



ACHIEVING MORE TOGETHER

# Ormiston Academies Trust

Senior leader recruitment pack



# Welcome

Welcome to Ormiston Academies Trust, or 'OAT' as we are often known and referred to. This summer, I'll be taking on the role of chief executive at OAT, and I'm delighted that you are thinking about joining us. With 32 secondary academies across the country, this post is a huge opportunity to have national 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. The **director of secondary education** will play an important role in the next phase of the trust's journey, helping to both develop and deliver our strategy over the next five years.

We are looking for an experienced and high-calibre leader who shares in our belief in the power of education to change lives for young people, and who has the intellectual, interpersonal and operational capabilities required every day to improve education at scale in a national organisation.

The successful candidate 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 both into our organisation and into the qualities we are looking for. If you're interested in a discussion with us, please get in touch with Rob Pritchard, national director of education, at [rob.pritchard@ormistonacademies.co.uk](mailto:rob.pritchard@ormistonacademies.co.uk).



Best wishes

A handwritten signature in white ink, appearing to read 'Tom Rees', written over a light blue background.

**Tom Rees**  
Chief executive designate

# 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 level, so that even more children and young people can benefit from the high-quality education within the network.

We have a central office in Birmingham and work closely with our academies throughout England, clustered into north, east, west, south, primaries, alternative provision and special 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 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.

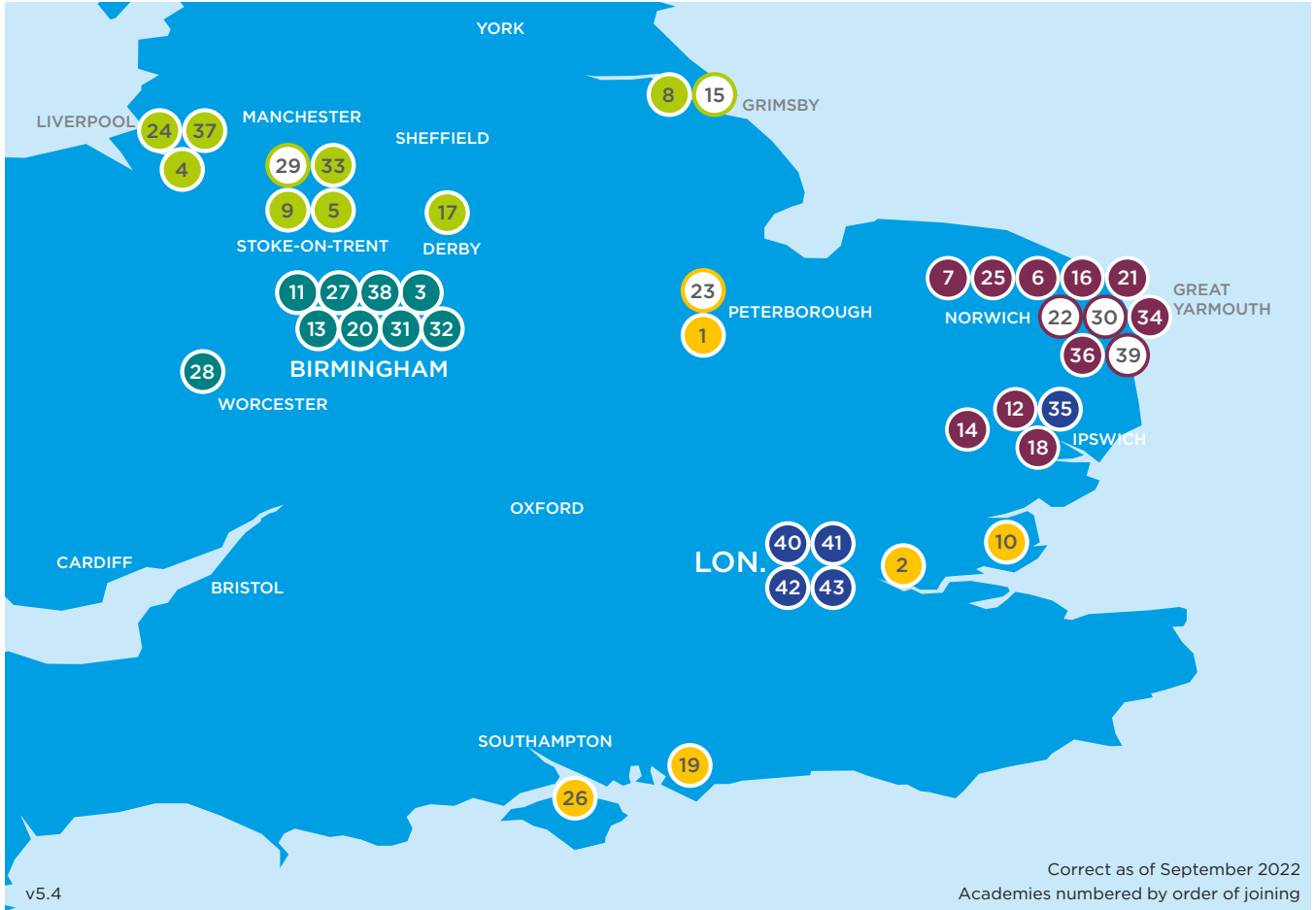


*Leaders benefit from a tight-knit support network of subject specialists, governors and trust leaders who are on hand to give advice and support. This has helped leaders to translate their vision of high-quality education into reality, despite the setbacks of the Covid-19 pandemic.*

Edward Worlledge Ormiston Academy



# Our 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
- 37 Sandymoor Ormiston Academy
- 5 Ormiston Sir Stanley Matthews Academy

## WEST

- 38 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

## ALTERNATIVE PROVISION AND SPECIAL

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

## 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



## 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. As a senior leader, you will experience the best of both worlds: the freedom and autonomy to make independent decisions, while benefiting from the collective strength of our academies, both at a regional and national level.

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?

What's the best thing about working for OAT? That's easy. The people. Whether it's our diverse and characterful pupils or our committed staff who are driven by the purpose of our work, our people are truly amazing. At OAT, we believe there's nothing more important than educating the next generation, and our teams across the organisation are dedicated to ensuring that the education we offer is the best it can be. When you join us at OAT, regardless of your role, you can be certain that your work will have purpose and meaning.

## 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 focussed 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 a great local government pension scheme (LGPS). 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 underrepresented. 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

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.



*Leaders, supported by the trust, provide staff with effective training. As a result, the teaching of the curriculum is becoming progressively more expert.*

Ormiston Six Villages Academy



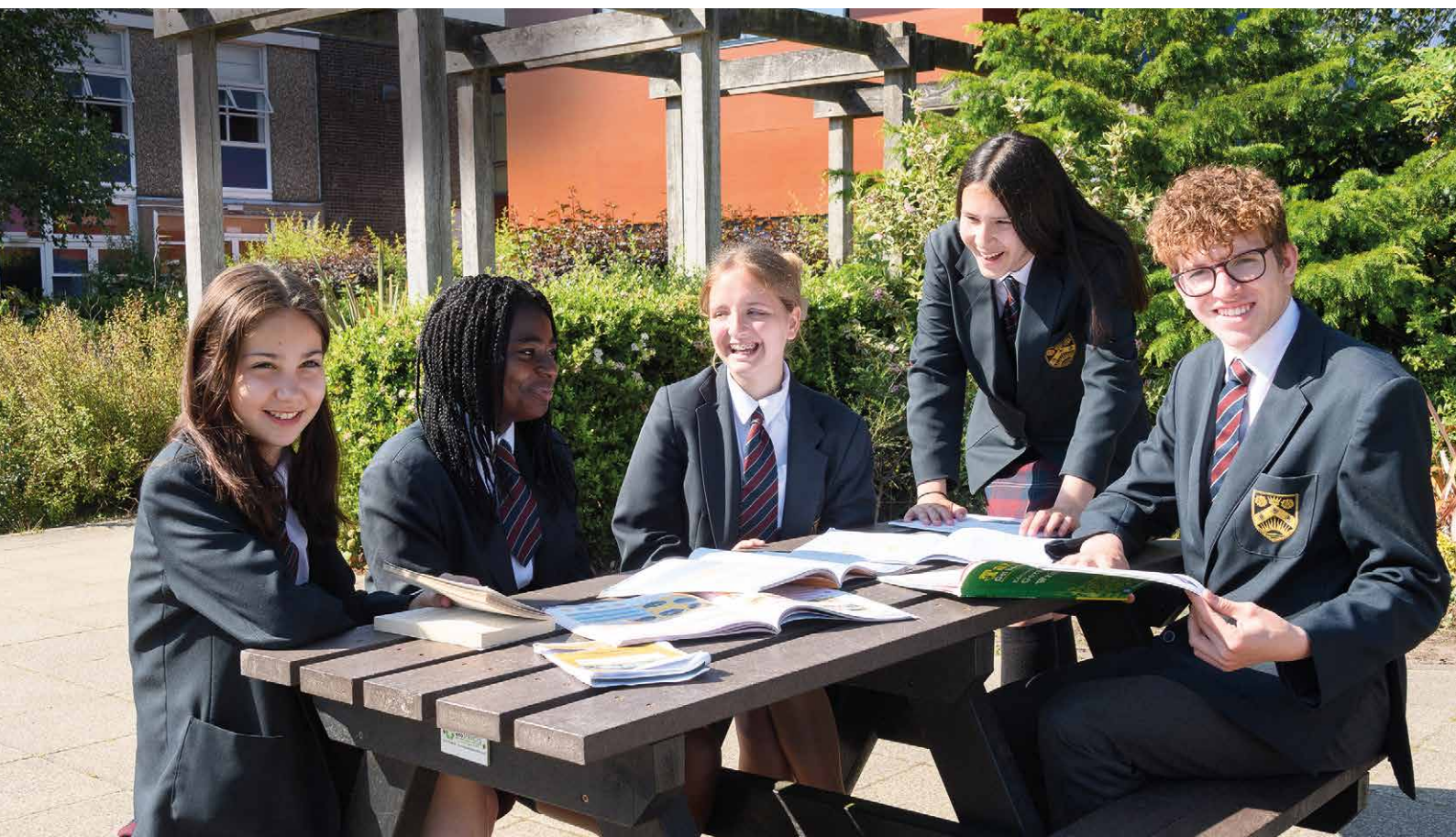
# How to apply

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If you're interested in exploring this opportunity further, we would be delighted to hear from you. Please contact Rob Pritchard, national director of education at [rob.pritchard@ormistonacademies.co.uk](mailto:rob.pritchard@ormistonacademies.co.uk) to arrange an informal discussion.






You can apply by sending your CV and supporting statement to [recruitment@ormistonacademies.co.uk](mailto:recruitment@ormistonacademies.co.uk). If you would prefer the structure of an application form, please drop us an email or go to the [OAT Careers website](#).

The closing date for applications is **Friday 11 August at 12 noon** with shortlisting taking place the following week and interviews at the start of September.





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-  @OrmistonAcads
-  Ormiston-Academies-Trust
-  OrmistonUK
-  [www.ormistonacademiestrust.co.uk](http://www.ormistonacademiestrust.co.uk)