



# Ormiston Academies Trust

Principal recruitment information pack



# Welcome

Welcome to Ormiston Academies Trust, or 'OAT' as we are often known and referred to. In September 2023, I took on the role of chief executive at OAT, and I'm delighted that you are thinking about joining us. With over 40 schools – currently 32 secondary schools, six primary schools, three alternative provision schools and one special school across five OAT regions, this post is a huge opportunity to have significant impact on the lives of children, families and teachers. It will be a career-defining role for the successful candidate.

OAT is one of the largest and longest standing trusts in the school system and is guided by our founder, Peter Murray's belief that every child deserves the chance to thrive. We exist to provide pupils with the best learning opportunities in every classroom, in every school, every day. We are also committed to the learning and development that takes place outside of the classroom, and the enriching role that schools and education play in children's lives.

Our schools are located across a diverse range of communities, each with its own unique character, strengths and challenges. OAT believes in the power of collaboration and working as one team across our schools. This collective approach is underpinned by our core values, which sit at the heart of the work across the trust. It is only through a culture of cohesion and shared endeavour, that we will deliver more for children and families.

There is much to be proud of at OAT, but the trust is not complacent and is committed to improving everything it does. All of our senior leaders play an important role in our journey to both develop and deliver our strategy over the next five years. We look for experienced and high-calibre leaders who share our belief in the power of education to change lives for young people, and who have the intellectual, interpersonal and operational capabilities required every day to improve education at scale in a national organisation.

Successful candidates will be capable and have a strong track record, but they will also demonstrate the ability to learn quickly and will be proactive in seeking out and acting on feedback.

I hope you find that this pack gives you some insight into both our organisation and the qualities we look for in our senior leaders. For a confidential discussion about this role, please go to 'How to Apply' at page 14 of this pack.

If you are interested in a general discussion about opportunities within OAT, contact our recruitment team on [recruitment@ormistonacademies.co.uk](mailto:recruitment@ormistonacademies.co.uk) who can put you in touch with the right person.



Best wishes

A handwritten signature in white ink, appearing to read 'Tom Rees', with a long, sweeping underline.

**Tom Rees**  
Chief Executive Officer

# About OAT

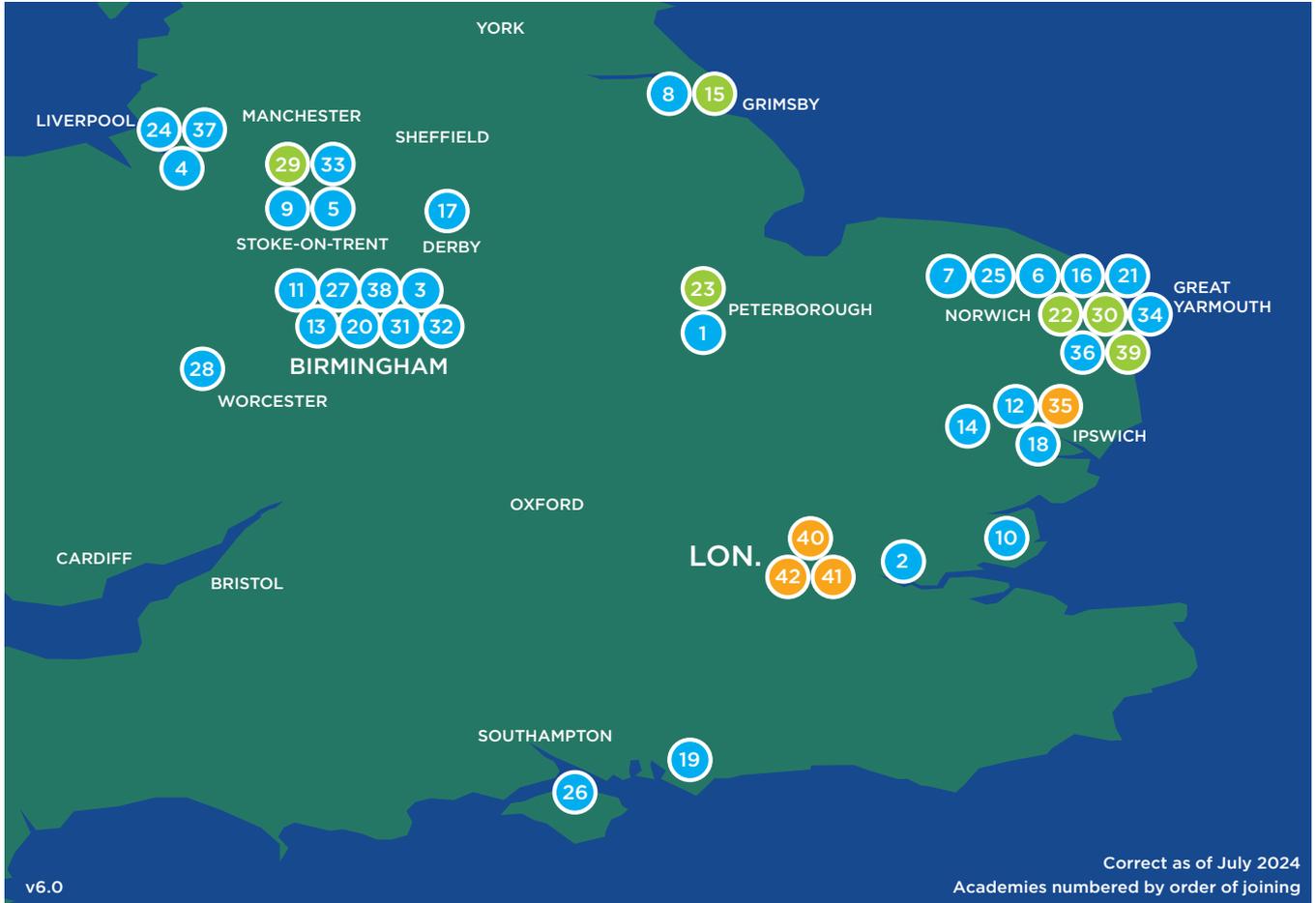
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Ormiston Academies Trust (OAT) is a leading, not-for-profit, multi-academy trust which has been sponsoring primary and secondary academies across the country since 2009, and which champions the academic achievement and all-round development of the young people it serves. Our vision is to provide pupils with access to the highest academic, social and practical skills required to achieve their full potential. Our purpose is to give pupils the best learning opportunities, both inside and outside the classroom, across our 40+ schools. We have always tackled the toughest challenges in education and we're now moving to the next phase of our development, ensuring that all children and young people in OAT schools can benefit from what is best from within our schools

We have a central office in Birmingham and work closely with our academies throughout England, clustered into regions and by setting. 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 we have always developed new leaders from within, with nearly a third of OAT academy leaders being 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.



# Our network



## PRIMARY

- 39 Ormiston Cliff Park Primary Academy
- 30 Edward Worlledge Ormiston Academy
- 22 Ormiston Herman Academy
- 23 Ormiston Meadows Academy
- 29 Packmoor Ormiston Academy
- 15 Ormiston South Parade Academy

## SECONDARY

- 4 Ormiston Bolingbroke Academy
- 36 Broadland High Ormiston Academy
- 38 Brownhills Ormiston Academy
- 1 Ormiston Bushfield Academy
- 24 Ormiston Chadwick Academy
- 25 City of Norwich School, An Ormiston Academy
- 21 Cliff Park Ormiston Academy
- 26 Cowes Enterprise College, An Ormiston Academy
- 16 Ormiston Denes Academy
- 12 Ormiston Endeavour Academy
- 34 Flegg High Ormiston Academy
- 13 Ormiston Forge Academy
- 11 George Salter Academy
- 9 Ormiston Horizon Academy

- 17 Ormiston Ilkeston Enterprise Academy
- 8 Ormiston Maritime Academy
- 33 Ormiston Meridian Academy
- 32 Ormiston NEW Academy
- 2 Ormiston Park Academy
- 10 Ormiston Rivers Academy
- 3 Ormiston Sandwell Community Academy
- 37 Sandymoor Ormiston Academy
- 27 Ormiston Sheffield Community Academy
- 5 Ormiston Sir Stanley Matthews Academy
- 19 Ormiston Six Villages Academy
- 18 Stoke High School - Ormiston Academy
- 14 Ormiston Sudbury Academy
- 31 Ormiston SWB Academy
- 28 Tenbury High Ormiston Academy
- 6 Ormiston Venture Academy
- 7 Ormiston Victory Academy
- 20 Wodensborough Ormiston Academy

## ALTERNATIVE PROVISION AND SPECIAL

- 40 Ormiston Beachcroft Academy
- 41 Ormiston Bridge Academy
- 42 Ormiston Latimer Academy
- 35 Thomas Wolsey Ormiston Academy



## Our offer

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When you join us, you'll discover that OAT is a trust which cares about its people, and has developed a range of opportunities and additional programmes from which you will benefit.

One of the key advantages of being part of our family is the extensive support system we provide. We believe in investing in our leaders, and as such, you can expect robust support from our experienced teams. Whether it's guidance from our central office or collaboration with fellow senior leaders across our academies, you will have access to a wealth of expertise and knowledge to help you excel in your role.

At OAT, we value the opportunity for our senior leaders to make a trust-wide impact. We encourage collaboration and the sharing of best practices, allowing you to contribute to the development and improvement of our academies on a broader scale. By working together, we can achieve even greater outcomes for our pupils and their families.

We are committed to your professional development and growth. Comprehensive continuing professional development (CPD) opportunities are available to our senior leaders, enabling you to stay at the forefront of educational practices and trends. We believe in nurturing talent from within and offering clear career progression pathways within the organisation. As a result, you'll have the chance to expand your skills, take on new challenges, and advance your career within our supportive and forward-thinking environment.

Joining the OAT family means embracing a community that values collaboration, professional growth, and the pursuit of excellence. We strive to provide an exceptional working environment where our senior leaders can thrive and make a meaningful difference in the lives of our pupils.

# Why work for OAT?

Being a leader at OAT is an opportunity to make a difference to the lives of thousands of children and thousands of colleagues who work across our schools. This is both a privilege and a challenge! Your work will be both challenging and fulfilling and you will be part of a strong team who you will work collaboratively with. At OAT, we place importance on colleagues being able to balance their careers, alongside their personal interests and family or caring responsibilities.

## Wellbeing and support

We understand the importance of taking care of our employees' wellbeing. Wellbeing is one of the threads that runs through our OAT strategy and is at the heart of our people strategy. We know that the thing that has the biggest impact on people's wellbeing is their leadership, and with that in mind we are focused on developing our leadership capability across the trust.

In addition, we also offer a range of services that are designed to support your health and wellbeing. From private health insurance for you and your family, a counselling service and legal helplines, car benefit and cycle to work salary sacrifice schemes, fitness and wellbeing support, to gym and retail discounts and more, we strive to ensure your happiness and health in your role. Additionally, our academies have the freedom to offer support tailored to their local preferences, which may vary slightly from one location to another.

We also value the need for refreshment and re-energisation, offering generous holiday provisions, parental leave, and flexible working arrangements. Working for OAT also includes membership of either the Local Government Pension Scheme (LGPS) or Teachers' Pension Scheme (TPS) depending on the role applied for. Our package of support continues to evolve as we refine how we recognise and reward our employees' contributions in various ways.

We recognise the importance of OAT being a flexible workplace and are determined to be creative and to develop our approach further – as a senior leader, you will have a role in helping us achieve this.





## Professional development

Making thousands of professional decisions every day requires the best evidence, knowledge, and professional wisdom to secure the best outcomes for our children. At OAT, we recognise the importance of investing in our staff and placing continuous professional development (CPD) at the heart of our efforts to engage, develop, and retain the best talent.

We offer a range of development opportunities and strong career pathways for all roles within OAT. Whether through internally run programs or partnerships with external providers, we provide accredited and bespoke training programs, including a range of NPQs to support teachers and leaders at all levels. Moreover, we collaborate closely with other educational leaders to deliver high-quality CPD in pedagogy, behaviour management and curriculum development. Through steering groups, forums, improvement networks, peer reviews and conferences, you'll have the support and challenge of your peers from across the trust, fostering opportunities to network and collaborate.

## Equality, diversity, and inclusion

Our OAT strategy underscores the importance of weaving equality, diversity and inclusion throughout all our work. While we acknowledge that there is more to be done in this area, we are committed to the process of inclusion, and the continuing focus on removing barriers to participation and access, alongside the focus on recruitment and support of a diverse workforce. We want to become a more diverse organisation at senior levels, and so welcome applications from black and ethnic minority candidates who are currently under-represented. We always hire on merit and welcome discussions around flexible working.

At OAT, we believe in the power of our people and their potential to make a positive impact on the lives of our pupils. Join us in shaping a brighter future for education, where everyone is valued and empowered to succeed.

# Our curriculum

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We have been building a high-quality curriculum across the trust which is used increasingly by schools. We have a coherently designed, comprehensively resourced, freely available curriculum which balances ambition for all with successful adaptation for pupils with SEND. It is both coherently sequenced – covering the breadth of what the subjects offer – with the ability to be tailored by the teacher.

We want our pupils to be confident learners with the necessary skills and attributes to take them to the next stage of their journey. Our curriculum also helps us to manage workload for our teachers, while ensuring the highest of standards.

The curriculum is linked to our teaching and learning principles that have been developed by leads across the trust, feeding into our comprehensive professional development offer. This project is by no means 'finished', and every iteration is better than the last and we hope that the successful candidate will be able to contribute to its continued success.



# A letter from the Chair

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As the Chair of Governors, I would like to extend a very warm welcome to you and thank you for the interest you have shown in the position of principal at **Sandymoor Ormiston Academy**. I hope this information pack will be helpful to you and convey exactly what we are looking for – an exceptional leader who shares our vision and is deeply committed to excellence in all aspects of curriculum, teaching and learning and pastoral care for the benefit of all our pupils and their families.

**Sandymoor Ormiston Academy** is based in Sandymoor in the authority of Halton, Runcorn, Cheshire. It is a popular school and has been oversubscribed for a number of years, due to the excellent work and commitment of our outgoing Principal Sally Jones and our team.

The school has been on an exciting journey of school improvement and has recently secured its first good judgement from Ofsted [[click here for the full inspection report](#)]. I may be biased but I believe it is easy to see why within minutes of stepping through the doors. Students at the academy are wonderful, they are well behaved and they want to learn. Staff are committed and look out for each other. Parents and carers are supportive and want to see the whole community do well. To this end, our school is at the very heart of the area it serves, and staff here work hard to build and maintain positive relationships. The number of past and present parents on the governing body, myself included, is indicative of how successful leaders have been with achieving that aim. Again, through our current leadership, we have also become a school who really prides itself on its commitment to support a broad range of charitable organisations through its range of fundraising events. This is something we don't want to lose going forward.

**Sandymoor Ormiston Academy** has benefited immensely from its close partnership with our trust, Ormiston Academies Trust (OAT), not just in terms of its own school improvement journey but also through active collaboration with other OAT academies both regionally and nationally on a range of projects and initiatives to improve outcomes and life chances for pupils. One feature of this support is their commitment to extra-curricular and social action activities and helping us ensure that everyone is encouraged to get involved in the wider life of the school and find their passion through opportunities which include sport, sciences, the arts, as well as social action projects supported by the OAT team. Again, we are very much looking for someone who shares this commitment to enhancing our pupils' enrichment offer.

I look forward to the opportunity to meet you during the visits to the school and as part of the interview process.

**Tuesday Humby, Chair of Governors**



# Welcome from our students

We would like to welcome you to [Sandymoor Ormiston Academy](#).

At [Sandymoor Ormiston Academy](#), we, the students, are proud to be part of a vibrant and supportive school community. We're surrounded by an amazing team of staff who are dedicated to helping us grow and succeed in a positive, "can-do" atmosphere. Our school is more than just a place to learn - it's a place where we feel like a family.

Being a smaller school means that our teachers really get to know us. They understand our needs and ambitions, and they always put us at the centre of their decisions. This personalised approach helps us develop the character and leadership skills we need for happy, healthy, and successful futures.

We are also fortunate to be part of the Liverpool City Region Careers Hub, which supports us in pursuing the careers we dream of. We are encouraged to believe that our dreams are within reach, and we know that our school will help us get there. Our learning goes far beyond the classroom. We're given the chance to expand our horizons through travel, reading, debates, and additional awards and qualifications. Our school is committed to our core values, which shape everything we do:

- **Ambition:** We aim high in everything we do.
- **Resilience:** We stay strong and keep going, no matter the challenge.
- **Pride:** We take pride in ourselves and our work.
- **Social Action:** We are dedicated to making a positive impact in our community.

Joining [Sandymoor Ormiston Academy](#) as the new principal, you'll play a key role in leading our school and making sure every student can thrive. Every staff member at [Sandymoor Ormiston Academy](#) helps to make a real difference in our lives, both now and for our future.

We invite you to learn more about our school by visiting our website at [sandymooroa.co.uk](http://sandymooroa.co.uk). We're excited to welcome you to our family and work together to make a difference in our lives.



# Values and aims

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Ormiston Academies Trust has five key values at its heart:

- Excellence
- Perseverance
- Learning
- Collaboration
- Inclusion

The OAT core curriculum purpose and key values, aligned with the academy mission and ethos, are at the heart of teaching and learning at [Sandymoor Ormiston Academy](#). They determine what we teach, how we teach it and the opportunities we provide to ensure that broad and balanced education of every student.

We provide a broad, challenging and knowledge-rich curriculum which develops mastery of content and skills through careful sequencing. New and increasingly more challenging content is delivered progressively and reflects both the needs of the local and wider community. The high expectations and aspirations for achievement and behaviour have a clear focus on ensuring the future pathway and preparation for success in careers and life.

Our aim is for every student to achieve their very best at our academy because the breadth and depth of study at Key Stage 3 goes beyond the national curriculum and cultural capital is standard in enriching lessons and experiences every day.

Our approach has equality, diversity and inclusion at its centre, ensuring that students at the academy can access the curriculum and overcome barriers to learning. The academy curriculum encompasses a wide range of curriculum and enrichment opportunities which promote creativity, health, wellbeing and social action. External speakers, trips and residential allow students to experience the best of what has been thought and said.



# About the role

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You will be responsible for developing and sustaining exceptional educational provision to ensure every child in the school gets a chance to thrive. You will provide the leadership to ensure that your OAT school is a great place for pupils to go to school, and where staff enjoy fulfilling careers. As a senior leader, you will play a key role within OAT, contributing to the development of our strategy and culture and role modelling our ethos of 'Achieving More Together'. You will play an important leadership role – demonstrating the ability to lead and work successfully across the organisation, whilst being an ambassador for the trust and your school within the sector.

**Job title:** Principal

**Line manager:** Education Director

**Salary:** OAT SG 5 £71,728 to £98,615 (cost of living award pending)

**Disclosure level:** Enhanced DBS (Disclosure Barring Service)

## What you will deliver

1. Lead on the strategic direction and development of the academy, working in partnership with teams locally and across the organisation.
2. Ensure that great teaching is happening in your school, in every lesson, every day, for every child. Lead improvement in outcomes and ensure strong destinations.
3. Further develop a culture that promotes excellence, developing an ethos of high expectation, achievement and inclusion so that your academy is a place where young people thrive.
4. Ensure the priorities of the trust are implemented effectively and consistently. This will include ensuring challenging targets are set, through robust data analysis, and ensuring that our progress boards are operating to effectively drive improvement.
5. Facilitate collaboration and communication throughout your academy, ensuring that your team creates a culture where they share what is best, and learn from each other to deliver better education for children and families.
6. Monitor and evaluate the quality of the curriculum, the quality of teaching and standards of learning as well as the achievement of all students, including those supported through enhanced resources, to set and meet ambitious targets for improvement.
7. Engage with and be supportive of our work to attract, train and retain teachers into the trust, including ITT, ECF and internship programmes.
8. Engage in a collaborative approach to workforce planning and talent management, working closely with colleagues across the trust to ensure that we are identifying skills gaps, needs and training requirements for the future, and planning to meet those needs now.
9. Manage, monitor and review the range, quality, quantity and use of all available resources to improve the quality of education, improve students' achievements, ensure efficiency and secure value for money.
10. Lead a culture of safeguarding, with the highest standards of care and welfare for the community. Ensure compliance with policies and systems.
11. Engage in collaborative activity with the central teams to ensure that the academy develops holistic and integrated plans that enable it to optimise outcomes for children whilst ensuring long term financial sustainability. This includes pupil number, education, resource, premises, ICT and financial planning.
12. As a member of the senior team, you will be expected to contribute to the overall success of the trust by embracing its values, approaching problems positively, and demonstrating a commitment to excellence. You will of course carry out your responsibilities to the best of your ability, engaging in ongoing learning and development to enhance your performance and advance your career, and will absorb additional responsibilities that are in keeping with the role and grade.

## Your skills and experience

You will have a significant and credible track record as a principal or deputy head. You will be aligned with the purpose, ethos and values of the trust and have the maturity to lead a team, whilst collaborating with other teams to get things done. Ultimately, you will share our belief in the power of education to change lives for young people, and have the intellectual, interpersonal and operational capabilities required every day to improve education at a local level within a national organisation.

### Education and qualifications

- Must be educated to degree or masters level
- Must have a recognised teaching qualification
- Has achieved, is working towards or is committed to working towards NPQH

### Knowledge, experience and understanding

- Track record as a credible headteacher or deputy head with significant experience.
- Evidence of driving change and developing high quality systems and procedures.
- An excellent teacher in at least one key stage of the secondary age range.
- Evidence of being solutions-focused with the ability to think creatively, engage others in developing solutions and the ability to inspire others to achieve desired outcomes.

### Skills

- Sound judgement, an open mind and clarity of vision regarding the bigger picture.
- The drive and energy to take a wide range of people with you on a journey of development and improvement.
- A highly effective teacher whose practice inspires and develops others.
- Strong organisational and management skills, along with the ability to help others plan, anticipate and manage to your own high standard.
- The ability to effectively manage budgets, facilities and resources.
- IT skills, confidence and a willingness to learn more about new technologies and innovations.
- Excellent communication skills in all formats including being able to report to senior stakeholders.
- This individual must be able to work independently of direction and have strong delegation and multi-tasking skills.
- Working under pressure and managing complexity.

**September 2024**

# How to apply

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**Location:** Sandymoor Ormiston Academy, Runcorn

**Reporting to:** Education Director

**Start date:** January 2025

**Closing date for applications:** 9am Thursday 19 September 2024

**Interview date(s):** Tuesday 24 and Wednesday 25 September 2024, successful candidates will be notified on Friday 20 September

**Salary:** OAT SG 5 £71,728 to £98,615 (cost of living award pending)

**Other benefits:** Membership of TPS, 42 days annual leave + statutory holidays, family private health insurance and excellent CPD opportunities.

Discussions about the role and the academy are strongly encouraged with the Education Director, Helena Brothwell. Please contact Helena directly by email on [helena.brothwell@ormistonacademies.co.uk](mailto:helena.brothwell@ormistonacademies.co.uk) or by phone on **07767 132013**. Applicants can also arrange a tour of the academy by contacting the school secretary Caroline Thompson, either by emailing [thompsonc@sandymooroa.co.uk](mailto:thompsonc@sandymooroa.co.uk) or call **01928 571217**.

For more information on senior leadership within OAT, please take a look at the information pack attached.

Please submit your application through the [vacancies page](#) on the OAT website, ensuring that you address the selection criteria detailed within the person specification in your supporting statement.





**ACHIEVING MORE TOGETHER**

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