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ORMISTON CHADWICK ACADEMY

Principal recruitment pack

[OAT]
Ormiston Academies Trust
AN OAT ACADEMY



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Welcome

Introduction

Thank you for the interest you have shown in the position of principal at Ormiston Chadwick Academy. We hope the information in this pack will be helpful to you and convey exactly what we are looking for – an exceptional leader who shares our vision and is fully committed to excellence in all aspects of teaching and learning for the benefit of all our students and their families.

Ormiston Chadwick Academy in Widnes is a mixed comprehensive school for 11- to 16-year-olds. The academy recognises students as individuals, each with different needs and interests and students are encouraged to follow curriculum programmes suited to their interests and academic and personal abilities.

The academy, has been on a rapid journey of improvement since it opened in 2014, under the sponsorship of Ormiston Academies Trust (OAT). In December 2016, it was rated 'Outstanding' by Ofsted, recognising how far it has come in enhancing opportunities for students and ensuring that they receive a high standard of education and are well-prepared for the world of work.

The academy achieves strong results, in 2017 at GCSE 62% achieved a grade 4 in both English and maths, despite the cohort coming in significantly below national average. For the past two years, Ormiston Chadwick Academy has been in the top 100 schools nationally for progress 8, achieving 0.61 in 2016 and 0.83 in 2017. This summer results and future projections look set to be as impressive. The quality of teaching and learning has been secured as outstanding across nearly all subject areas.

The academy has also benefited from refurbishment of building improvements since joining OAT. Most recently, the academy has seen the completion of a new 3G pitches, developed with funding from the Football Foundation and Sports England. This state-of-the-art pitches can be used for a range of sports but provide an optimum surface for football. The academy lets its facilities using an external provider to manage the organisation.

Ormiston Chadwick Academy offers a wide range of extra-curricular activities including sports and art clubs, to cater to students' different interests and hobbies. All students are encouraged to get involved and find their passion, through its whole school extra-curricular programme. The academy is also committed to giving staff and students opportunities to learn both inside and outside the classroom. Initiatives include the provision of 'ECM Days', where the student's timetable is collapsed, allowing subjects to be delivered in a new, dynamic ways and helping students to develop a range of vital skills in preparation for the world of work. This has enabled staff to bring the curriculum to life through trips, using external speakers and presenting topics in a vibrant and exciting way.

The current Principal, Tuesday Humby, was promoted to Regional Director for the North region for Ormiston Trust in September 2017 but retains oversight of Ormiston Chadwick Academy as Executive Principal, with a Head of School also in post. The Head of school position ends at the end of this academic year. In terms of Tuesday's involvement going forward, this will depend very much on the candidate at their career stage. For new principals who may desire an additional layer of support in their first headship, Tuesday is able to remain as Executive Principal until such time that is no longer needed. For other candidates, Tuesday is equally as happy to step fully into her Regional Director post and line manage the academy in the same way as the other northern schools. Regardless of your career stage, you will always be fully supported.

I hope you enjoy reading about Ormiston Chadwick Academy and if you feel you can deliver what we are looking for, please submit your application to reach us by 5.00pm on 19 March 2018. We encourage you to contact us for an informal discussion about this role. Please see details in *How to Apply* on page 9.

Dr Paul Hann, OBE
Chairman, Ormiston Academies Trust

The sponsor

Ormiston Academies Trust

Ormiston Academies Trust (OAT) is a leading, not-for-profit, multi-academy trust which has been sponsoring primary and secondary academies across the country since 2009, which champions the academic achievement and all-round development of the 26,000+ young people it serves.

OAT's vision is to provide students with access to the highest academic, social and practical skills required to achieve their full potential. Working across the country in 30+ academies, OAT is determined to become the Trust that makes the biggest difference, both inside and outside the classroom. It has always tackled the toughest challenges in education and is now moving to the next level, so that even more children and young people can benefit from the high-quality education within the network.

Our academies work as a team to support improvement and to make sure that students are getting the education they deserve. One thing that always impresses me about the OAT family of academies is how effectively they collaborate both within and across local authority boundaries.

OAT has a central office in Birmingham and works closely with its 35+ academies throughout England, clustered into North, East, West and South regions. The senior team has a proven track record of designing and executing high-quality education at national, regional and institutional levels. This team is overseen by a board with a wealth of national experience and expertise in business and education policy-making, delivery, governance and finance.

Strong and aspirational leadership is central to our academies' success, and OAT has always developed new leaders from within, with nearly a third of OAT academy leaders home grown. Additionally, to enhance the strength of our own talent, we recruit high-quality, external academy leaders with experience of raising aspirations, and ensuring the highest standards of performance and behaviour. OAT is also proud to have a number of academy leaders nationally recognised for their excellence, including five National Leaders in Education.

Achievement is always locally led but regionally and nationally governed, encouraged and supported, and the OAT approach seeks to combine a highly specialised hub with inspirational regional and institutional leadership. Individual academy leaders are trusted to make decisions based on their expertise and knowledge of their school. The small and expert central team works closely with academy principals and local governing bodies directly through a wide network of regional and local advisors.

Principals within the trust benefit from private health care, extensive CPD opportunities and performance related bonuses.

OAT is one of the leading academy sponsors in the country and is playing an increasingly significant role in the development and delivery of the education strategy nationally. With the school's academy status, successful applicants will be able to contribute to the further development of the network, as well as leadership of their own academy.

OAT is part of Ormiston Trust, a national charity formed in 1969 to improve the life-chances of children and young people so they can fulfil their potential and lead happy and productive adult lives.

To find out more about OAT, please visit the website at www.ormistonacademiestrust.co.uk.



In my first year as a principal the level of support I have received from Ormiston Academies Trust has been superb. Knowing expertise and support is available exactly when and where we need it is completely reassuring.

Rod Hughes, Principal, Ormiston Horizon Academy

Results and background

Background

Ormiston Chadwick Academy is an 11–16 academy with over 700 students on roll. The student admission numbers are 190 in each year group and the school will be oversubscribed for the first time this September. It became an academy in September 2014 and is sponsored by Ormiston Academies Trust (OAT).

Almost all of the students are white British although there has been a small number of students joining from Eastern Europe over the past two years. Half of students in the academy are supported by the Pupil Premium. These students do well at the academy, outperforming 'other' students nationally for the past two years for Progress 8.

The predecessor school went into special measures in October 2013 and Ormiston Academies Trust began work with the school in January 2014, converting it two terms later. The academy was rated as 'Outstanding' by Ofsted in December 2016.

The academy achieves strong results, in 2017 at GCSE 62% achieved a grade 4 in both English and maths despite the year group entering significantly below national average. Progress 8 is particularly strong and has secured Chadwick in the top 100 schools in the country for the past two years. English dipped last summer, but still achieved an average progress 8 score. Maths is very strong and the Maths team were in the shortlist for TES Maths team of the year last year. MFL is the school's current area of weakness in terms of the EBACC however a new Head of MFL and teacher of MFL were appointed this year and it is now looking very confident. We offer both the trilogy and the separate sciences. Science has achieved a positive progress 8 for two years now, as have humanities.

The school run a varied 'open bucket' of choices for students which all achieve fantastic results.

All of these results are remarkable and testament to the hard work of students, teachers, support staff and parents. The mantra at Ormiston Chadwick Academy is 'above and beyond' and staff are ambitious and committed to improving life chances for our young people. There is a 'can do' attitude that permeates the school and a real willingness to experiment, to learn and to grow. We have recently applied to become a Teaching School with a focus on improving outcomes for disadvantaged students. We are currently working with Hope University to deliver a Masters specifically focused on raising attainment for disadvantaged students – the first of its kind. In many ways Ormiston Chadwick Academy is already groundbreaking, its journey so far has been rapid and the school has attracted a lot of attention with visitors coming in every week. However, it is a school that will never rest and it is not without its challenges. Attendance has fallen below national average and this is the area that meant that we only achieved a 'good' rather than an 'outstanding' for behaviour. There is always work to do. This is a very exciting time to lead the school in the next phase of its journey. Potentially we will become a teaching school and this is a real adventure in itself, leading the support to other schools whilst ensuring that Chadwick itself only strengthens.

The school had an Interim Executive Board until September last year when we moved to a local governing body, retaining two members of the original IEB. The governing body is small, but extremely skilled and supportive. The school is financially sound.

Ofsted

The latest inspection took place in December 2016. The judgements on Ormiston Chadwick Academy were:

- Overall effectiveness: Good (1)
- Effectiveness of leadership and management: Good (1)
- Quality of teaching, learning and assessment: Good (1)
- Personal development, behaviour and welfare: Good (2)
- Outcomes for students: Good (1)

Job description

Post: Principal for Ormiston Chadwick Academy

Reporting to: Regional Director, OAT

School type: Academy, sponsor-led

Strategic direction and development of the academy

- Establish a culture that promotes excellence, equality, high expectations and aspirations of all students.
- Work alongside the local governing body and OAT Executive in implementing OAT and the academy procedures and policies.
- Ensure that the management, finance, organisation and administration of the academy, support its vision and aims.
- Ensure the commitment of parents and the wider community to the vision and direction of the academy.
- Continue to develop effective relationships with other academies in OAT.
- Create and implement a strategic plan, underpinned by sound financial planning, which identifies the priorities, actions and targets that will guide the academy on its journey to 'exceptional' in *all* areas.
- Monitor, evaluate and review the impact of the academy's policies, priorities and targets to drive continuous improvement.
- Present accurate accounts of the academy's performance that are appropriate for a range of audiences including parents, governors, OAT and Ofsted.
- Ensure a commitment to safeguarding and promoting the welfare of children and young people.

Teaching and learning

- Ensure that outstanding teaching and learning is the primary objective for all staff.
- Monitor and evaluate the quality of teaching and standards of learning and achievement of all students, including those supported through enhanced resources, in order to set and meet ambitious targets for improvement.
- Lead, motivate, support, challenge and develop staff to secure improvement.
- Develop a curriculum that promotes outstanding literacy and numeracy skills while ensuring that the needs, interests and aspirations of individual students are addressed.
- Ensure that effective, appropriate pastoral support is available to students.
- Ensure that the academy complies with the statutory requirements that promote equal opportunities for all.
- Build upon the effective partnership with parents to support and improve students' achievement.
- Ensure appropriate enrichment opportunities are provided and given a high priority.

Leading and managing staff

- Lead, motivate, support, challenge and develop staff to secure improvement.
- Maximise the contribution of staff to improve the quality of education provided.
- Develop effective and transformational leadership and management across the academy.
- Implement 'best practice' OAT performance management processes.
- Acknowledge the responsibilities and celebrate the achievement of individuals and teams. ►

Efficient and effective deployment of staff and resources

- Work with governors and senior colleagues to recruit staff of the highest quality available
- Advise the governing body on the adoption of effective procedures to deal with the competence and capability of staff.
- Agree and set appropriate priorities for expenditure with the governing body to enable the academy to secure its objectives.
- Manage and organise accommodation efficiently and effectively, to ensure that it meets the needs of the curriculum and health and safety regulations
- Manage, monitor and review the range, quality, quantity and use of all available resources in order to improve the quality of education, improve students' achievements, ensure efficiency and secure value for money.

Person specification

The person specification is related to the requirements of the post as determined by the job description. Short listing is carried out on the basis of how well you meet the requirements of the person specification. You should refer to these requirements when completing your application.

You should be able to demonstrate that you meet the following criteria.

Measured by

A: Application form

B: Assessment task

C: Interview

D: References

Criteria	Requirement	Assessment
Knowledge and qualifications		
Graduate with Qualified Teacher Status who has worked extensively with secondary age students.	Essential	A
Has achieved, is working towards or is committed to working towards NPQH.	Desirable	A
Has undertaken sustained professional development, especially in leadership and management.	Essential	A
Up to date knowledge of what research and inspection findings tell us about effective leadership, teaching and learning in secondary education.	Essential	A B C
Knowledge and understanding of the principles and implications of current education practice, legislation and initiatives.	Essential	C
Experience		
Experience of senior management at Principal, Vice Principal or similar level.	Essential	A
An excellent teacher in at least one key stage of the secondary age range.	Essential	A C
A proven track record of securing improvement in the quality of teaching and learning.	Essential	A C D
A proven track record of raising achievement across the secondary age .	Essential	A C D
Experience of using all relevant data to drive academy improvement.	Essential	A B C D
Has worked successfully with governors and parents to raise achievement.	Essential	A C D
Has experience of Ofsted including post inspection planning.	Essential	A C D
Has experience of working effectively with students with a wide ability range including gifted and talented and DSEN children.	Desirable	A B C D
Has experience of the British Values Agenda and Prevent Training.	Essential	A C
Skills		
Excellent management, motivational and communication skills that inspire high ambition throughout the academy.	Essential	A C D
Ability to secure effective leadership at all levels in the academy and to lead on staff development and performance management.	Essential	A C D
A highly effective teacher whose practice inspires and develops others.	Essential	A C D
Personal skills to establish excellent working relationships with all members of the academy and wider community.	Essential	A C D
Ability to devise and implement high quality improvement plans.	Essential	A C D
Ability to effectively manage budgets, facilities and resources.	Essential	A C D
Personal characteristics		
Conviction that all students can succeed and a commitment to securing the highest achievement for all.	Essential	A B C D
The personality to engage and enthuse staff, students and parents.	Essential	A B C D
Be flexible and approachable, remain resilient under pressure and show a positive and energetic attitude to work.	Essential	A C D
Be personally committed to the development and welfare of every member of staff.	Essential	B D
A commitment to the safety and safeguarding of students.	Essential	B D
Show total commitment to the academy's wider community.	Essential	B D

How to apply

Start date: September 2018

Closing date for applications: 5pm, 19 March 2018

Interview date(s): 27–28 March 2018

Applying

We encourage you to contact us for an informal discussion about this post before you apply, please call 0151 424 5038 or 07949 351 501 and ask to speak to Tuesday Humby regarding the position. Alternatively email humbyt@ocacademy.co.uk. Applicants can also contact Tuesday Humby to arrange a tour of the academy on 8, 12 or 14 March.

To apply for this post please return your completed application form and formal letter of application by email to recruitment@ormistonacademies.co.uk to be received by 5pm on 19 March 2018.

Your formal letter of application (supporting statement) should be no longer than two sides of A4 and should address the selection criteria detailed in the person specification.