



**THE OLDHAM
ACADEMY NORTH**

Dear Candidate,

I am truly delighted that you have shown an interest in our vacant position: Deputy Headteacher: Personal Development, Behaviour and Welfare. This is a role that I feel extremely passionate about as it was the post I held prior to my promotion to Headship but it is also one that I see as being crucial for the strategic leadership of our excellent Academy.

As you will have noticed we are a very values-driven Academy and this reflects my open and transparent leadership style. Our ethos and core values are built around a TEAM culture. We believe that when joining our TEAM as a student, parent, member of staff or a member of the local community, by embracing our values of Trust, Endurance, Autonomy and Mastery, we will deliver outstanding educational outcomes.

I believe it is our job to ensure that our students take pride in all they do and graduate from our TEAM with the confidence to take on the competitive and ever-changing world around us. Safeguarding is of paramount importance at the Academy and our team of highly trained staff work hard to ensure that students understand all aspects of safeguarding, know how to keep safe and also who to inform should they have any concerns.

Student attendance at the Academy sits above the national average and this is something we strive to maintain. So far this academic year, we have seen a huge rise in student numbers in all year groups but crucially, our attendance remains at 96% and the behaviour of students is, in most cases, exemplary. The successful candidate will share my outlook of a high expectations-no excuses culture and lead a relentless drive to improve, even if this involves a 'marginal gains' approach.

As you will be aware, we are part of the E-ACT Multi-Academy Trust, the Trust is now unrecognisable from when I first joined over four years ago, where progress has been made in so many different areas. E-ACT is divided into regions and our Academy sits within the North region along with three other schools. We are an E-ACT Academy which is growing and I am currently working with other internal and external stakeholders, designing our £5,000,000 state of the art extension.

Our Academy is a lovely place to work, staff expect to be challenged though our high expectations but they are also strongly supported; we place a huge emphasis on CPD and also staff wellbeing. The successful candidate is highly likely to be an aspiring Headteacher and the Academy and I, personally, will support them in achieving this ambition. I will support CPD such as the completion of NPQH and other opportunities such as the Future Leaders Programme and as someone who has completed both programmes I am fully supportive of their worth.

If you have read our most recent OFSTED report from May 2016, you will notice the huge amount of praise the pastoral provision receives. I am adamant that this must continue and it is the successful applicant who we appoint to ensure this is the case.

I advocate visits to the Academy and these will be held on a one to one basis with myself. During the visit we will have a tour of the building where you will get the opportunity to meet some of our

amazing students and truly fantastic staff members and I will also ensure that there is an opportunity for an informal conversation. Please contact Ms A Jones (Executive Assistant) directly on; 0161 652 2428 EXT 2438 to arrange a visit.

Finally, I would like to take this opportunity to wish all candidates the very best of luck, if you are successful in your application I know that you will be joining a TEAM which is on the verge of something very special.

Yours faithfully,

A handwritten signature in black ink, appearing to read 'Chris Davis', with a large, stylized loop at the end.

Mr. Chris R Davis

Headteacher