



ORMISTON
DENES ACADEMY

Principal candidate information



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Letter from the Chairman

As the Chairman of Ormiston Academies Trust (OAT), I would like to extend a very warm welcome to you. Thank you for the interest you have shown in the position of Principal at **Ormiston Denes 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 fully committed to excellence in all aspects of teaching and learning for the benefit of all our students and their families.

Ormiston Denes Academy is located in northern Lowestoft, a thriving coastal town in the English county of Suffolk, less than 45 minutes commute by car from Norwich. It is an average, but growing, 11–16 co-educational academy with approximately 820 students. It's one of the most historic schools in the area, home to a sports training centre, and sits proudly near an award-winning beach. The majority of the academy's students live in the neighbouring communities and are primarily fed from one of the eleven primaries, making the school their first choice.

The academy joined OAT in June 2013, and by 2016 was recognised as making good improvements by Ofsted, celebrating the highest ever student outcomes in its history confirming its position as the top performing academy in the area. In September 2019 Ofsted judged the school as grade 4 for leadership and management as well as personal development behaviour and welfare. Teaching was good but because of the issues raised in the report, an overall grade 4 was the Ofsted outcome. This is something the school and OAT have taken exceptionally seriously and are confident that this is being swiftly reversed, and along with the determination to continue to raise attainment the school is now strongly positioned to continue its work towards 'good' with the support of the very experienced interim principal. The academy has now has been through two Ofsted monitoring visits and has been judged as making strong progress against the identified improvement priorities.

Ormiston Denes Academy is a vibrant and caring learning community and the strong code of values guides its work and creates a secure and safe environment where all students can thrive and succeed. Staff are committed to ensuring every student reaches their full potential by having the highest aspirations and a commitment to academic excellence.

This work continues with an extremely committed and well-balanced body of staff, the unfailing support of the Trust, the challenge and constant encouragement of the governing body, the partnership we enjoy with our families, and most importantly, our enthusiastic students of whom we are very proud.

Ormiston Denes Academy offers a broad and balanced curriculum catering for all year groups, as well as a wide range of extracurricular activities; through sports and arts, STEM and music, social action student projects through #iwill, to leadership and adventure within the Duke of Edinburgh's Award programme. We aim to cater for the widest possible range of students' differing interests and all are encouraged to get involved and enjoy this extra dimension of their work at Denes.

We know that achievement of the highest order is within our reach and we now look to consolidate our progress and continue to push for further sustained improvement. With this in mind, we are looking for an exceptional professional with a proven track record of sustained school improvement to lead our staff body who can demonstrate the ability to achieve outstanding outcomes and make a significant difference to the lives of the young people at the academy.

I hope you enjoy reading about **Ormiston Denes Academy** and if you feel you can deliver what we are looking for, please submit your application by **9am on 8 February 2021**. We encourage you to contact Aron Whiles, Regional Director, for an informal discussion about the role, or visit the **OAT Careers website**. You can also see details in *How to apply* on page 13 of this document.

Dr Paul Hann, OBE
Chairman, Ormiston Academies Trust

Welcome from our students

We would like to welcome you to **Ormiston Denes Academy**.

We are proud to attend this academy, and feel lucky to have a teaching, support staff and leadership team that strive to allow every individual to achieve their very best. We value the opportunities given to us, whether it is through the curriculum, trips or extra curricular activities. We feel staff create an atmosphere of trust and the opportunity to have responsibility for both our community and our learning. We have strong relationships with the staff, who welcome students of all backgrounds to what is a real community academy. Whether it is sports council, form captains or student voice, we feel our opinions are heard as we collaborate to make the academy a better place to work and learn together.

Student leadership opportunities are strongly encouraged and are important to the academy, with senior students meeting with various staff and playing an integral part in shaping our academy:

- The Principal is met on a termly basis and has a discussion over lunch about academy priorities.
- The Vice Principal – to work together on the anti-bullying charter, the academy behaviour and rewards policy.
- The academy governors – to discuss our views on how we can further improve and develop our academy.

As a result, we feel empowered to shape the future for our school, ensuring that students both now and in the future receive a rich and fulfilling education. We are actively encouraged to embrace social action that both benefits our school as well as wider society both locally and nationally. We feel very proud of our achievements and are keen that our new Principal will inspire and support us with our ambitious plans for our academy.



Our community

Welcome to **Ormiston Denes Academy**, the most historic school in Lowestoft and the first choice academy for the majority of families in the local area.

Lowestoft is a thriving coastal town with a heritage linked with the fishing and tourism industry. The Norfolk and Suffolk regions provide many attractions and places of natural beauty. Lowestoft boasts an award winning beach, and is undergoing a period of investment into renewable energy and off shore fuel, with significant development and investment to ensure the area prospers in the years to come.

Nearby towns include coastal resorts of Great Yarmouth, Gorleston and Southwold with pleasant market towns of Bungay and Beccles within commuting distance. Norwich is the nearest city and is a popular residency for many of our staff.

In line with our proud history we offer a rigorous, broad and balanced curriculum that places a high value on the creative and performing arts, technology, and sport. The academy boasts a flourishing enrichment programme for all students which is superbly supported by the Trust. We are proud of our links with our feeder primaries and regularly host community clubs and learning opportunities for adults and children within our local community.

Ormiston Denes Academy is a school truly at the heart of the community it serves.



Our ethos

Our ethos is to put the child at the very centre of everything we do regardless of the level of challenge such an approach presents. We believe in high standards in everything we do, regardless of how small or seemingly insignificant the task in hand. Our academy believes in people and recognises that whilst systems and structures are very important, our role is about people whether they be children or adults. Excellent relationships are at the very heart of our school. Our ethos is to translate the academy motto of 'Aspiration, Integrity and Respect' into action so that every student achieves the very best that they can and becomes a responsible member of society.

Our successes as a school are based on being cared for, being supported, being challenged and helping students to develop the confidence and resilience they need. We believe that the balance of all these components has to be just right, and whilst the emphasis will vary from day to day and, indeed, hour by hour, if we work together as a team – parents and carers, school and child – then we can achieve the most amazing things for each child at our academy.

Our vision

At Ormiston Denes we have high expectations in everything that we do. We want our students to develop the confidence, resilience and qualifications that they need to become successful, independent and responsible members of society. We have an ambitious three-year plan to deliver our vision.

Year 1 (2019-20)

We will have rapidly improved areas of focus and enhanced our capacity to improve through the development and empowerment of leaders and all staff whilst rapidly improving those areas of focus. The development of the curriculum will have been central to this work. Overall outcomes will have remained at national level whilst intense work will have been undertaken in key areas: alternative provision (specialist provision), curriculum and teaching and learning especially in EBacc subjects. We will be compliant in all areas of safeguarding from early in the academic year and this will be a golden thread through all of our work. The school culture will have been embedded so that decisions and discussions are centred on the child whilst maintaining positive attitudes to learning.

Year 2 (2020-21)

Improvements in key subject areas will now be demonstrating impact and the curriculum will have greater depth and be more connected - in both key stages. Leadership will be good at all levels as the school becomes genuinely good. Behaviour will continue to be good and sanctions at all levels will have shown a significant drop from previous years. The curriculum will be formalized in three dimensions: provision, specialist provision and alternative provision. By the end of the year we will be a good school where students are taking greater responsibility for their own learning.

Year 3 (2021-22)

We will be a strong school where standards are consistently good and where our students will be much closer to becoming genuine independent learners. This, in turn, will have led to high aspirations and increased confidence. Outcomes will have improved in all areas with some now matching the high standards previously achieved by our 'open option' subjects. The three dimensions of provision will be embedded leading to enhance care and outcomes for our young people in a school where staff continue to thrive.

Our sponsor



ACHIEVING MORE TOGETHER

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 30,000 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 40 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.

OAT has a central office in Birmingham and works closely with its academies throughout England, clustered into north, east, west and south regions. There is also an additional office in Wolverhampton situated at Ormiston NEW academy. 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 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. OAT is also proud to have a number of academy leaders nationally recognised for their excellence, including 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.

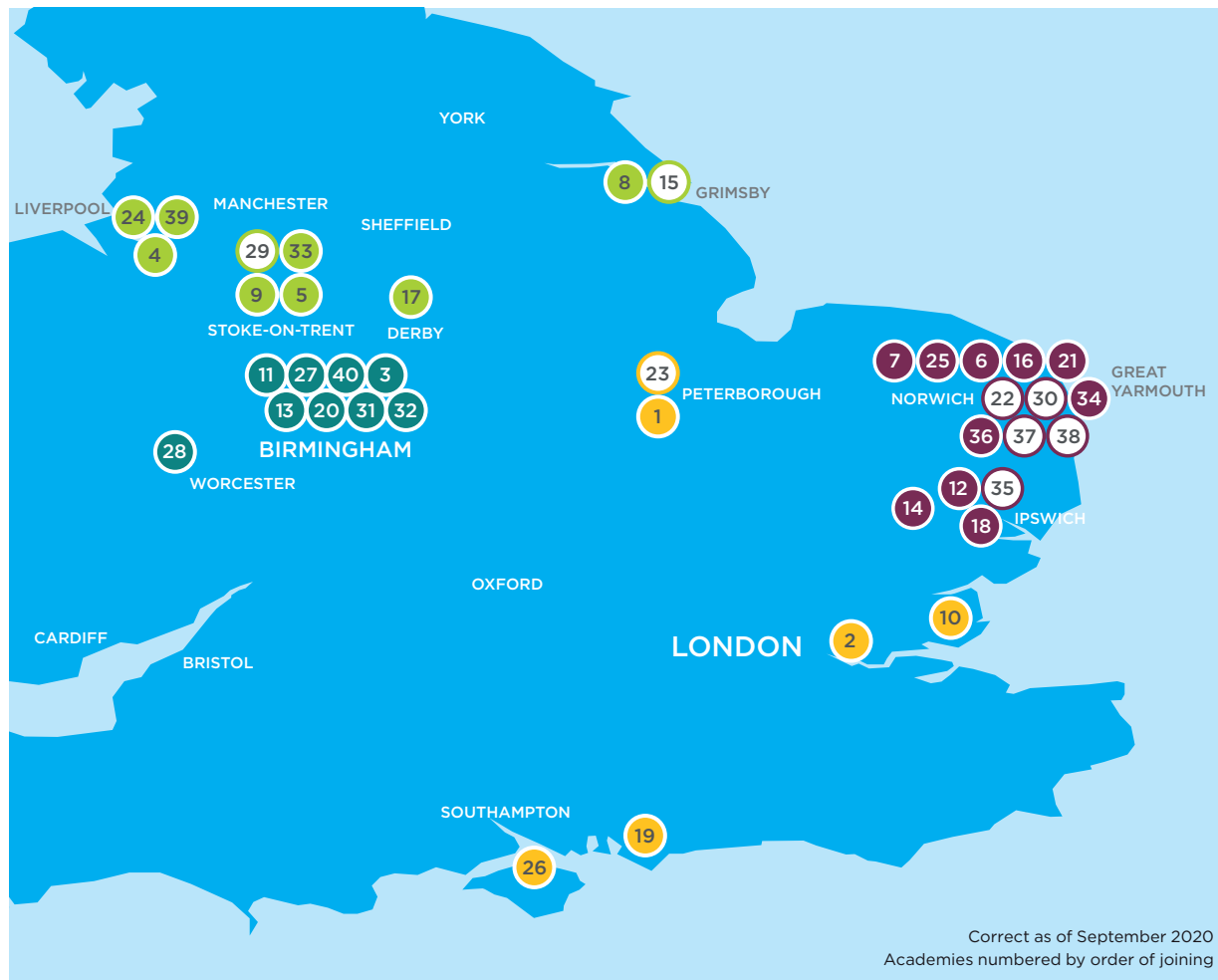
OAT has a strong commitment to the Continuing Professional Development (CPD) of all staff, including our Principals. Our comprehensive regional and national CPD offer is designed to develop and retain talented staff in our schools. We run a large number of CPD development networks, specialist training, briefings, meetings and forums/events at all levels to share information and best practice. Our CPD programme is built around emerging needs, subject specific content and leadership development, with all programmes involving explicit discussion, reflection and research.

National training is available at all levels with the opportunity for Principals to complete the NPQH and NPQEL programmes, as well as being involved in regional and trust wide school improvement projects. The Trust recognises the importance of training and investing in our own teachers and offers the ITT programme through The OAKS and fully supports the early career framework through the Ignite Teaching School Alliance based at Ormiston Venture Academy. 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.

The Ormiston Academies Trust network



NORTH

- 4 Ormiston Bolingbroke Academy
- 24 Ormiston Chadwick Academy
- 9 Ormiston Horizon Academy
- 17 Ormiston Ilkeston Enterprise Academy
- 8 Ormiston Maritime Academy
- 33 Ormiston Meridian Academy
- 19 Sandymoor Ormiston Academy
- 5 Ormiston Sir Stanley Matthews Academy

WEST

- 40 Brownhills Ormiston Academy
- 13 Ormiston Forge Academy
- 11 George Salter Academy
- 32 Ormiston NEW Academy
- 3 Ormiston Sandwell Community Academy
- 27 Ormiston Sheffield Community Academy
- 31 Ormiston SWB Academy
- 28 Tenbury High Ormiston Academy
- 20 Wodensborough Ormiston Academy

EAST

- 36 Broadland High Ormiston Academy
- 25 City of Norwich School, An Ormiston Academy
- 21 Cliff Park Ormiston Academy
- 16 Ormiston Denes Academy
- 12 Ormiston Endeavour Academy
- 34 Flegg High Ormiston Academy
- 18 Stoke High School – Ormiston Academy
- 14 Ormiston Sudbury Academy
- 6 Ormiston Venture Academy
- 7 Ormiston Victory Academy

SOUTH

- 1 Ormiston Bushfield Academy
- 26 Cowes Enterprise College, An Ormiston Academy
- 2 Ormiston Park Academy
- 10 Ormiston Rivers Academy
- 19 Ormiston Six Villages Academy

PRIMARIES AND SPECIAL SCHOOLS

- 37 Ormiston Cliff Park Infant Academy
- 38 Ormiston Cliff Park Junior Academy
- 30 Edward Worlledge Ormiston Academy
- 22 Ormiston Herman Academy
- 23 Ormiston Meadows Academy
- 29 Packmoor Ormiston Academy
- 15 Ormiston South Parade Academy
- 35 Thomas Wolsey Ormiston Academy

Job description

Job title: Principal

Reporting to: Regional Director

Salary: Competitive with benefits

Disclosure level: Enhanced DBS (Disclosure Barring Service)

Core purpose

The overall purpose of the role is to develop and sustain an exceptional educational provision for all students in the academy.

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.

Main tasks

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 OAT, 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.

Variation in role

In order to provide development opportunities and to match individual remits to areas of strength, there will be adjustments to the exact remit for all members of the leadership team on an annual basis. The duties specified above are therefore neither exclusive nor exhaustive and may change over time.

Equality and diversity

The academy is committed to equality and diversity for all members of staff. The academy will take action to discharge this responsibility, but many of the actions rely on individual staff members embracing their responsibilities with commitment, and ensuring a positive and collaborative approach to equality and diversity.

This requires all staff to support initiatives on equality and diversity which will include embracing development and training designed to enhance practices and the experiences of staff, students and visitors to the academy, with an all-inclusive approach that celebrates differences.

Ormiston Denes Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

Person specification

Qualities and attributes

Essential

Desirable

Knowledge and qualifications

Graduate with Qualified Teacher Status who has worked extensively with secondary age students.	✓	
Has achieved, is working towards or is committed to working towards NPQH.		✓
Has undertaken sustained professional development, especially in leadership and management.	✓	
Up to date knowledge of what research and inspection findings tell us about effective leadership, teaching and learning in secondary education.	✓	
Knowledge and understanding of the principles and implications of current education practice, legislation and initiatives.	✓	

Experience

Experience of senior management at Principal, Vice Principal or similar level.	✓	
An excellent teacher in at least one key stage of the secondary age range.	✓	
A proven track record of securing improvement in the quality of teaching and learning.	✓	
A proven track record of raising achievement across the secondary age.	✓	
Experience of using all relevant data to drive academy improvement.	✓	
Has worked successfully with governors and parents to raise achievement.	✓	
Has experience of Ofsted including post inspection planning.	✓	
Has experience of working effectively with students with a wide ability range including gifted and talented and SEND children.	✓	
Has experience of the British Values Agenda and Prevent Training.	✓	

Skills

Excellent management, motivational and communication skills that inspire high ambition throughout the academy.	✓	
Ability to secure effective leadership at all levels in the academy and to lead on staff development and performance management.	✓	
A highly effective teacher whose practice inspires and develops others.	✓	
Personal skills to establish excellent working relationships with all members of the academy and wider community.	✓	
Ability to devise and implement high quality improvement plans.	✓	
Ability to effectively manage budgets, facilities and resources.	✓	

Qualities and attributes

Essential

Desirable

Personal characteristics

Conviction that all students can succeed and a commitment to securing the highest achievement for all.	✓	
The personality to engage and enthuse staff, students and parents.	✓	
Be flexible and approachable, remain resilient under pressure and show a positive and energetic attitude to work.	✓	
Be personally committed to the development and welfare of every member of staff.	✓	
A commitment to the safety and safeguarding of students.	✓	
Show total commitment to the academy's wider community.	✓	

How to apply

Location: Lowestoft, Suffolk

Reporting to: Regional Director

Start date: 1 September 2021

Closing date for applications: 8 February 2021

Interview date(s): 23 and 24 February 2021

Salary: Competitive with benefits

Applications with supporting statements should be made through the [OAT Careers website](#).

Discussions about the role and the academy are strongly encouraged with the Regional Director, Aron Whiles. Please contact Aron directly at aron.whiles@ormistonacademies.co.uk or on 07960 683590. Given that we are currently in a national lockdown, academy tours are not currently possible in-line with the government guidance.

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 earlier in this document.





ORMISTON
DENES ACADEMY

Yarmouth Road, Lowestoft, Suffolk NR32 4AH

Tel: 01502 574 474

Email: info@ormistonden.es.co.uk

Web: www.ormistonden.es.co.uk



AN OAT ACADEMY