

# Principal Candidate Information

January 2019



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**Ormiston Horizon Academy**

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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 Horizon Academy.

I hope the 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 Horizon Academy is based in Chell, north of the city of Stoke-on-Trent. The academy is an oversubscribed 11-16 co-educational academy, with a PAN of 210 per year group. Most students are of white British heritage and few students speak English as an additional language. The proportion of students who are supported at school action and school action plus, or with a statement of special educational needs are slightly higher than average. There are a much higher than average number of students eligible for the pupil premium, almost double the national average. Students' ability on entry is around national average.

The core values at OHA are based upon **Respect, Excellence and Friendship**. Staff at the academy are firmly dedicated to creating an inclusive environment where children can feel safe, enjoy themselves and achieve.

This is a fantastic time to join our vibrant and hardworking learning community at the academy. We are committed to ensuring every student reaches their full potential, being aspirational and committed to academic excellence.

Since joining Ormiston Academies Trust (OAT) in September 2011 the academy has been on an incredible journey. In September 2012 it became the third most improved school in the country. In 2015 the GCSE results put the academy as the top non-selective school in the city.

In its first full inspection the academy was rated as 'Good' by Ofsted. A second full inspection in March of 2018 also recognised the academy as a 'Good' academy. However we recognise that if we are to drive the academy to outstanding, outcomes need to improve in some key areas. We are now looking for an ambitious and driven leader who can lead the school on that journey.

Ormiston Horizon 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 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.

I hope you enjoy reading about Ormiston Horizon Academy and if you feel you can deliver what we are looking for, please submit your application to reach us by **5pm Friday 25 January 2019**. We encourage you to contact us for an informal discussion about this role. Please see details in **How to Apply** on page 11.

**Dr Paul Hann, OBE**  
**Chairman, Ormiston Academies Trust**

# Job description

**Reports to:** Regional Director

**Start date:** September 2019

**Salary:** Competitive with benefits

## The Role

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.

## 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.



*The school has a clear focus on opening minds, raising aspirations and improving life chances.*

Ofsted, March 2018

# Person specification

The person specification is related to the requirements of the post as determined by the job description. Shortlisting 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
<b>Knowledge and qualifications</b>		
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
<b>Experience</b>		
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
<b>Skills</b>		
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
<b>Personal characteristics</b>		
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

## Our mission

Our core values are based upon **Respect, Excellence and Friendship**. We are firmly dedicated to creating an inclusive environment where children can feel safe, enjoy themselves and achieve.

At Ormiston Horizon Academy we believe in valuing tradition and embracing innovation, and we believe through nurture and hard work that every child has the potential to succeed.

## Our vision

Our vision supports children to aspire to new heights.

We are dedicated to:

- Raising aspiration and transforming the lives of our students and the local community.
- Ensuring that students want to learn, so they want to achieve.
- Encouraging high self-esteem and high self-respect.
- Being innovative but with traditional values.

All academy staff are committed to the highest standards in learning and teaching.



*Pupils' wear their uniforms with pride. They are respectful of each other and of adults.*

Ofsted, March 2018



# Our sponsor

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 28,000 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 39 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. 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 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](http://www.ormistonacademiestrust.co.uk).



# The OAT network



## North

- 6 Ormiston Bolingbroke Academy
- 26 Ormiston Chadwick Academy
- 12 Ormiston Horizon Academy
- 19 Ormiston Ilkeston Enterprise Academy
- 10 Ormiston Maritime Academy
- 34 Ormiston Meridian Academy
- 30 Packmoor Ormiston Academy
- 7 Ormiston Sir Stanley Matthews Academy
- 17 Ormiston South Parade Academy

## West

- 11 BOA (Birmingham Ormiston Academy)
- 15 Ormiston Forge Academy
- 1 George Salter Academy
- 32 Ormiston NEW Academy
- 5 Ormiston Sandwell Community Academy
- 2 Ormiston Sheffield Community Academy
- 33 Ormiston SWB Academy
- 29 Tenbury High Ormiston Academy
- 22 Wodensborough Ormiston Academy

## East

- 37 Broadland High Ormiston Academy
- 28 City of Norwich School, An Ormiston Academy
- 28 Ormiston Cliff Park Infant Academy
- 28 Ormiston Cliff Park Junior Academy
- 23 Cliff Park Ormiston Academy
- 18 Ormiston Denes Academy
- 31 Edward Worlledge Ormiston Academy
- 14 Ormiston Endeavour Academy
- 35 Flegg High Ormiston Academy
- 24 Ormiston Herman Academy
- 20 Stoke High School – Ormiston Academy
- 16 Ormiston Sudbury Academy
- 36 Thomas Wolsey Ormiston Academy
- 8 Ormiston Venture Academy
- 9 Ormiston Victory Academy

## South

- 3 Ormiston Bushfield Academy
- 27 Cowes Enterprise College, An Ormiston Academy
- 25 Ormiston Meadows Academy
- 4 Ormiston Park Academy
- 13 Ormiston Rivers Academy
- 21 Ormiston Six Villages Academy

Correct as of December 2018

Academies numbered by order of opening

# Our community

Ormiston Horizon Academy is based in Chell, a suburb in the north of Stoke-on-Trent. The academy serves predominantly the local communities and is oversubscribed year on year.

The city is best known as the 'potteries' and the home of the pottery industry in England. Formerly a primarily industrial conurbation it is now a centre for service industries and distribution centres. It also boasts many other attractions such as Trentham Gardens and Alton Towers.

Ormiston Horizon Academy sits within an opportunity area and as such benefits from a number of funding opportunities. *The Stoke-on-Trent Opportunity Area* was launched by the government to raise education standards, providing every child and young person in the area with the chance to reach their full potential in life.

The programme is focused on improving:

- Early Years education.
- English, maths and science outcomes.
- Pupil engagement.
- The choices young people make from 16.
- The Research School partner is **The Stoke-on-Trent Research School** by The Keele and North Staffordshire Alliance.

OAT has its own SCITT, 'The OAKS' which is based at Keele University. A number of students train every year at Ormiston Horizon and the academy recruits many of its NQTs from the SCITT.

For more information on this area, please visit: [www.visitstoke.co.uk](http://www.visitstoke.co.uk)





# How to apply

Location: Stoke-on-Trent

Reporting to: Regional Director

Start date: September 2019

Closing date for applications: 5pm Friday 25 January 2019

Interview dates: Tuesday 5 February and Wednesday 6 February 2019

Salary: Competitive with benefits

All application forms, with supporting statements, should be emailed to [recruitment@ormistonacademies.co.uk](mailto:recruitment@ormistonacademies.co.uk)

We encourage you to contact Tuesday Humby, Regional Director, for an informal discussion about this post before you apply. Please call 07949 351 501 or email [tuesday.humby@ormistonacademies.co.uk](mailto:tuesday.humby@ormistonacademies.co.uk) regarding the position.

Applicants can also make contact to arrange a tour of the academy.

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.

The academy is committed to safeguarding and promoting the welfare of children and young people/ vulnerable adults and expects all staff and volunteers to share.





*"We are delighted that Ormiston Horizon Academy continues its ongoing success."*

*"The latest Ofsted report is a reflection of the excellence that takes place day in day out at Ormiston Horizon Academy to ensure all its students receive a first-class education."*

**Nick Hudson, Chief Executive Officer, Ormiston Academies Trust**



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Ormiston Academies Trust

**AN OAT ACADEMY**