



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 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

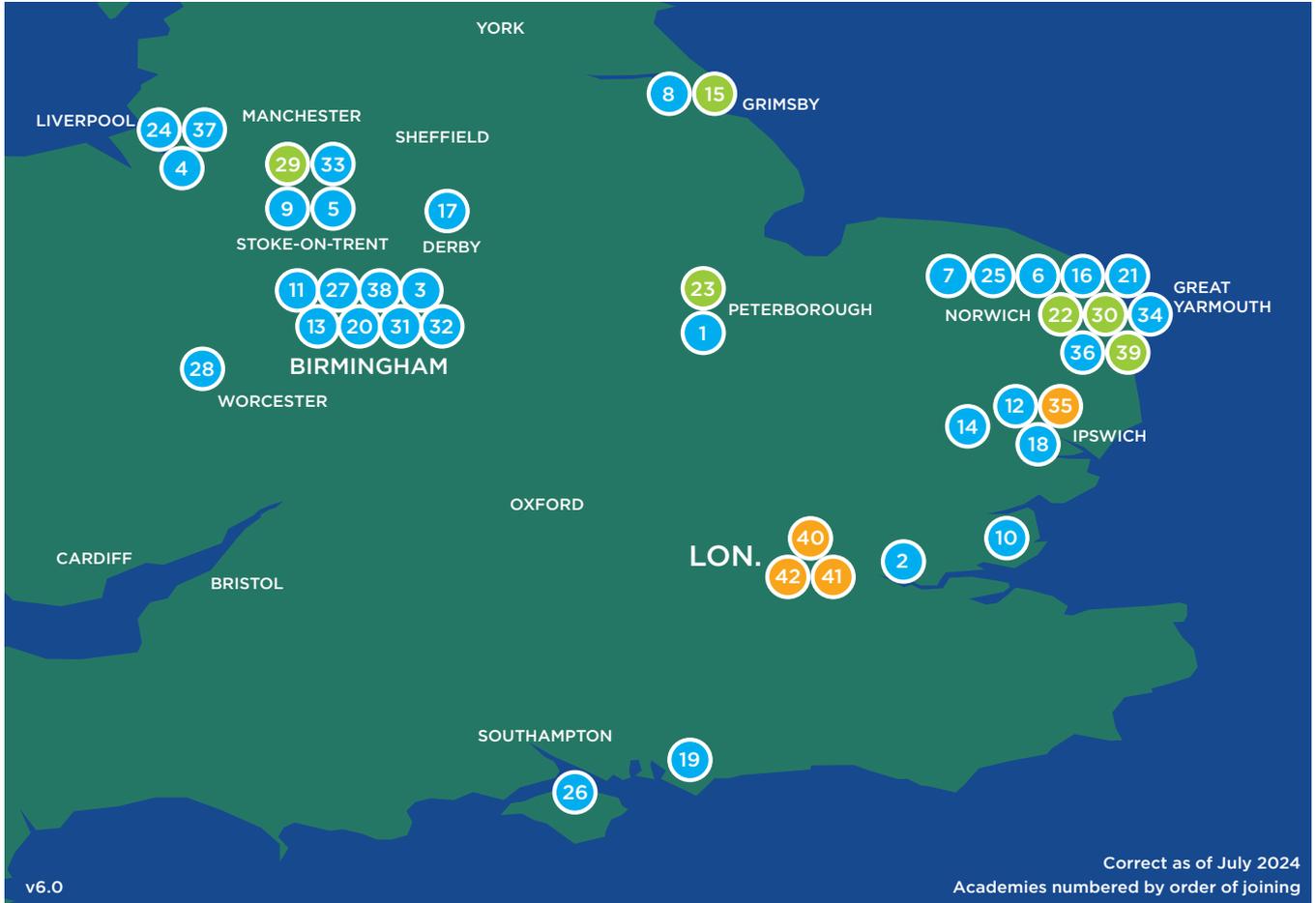
About OAT

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

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

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.



About the academy

Ormiston Bridge Academy is an alternative provision academy in The London Borough of Hammersmith and Fulham. It is commissioned to provide education for pupils that are at risk of exclusion or are excluded from school with the aim to achieve reintegration back into school, further education or employment. The newly-redeveloped site in Fulham hosts Ormiston Bridge Academy's primary and secondary provision as well as its Managed Intervention Centre (MIC) - a satellite of **Ormiston Bridge Academy**. The academy is rated good by Ofsted (September 2021) and has ambitious plans for further development and improvement. It is well supported by the trust's central resources and functions and has a very strong relationship with the commissioning schools and the local authority. The staff team is well-established and motivated to keep developing, learning and moving the academy forwards. The curriculum is as broad and balanced as possible, aiming to prepare pupils for a return to mainstream without compromising on potential outcomes for those who complete their examinations at the academy. Pupils are proud of the academy and articulate well what they like about it. They see their relationships with staff as a real strength of the academy, along with the enrichment opportunities, and can also clearly articulate what they would like to see improve. They are honest and friendly and really want to do well.

The academy is committed to providing an environment that supports strong progress; addressing both social and learning deficits to prepare pupils for post-16 pathways. The academy promotes personal development and the benefits of enrichment activities to widen life experiences and promote a love for learning. To enable this, a strong pastoral support team works hard to ensure pupils are prepared to take on the challenges of adult life. The academy's approach has equality, diversity and inclusion at its centre, ensuring that pupils 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. In addition to the on-site provision, the principal will also interface with the trust's outreach programme for the borough, another vital part of the wider offer to schools across the local authority. The academy is currently well-supported by the Director of AP and Special Academies, Lead Practitioners for SEND, behaviour, teaching and subject specialist experts from the Central Trust Team.

Ormiston Bridge Academy has the potential to be an excellent school where all children do well. It requires a strong leader who builds great relationships with children and staff and someone who has the knowledge to continue the journey of improvement through good system leadership and attention to detail. We are looking for an experienced leader who can evidence that they are a safe pair of hands to take the academy upwards and onwards.



Welcome from our pupils

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

We are proud to attend this academy and feel privileged to have such supportive staff that go above and beyond for us every day. Our academy's vision and ethos are focused on us having high aspirations and fulfilling them, so that when we finish Year 11, we have choices available to us and can live happy and fulfilled lives in the future.

Our vision is to...

- Work as one team to provide every child, whatever their previous barriers, with the belief and motivation to be successful in learning and in life.

Our values...

- To ensure everyone feels safe
- To ensure everyone feels included
- To ensure everyone can aspire to achieve more

These values are central to the work of the academy.

Our teachers work hard to support us to become determined, engaged and effective learners with high aspirations. We feel this mission prepares us for our future after the academy as we go into the world as young adults. The most important aspect of our academy is the relationships that we have amongst staff, pupils, and families. It is important to us that our new principal is a caring individual who is approachable and kind and takes an interest in every pupil but also someone who has high expectations of what we can achieve and is proud to serve our community. We would like to meet you if you are someone who would be dedicated to our school and making it the best for us.



Values and aims

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 [Ormiston Bridge Academy](#). They determine what we teach, how we teach it and the opportunities we provide to ensure that broad and balanced education of every pupil.

We are developing a broad, challenging and knowledge-rich curriculum which helps pupils to master 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.



About the role

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.

Department: Education

Line manager: Director of AP and Special Academies

Salary: P13 £80,566 to P26 £107,453 (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 pupils, 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 pupils' 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 headteacher 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

Location: Ormiston Bridge Academy, London

Reporting to: Senior Principal, London AP

Start date: January 2025

Closing date for applications: 9am Monday 7 October 2024

Interview date(s): Friday 11 October and Monday 14 October 2024

Salary: P13 £80,566 to P26 £107,453 (cost of living award pending)

Other benefits: Highly competitive commensurate with experience, plus an excellent suite of benefits including: private health insurance for you and your family, membership of TPS, generous annual leave + statutory holidays, access to car and cycle salary sacrifice schemes, a wide range of retail and leisure discounts and excellent CPD opportunities.

Discussions about the role and the academy are strongly encouraged with the Senior Principal, Daniel Cundy. Please contact Daniel directly by emailing daniel.cundy@ormistonacademies.co.uk.

Please submit your application by 9am on Monday 7 October 2024.

Ormiston Academies Trust is committed to ensuring the highest levels of safeguarding and promoting the welfare of children and young people, and we expect all our staff and volunteers to share this commitment. All offers of employment are subject to an enhanced Disclosure and Barring Service (DBS) check, references, and where applicable, a prohibition from teaching check will be completed.





ACHIEVING MORE TOGETHER

-  OrmistonAcademiesTrust
-  @OrmistonAcads
-  Ormiston-Academies-Trust
-  OrmistonUK
-  www.ormistonacademiestrust.co.uk