very proud. Our judgement was supported by Ofsted in 2012 and again in 2016 where we gained an 'Outstanding' for 'Personal development, behaviour and welfare'.

We do not tolerate bullying, defiance or rudeness to staff and this has made for a harmonious and safe learning environment for our young people and a supportive environment for staff, where they can concentrate their efforts on teaching and their own continuing professional development.

# About the role



As a Principal working as part of Resilience Multi Academy Trust, you will be part of the Trust Executive Team and will work in a collaborative way with your colleagues, offering support and bringing your experience and ideas - genuinely working together to improve our schools. As a trust, we work in a progressive, autonomous and agile way to drive continually improving standards. We believe this is a genuinely unique offer in a Principalship and provides incredible opportunities for your own leadership and development.

If you are looking for an leadership role, collaborating with a successful team that puts young people first, we are confident that this is an opportunity you have been waiting for.

As Principal at Rodillian Academy you will hold and articulate clear personal values and moral purpose, focused on providing the best possible education for the students you serve. You will embody the Nolan Principles and lead by example - with integrity, creativity, resilience, and clarity - drawing on your scholarship, expertise and skills, and that of those around you.

You will be enthusiastic and inspiring and provide energy to drive Rodillian Academy in pursuit of excellence and equity with a relentless focus on improving teaching and learning.

You will ensure the financial strength of Rodillian Academy is maintained and enhanced, allowing RMAT to achieve its strategic aims and objectives by championing its people moving forward the employer of choice agenda against the national difficulties in recruitment and retention.

To be successful in this post, you will need to demonstrate an ability to provide strategic leadership recognising a background of such in a school or trust. You will need to evidence your personal impact and credibility.

You will demonstrate confident personal behaviour and be comfortable in establishing internal and external relationships at pace with all stakeholders and with our local and regional partners. Your leadership credibility will allow you to hit the ground running with experienced education professionals. This is a fantastic opportunity to build your profile in a nationally known trust. You will have the opportunity to positively influence the lives of thousands of young people and their families.



# Job Description



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**Job Title:** Principal  
**Grade:** Leadership L34-L38  
**Reporting to:** Chief Executive and Trust Board  
**Start Date:** September 2025

Responsible for: Directly for the Senior Leadership Team and other immediate reports and for all other Academy colleagues through subordinate leaders.

Key responsibilities:

## Qualities and Knowledge

- Hold and articulate clear personal values and moral purpose, focused on providing the best possible education for the students they serve;
- Demonstrate personal responsibility and accountability for all resources allocated to their Academy/School.
- Demonstrate confident personal behaviour, positive relationships and attitudes with and towards their students and staff, and in all interactions with Trustees, parents, governors and members of the local community;
- Embody the Nolan principles. Lead by example - with integrity, creativity, resilience, and clarity - drawing on their own scholarship, expertise and skills, and that of those around them;
- Sustain wide, current knowledge and understanding of education and school systems locally, nationally and globally, and pursue continuous professional development;
- Work with political and financial astuteness, within a clear set of principles centred on the Academy/School and Trust's vision, ably translating Trust and national policy into the Academy/School context;
- Communicate compellingly and implement the vision and values of both the Trust and the Academy/School;
- Demonstrate the ability to challenge members of the Executive Team where necessary to ensure that their strategies and actions are aligned to the visions and values of the Trust.

## Students and Staff

- Demand ambitious standards for and from all students, overcoming disadvantage and advancing equality, instilling a strong sense of accountability in staff for the impact of their work on students' outcomes;

- Ensure excellence in teaching and learning through an analytical understanding of how students learn and of the core features of successful classroom practice and curriculum design, leading to rich curriculum opportunities and students' resilience and well-being;
- Establish an educational culture of 'open classrooms' as a basis for sharing best practice between academies/schools both within and, if required, without the Trust, drawing on and conducting relevant research and robust data analysis;
- Create an ethos within which all staff are motivated and supported to manage their own professional development, and encouraged to support each other;
- Identify emerging talents; coach current and aspiring leaders in a climate where excellence is the norm, leading to clear succession planning;
- Hold all staff to account for their personal and professional conduct in line with Trust policies.

## **Systems and Processes**

- Ensure that the Academy/School's systems, organisation and processes are well considered, efficient and fit for purpose and are followed by all staff members. Uphold the principles of transparency, integrity and probity;
- Provide a safe, calm and well-ordered environment for all students and staff in line with Positive Discipline Policy;
- Ensure there is a focus on safeguarding students and developing their exemplary behaviour both in the academy/school and in the wider society in line with Trust Policy, best practice and statutory responsibilities;
- Rigorously follow Trust Policy for managing the performance of all staff, addressing any under-performance, supporting staff to improve;
- Welcome strong governance and actively support the Local Review Boards to understand its role and deliver their functions effectively – in particular in holding the Principal to account for student and staff performance;
- Work collaboratively with the CE and the Trust Board, briefing and reporting as necessary;
- Work in close partnership with the Executive Team to deliver the core values, aims and core principles of the Strategic Plan;
- Exercise strategic, curriculum-led financial planning to ensure the equitable deployment of budgets and resources, in the best interests of students' achievements and the academy/school's sustainability;
- Work closely with the CE and the Director of Finance to ensure long-term financial sustainability of the Academy/School by reviewing the budget accounts and forecasting, in accordance with the principals of the Academy Trust Handbook, ensuring that appropriate action is recommended to address any problems identified;

- Liaise with the Chair of the Trust Board and the Chair of Committees, where required,
- Distribute leadership throughout the Academy/School, forging teams of motivated colleagues who have distinct roles and responsibilities and who hold each other to account for their decision making.

## **Managing Resources**

- Deploy and manage the Academy's financial and human resources efficiently and effectively to achieve the Academy/School's educational goals and priorities in line with the Trust's strategic plan and financial context;
- Work closely with the Director of HR to manage the recruitment and appointment of members of staff and volunteers in accordance with Trust policy, budget constraints (if necessary) and Safer Recruitment standards;
- Ensure that Safeguarding and Child Protection training and guidance is provided to new employees through the Induction programme;
- Have management oversight of the Single Central Record to ensure its compliance in relation to statutory safeguarding requirements;
- Ensure the Academy/School buildings and facilities meet the needs of students and staff and are of the highest standard of cleanliness and repair and compliant with health, safety and environmental regulations;
- Plan, manage and monitor the curriculum within the agreed budget, setting appropriate priorities for expenditure, allocating funds and ensuring effective administration and control;
- Explore and develop additional sources of funding.

## **The self-improving Academy system**

- Develop an outward-facing Academy/School which works both with other academies within the Trust and with external educational organisations - in a climate of mutual challenge - to champion best practice and secure excellent achievements for all students;
- Develop effective relationships with professionals and colleagues in other public services to improve academic and social outcomes for all students;
- Challenge educational orthodoxies in the best interests of achieving excellence, harnessing the findings of well evidenced research to frame self-regulating and self-improving academies/schools;
- Shape the current and future quality of the teaching profession through high quality training and sustained professional development for self and for all staff;
- Model innovative approaches to school improvement, leadership and governance, confident of the vital contribution of internal and external accountability;

- Inspire and influence others - within and beyond academies/schools - to believe in the fundamental importance of education in young people's lives and to promote the value of education;
- Work collaboratively and/or individually on a designated project(s) across the Trust.

## **Safeguarding and Compliance**

- Ensure that there is a strong culture of safeguarding across the Academy/School in order to ensure that safeguarding and child protection are at the forefront and underpin all aspects of policy and procedure development;
- Ensure that all the required policies and procedures are implemented and adhered to across the Academy/School, in line with the requirements of Keeping Children Safe in Education (KCSIE) and Working Together to Safeguarding Children;
- Ensure that the Academy/School's internal system for reporting, actioning, recording, monitoring and reviewing safeguarding concerns is robust, effective and efficient to safeguarding our students (CPOMS);
- In the event of an allegation of abuse made against another member of staff (including supply staff) or a volunteer, where appropriate, will follow the Trust's Procedure for Managing Allegations Against Staff and other Adults, in liaison with the Local Authority Designated Officer (LADO) under the direction of the Director of HR;
- Ensure that the roles and responsibilities of the Lead Designated Safeguarding Lead (LDSLs), the Deputy Designated Safeguarding Leads (DDSLs) and other trained Designated Safeguarding Leads (DSLs) as referenced in KCSIE are reflected in their Role and Responsibilities document. Ensuring that all the DSLs have appropriate time, training and resources, and that there is adequate cover if the Lead DSL is absent.

Any other reasonable duties, commensurate with the post, as directed directly by the Chief Executive or by Trustees through the Chief Executive.

This job description will be reviewed annually to reflect the plans, growth and development of the Trust.

### **Any Special Conditions of Service:**

- There is a requirement to work across all the academies within the Trust as deemed necessary in line with professional responsibilities.
- There is a requirement to submit to an enhanced Disclosure and Barring Service (DBS) check.

# Person Specification



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## Qualities

- Commitment to RMAT's mission, vision, and values
- Enthusiastic and inspiring, with the gravitas to influence leaders, partners, and stakeholders.
- Energetic, driven, in pursuit of excellence and equity, with a relentless focus on improving teaching and learning and developing leadership.
- Ability to work under pressure and prioritise effectively
- Display and demonstrate sound judgement and diplomacy in all dealings.
- Commitment to the Nolan Principles of public life of selflessness, integrity, objectivity, accountability, openness, honesty, and leadership, implementing a culture that reflects these across RMAT and beyond.
- Enjoy working with and to and encourage others to achieve agreed goals.
- Clear, logical thinker and communicator.
- Prepared to challenge and support and produce the best outcomes.
- Tenacious, resourceful, and imaginative when dealing with difficult issues.
- Demanding high standards of performance from self and others
- Ability to demonstrate resilience, responding well to pressure, deadlines, and conflicting demands.
- Self-aware.

## Experience

- Led in a School successfully.
- Demonstrate effective leadership and management including operationally and financially.
- Demonstrable experience of successful line management and staff development
- Challenge, motivate and lead others to ensure continual improvement.
- Delivery of projects within agreed financial parameters.
- Development of successful relationships and ability to spot and nurture opportunities to the benefit of the academy and Trust as a whole.
- Ability to promote fairness, equality, and diversity in relation to both employment and learner experience.

## Skills and knowledge

- Proven ability to lead, motivate and enthuse students, staff, and stakeholders to achieve and sustain high levels of performance demonstrating a record of success as a school leader.
- Data analysis skills, and the ability to use data to set targets and identify weaknesses
- Understanding of high-quality teaching based on evidence, and the ability to model this for others and support others to improve
- Understanding of school finances and financial management
- Understanding of current and emerging educational issues which will affect the academy, and school improvement.
- Detailed knowledge of the regulatory framework associated with the schools' sector.
- Proven high level organisational skills.
- Ability to analyse, evaluate, interpret, and communicate data and information to aid decision making.
- Evaluation and performance management of senior staff.
- Exemplary oral and written communications skills.
- Ability to manage competing priorities to manage the best outcomes for the academy.
- Ability to liaise and network successfully both internally and externally.
- Ability to respond effectively to government proposals, inspections and audits and work constructively with local and national government

# How to apply



**Resilience  
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To discuss this role in more depth, please contact the HR Team in the first instance to facilitate your discussion. Please email [recruitment@rmat.co.uk](mailto:recruitment@rmat.co.uk)

To apply you will need to complete the application form which can be found on our website at [www.resiliencemat.uk/vacancies](http://www.resiliencemat.uk/vacancies).

You should ensure that you provide a supporting statement which outlines your experience in relation to the job description and person specification.

Completed applications must be returned to [recruitment@rmat.uk](mailto:recruitment@rmat.uk)

**Closing date for applications:** Monday 3 March 2025 at 9.00 am

**Interviews:** Thursday 27 and Friday 28 March 2025

Please note dates are indicative and subject to change.

All applications will be acknowledged.

Resilience Multi Academy Trust is committed to safeguarding and promoting the welfare of children and young people. We expect all staff, volunteers, visitors and contractors to share this commitment. Shortlisted applicants will undergo relevant checks in line with statutory guidance and all appointees will be required to undertake an Enhanced Disclosure check by the Disclosure and Barring Service.

**We look forward to hearing from you.**