

Ormiston Park Academy Recruitment Pack

Assistant Principal



Ormiston Park
Academy

[OAT]
Ormiston Academies Trust
An **OAT** Academy



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Job Description

Job Purpose: To strategically improve the quality of education for all students and support the Academy's journey to outstanding.

Responsible for: Any staff to which specific line management responsibility has been assigned.

Accountabilities:

1. **Policy/Strategic direction and development**
2. **Leadership & management of others**
3. **Curriculum**
4. **Teaching and learning**
5. **Safeguarding, student behaviour, attitudes to learning and personal development**

These job details are guides to the duties, professional responsibilities and core competencies. They do not form part of the Contract of Employment.

Specific Responsibilities

The initial specific responsibilities will be for Safeguarding and Behaviour working to our Senior Vice Principal, and acting as the Academy's Designated Safeguarding Lead.

Review and Amendment

This job description should be seen as enabling rather than restrictive and will be subject to regular review. As such:

- Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.
- This Job description may be changed to reflect or anticipate changes in the job which are commensurate with the salary and job title



Person Specification

Job Requirements	Essential	Desirable
Qualifications criteria		
Qualified to degree level and above	✓	
Qualified to teach and work in the UK	✓	
Safeguarding qualification		✓
Knowledge & Skills		
Current and relevant knowledge of best practice in school leadership and management	✓	
Knowledge of national changes; safeguarding, curriculum, assessment and Ofsted	✓	
Understanding of effective teaching and learning strategies; ability to observe and assess lessons and identify improvement strategies	✓	
Knowledge of the barriers to achievement and how to overcome them	✓	
Knowledge of and a commitment to equality and diversity	✓	
Ability to gather information, create systems and processes, rigorously monitor, review and analyse outcomes for diverse audiences	✓	
A skilful communicator with strong interpersonal, written and oral communication skills	✓	
Experience		
Excellent classroom practitioner	✓	
Experience of having led, or significantly contributed to, the success of a school through its leadership, vision/ethos, teaching and learning and results		✓
Experience of having improved and sustained an effective behaviour management policy		✓
Experience of raising attainment in a challenging context		✓
Experience of improving the quality of teaching and learning in a secondary environment		✓
Experience of developing high achieving teams within a complex school environment		✓



Person Specification

Job Requirements	Essential	Desirable
Leadership Behaviours		
Unwavering belief that every child can succeed	✓	
Ability to lead, coach and motivate staff within a performance management framework, including professional development and effective management of underperformance		✓
Ability to develop the leadership skills of others	✓	
Welcomes accountability and takes personal responsibility for their own actions	✓	
Resilience and motivation to lead the academy through day to day challenges while maintaining a clear strategic vision and direction		✓
A firm and constant belief in the unlimited potential of every student and a commitment to inclusive educational provision	✓	
Effective role model, team worker and leader	✓	
Leading External Relationships		
Can skilfully manage and maintain effective working relationships with parents and other stakeholders	✓	
Safeguarding and welfare		
Experience of overseeing robust safeguarding procedures	✓	
Commitment to the safeguarding and welfare of all students and providing equality of opportunity	✓	



Salary and Benefits

Salary

Ormiston Park Academy salaries are paid under the London Fringe Teachers and Pay and Conditions. We are offering Leadership Scale (Fringe) L15 – L19 (£57,535 - £63,366)

Training

Ormiston Park Academy is committed to the professional development of staff and will support further in-service training as required. There are generous INSET and Continuing Professional Development arrangements and opportunities for all staff.

Career Progression

Ormiston Park Academy support, nurture and encourage career progression without our Academy. Our current Leadership Team have all progressed from teaching posts to middle management to leadership within our organisation.

Sports Membership

We have a state-of-the-art fitness suite on site which all staff are welcome to use before and after the academy day. Full induction is provided for anyone wishing to partake. Less formally, we hold weekly staff sporting events ranging from football, basketball, rounders and cricket.

Laptops

Teaching staff receive a new laptop.

Accommodation

There is a possibility of renting school accommodation for the first year of employment (potentially renewable).



Times of the Week

Monday		
08:15 - 08:30	Briefing/Supervision	15 mins
08:30 – 09:00	Tutorial	30 mins
09:00 – 09:55	Period 1	55 mins
09:55 – 10:50	Period 2	55 mins
10:50 – 11:20	Food Break 1	30 mins
11:20 – 12:15	Period 3	55 mins
12:15 – 13:10	Period 4	55 mins
13:10 – 13:40	Food Break 2	30 mins
13:40 – 14:35	Period 5	55 mins
14:35 – 15:30	Period 6	55 mins
15:30 -15:40	Supervision	10 mins
15:40- 16:40	Activity Time	60 mins

Tuesday - Thursday		
08:20 – 08:30	Supervision	10 mins
08:30 – 08:50	Tutorial	20 mins
08:50 – 09:50	Period 1	60 mins
09:50 – 10:20	Food Break 1	30 mins
10:20 – 11:20	Period 2	60 mins
11:20 – 12:20	Period 3	60 mins
12:20 – 12:50	Food Break 2	30 mins
12:50 -13:50	Period 4	60 mins
13:50 – 14:50	Period 5	60 mins
14:50 – 15:00	Supervision	10 mins
15:00 – 16:00	Activity Time	60 mins

Friday		
08:15 – 08:30	Briefing/Supervision	10 mins
08:30 – 08:50	Tutorial	20 mins
08:50 – 09:50	Period 1	60 mins
09:50 – 10:20	Food Break 1	30 mins
10:20 – 11:20	Period 2	60 mins
11:20 – 12:20	Period 3	60 mins
12:20 – 12:50	Food Break 2	30 mins
12:50 -13:50	Period 4	60 mins
13:50 – 14:50	Period 5	60 mins
14:50 – 15:00	Supervision	10 mins



Local Community

‘An ambitious and collaborative community which is proud of its heritage and excited by its diverse opportunities and future’ Thurrock

Ormiston Park Academy is located in Aveley, Essex in the Borough of Thurrock. Thurrock is on the East London/Essex borders. We have excellent road links to Junction 30 of the M25 and a 2 minute drive from the A13. All staff can park easily and securely in our on site car park. We are located close to Belhus Woods which is a historical wood dating back to tudor times and protected green belt.

Thurrock Council are investing healthily in the local area which is benefiting from new homes and supporting infrastructure. Investments in business with a high emphasis on outdoor pursuits to encourage health and wellbeing for all members of the community are a high focus of the local council.

Aveley Village provides a range of shops, services and post offices, with Lakeside Shopping Centre being a short distance away with a large choice of shops and restaurants. There is a main line railway station (C2C London Fenchurch Street to Shoeburyness) about 4 minutes away or alternatively Upminster station also serves C2C and the London Underground District Line.

There is good availability of quality housing in the local area.



How to Apply

Deadline for Applications: Monday 11th November 2019 at 12pm noon

(All applications, together with supporting statements, to be emailed to **sspraggon@ormistonpark.org.uk**)

Interview Date: Monday 18th November 2019

If you would like an information discussion about this post before you apply please contact Mrs Sally Spraggon, PA to the Principal on **01708 865180** or email **vacancies@ormistonpark.org.uk**.

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

Applications via recruitment agencies are not welcome.

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 this commitment. The successful candidate will be subject to an enhanced DBS check.



Trust Info

“[Achieving ‘Ofsted Good’] is a brilliant outcome for Ormiston Park Academy. The staff and students have put in an incredible amount of hard work and I am delighted to see Ofsted recognising how far the Academy has come, as a result of the hard work and dedication. We look forward to continuing to work closely with the academy as it continues on its upward trajectory.”

Nick Hudson, Chief Executive Officer
at Ormiston Academies Trust (OAT)

Ormiston Academies Trust (OAT) is a not-for-profit academy trust, sponsoring primary and secondary academies since 2008.

Our vision is for all young people to have the highest academic, social and practical skills to allow them to lead a fulfilling life. We are determined to become the Trust that makes the biggest difference. OAT academies share the Ormiston Academies Trust ethos of ensuring every child reaches their full potential; being aspirational and committed to academic excellence and being supportive yet courageous in our approach. The principles that lead to our academies’ success are not complicated:

- . **Courage** – addressing the challenge where it’s not being addressed
- . **Aspiration** – no ‘can’t’ or ‘won’t’. There’s no place for excuses when a child’s future is at stake
- . **Culture** – insistence on the highest standards of performance and behaviour, without exception. That goes for teachers and students
- . Great leadership and finding the best teachers.



Trust Info

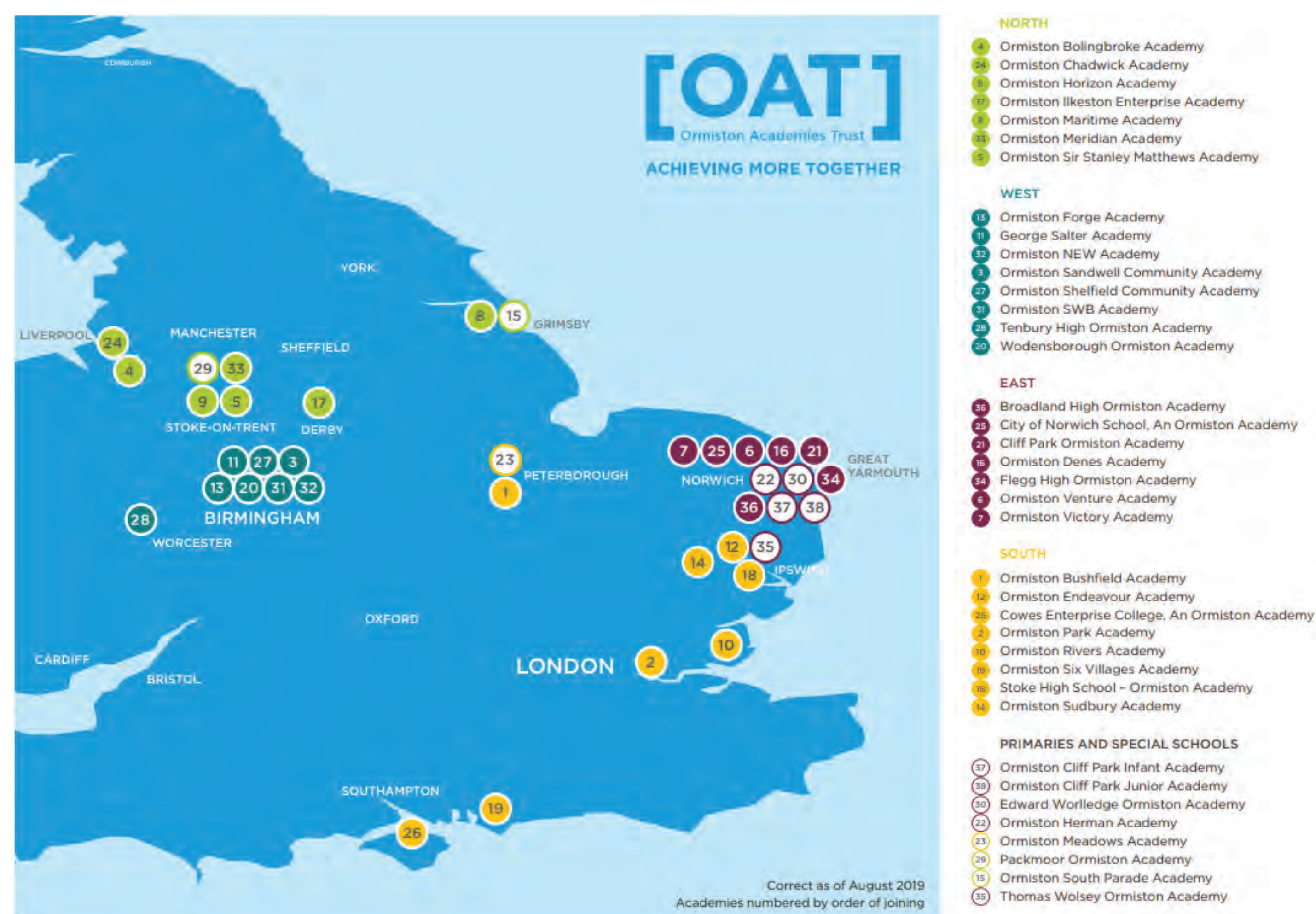
OAT is part of **Ormiston Trust**, which was set up by the Murray family in the name of Fiona Ormiston Murray—a young woman with her whole life ahead of her. She and her new husband were tragically killed in a car crash on their honeymoon in 1969.

Ormiston's programmes now support thousands of children, young people and their families all over the UK, helping to improve their life-chances so they can fulfil their potential and lead happy and productive adult lives.

Ormiston's programme of opening new academies continues with further expansion planned in the south of England, making future career opportunities with the Trust in this area within reach.

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 national education strategy. As part of this role, successful applicants will be able to contribute to the further development of the network as well as leadership of their own academy.

For more information on all Ormiston Academies please visit www.ormistonacademiestrust.co.uk



Ofsted Quotes

‘Pupils are proud to be at the school and are typically kind and respectful towards each other. Pupils explain that bullying is rare and they feel safe in school.’

‘Staff are overwhelmingly proud to work at the school and welcome the improvements since the previous inspection.’

‘Leaders have skillfully developed curriculum pathways that match pupils’ needs and enable them to make good progress.’

‘Leaders have strong systems for supporting the personal development and well-being of pupils, particularly those who are vulnerable.’

‘Transition from primary school involves a careful assessment of all pupils’ needs in order that the appropriate support can be put into place. It involves the school’s special educational needs coordinator working as part of a team.’

‘Pupils in all key stages explained to inspectors that they feel safe and know whom to go to when they have any anxieties or concerns.’

‘Pupils demonstrated positive attitudes when they discussed their work in lessons and with inspectors. Pupils were keen to explain what they were doing and to help others in group work.’

‘The school identified that there was a need to focus on improving middle-ability pupils’ progress across a range of subjects, including in mathematics, science and humanities. Teachers were able to track the progress of these pupils very closely and intervene to support them as necessary. As a result of this focus, there has been a consistently improving picture over time.’

-Ofsted 2017



Our Vision

Our **Vision** is for our students to '**Believe and Achieve**'

We foster that belief by promoting:

- . **Aspiration** (dreams, goals and ambition)
- . **Confidence** (self-worth, independence and leadership)
- . **Character** (integrity, determination and respect)

We create that achievement by ensuring:

- . **Enjoyment** (passion, creativity and curiosity)
- . **Participation** (engagement, collaboration and purpose)
- . **Success** (advancement, accomplishment and excellence)

It is our Mission to be the Academy of choice for the community.

Our work is guided by a fundamental set of principles that drive us to provide an education that is:

- . Designed to meet our students individual needs (**Personalisation**)
- . Aimed at opening our students eyes to the world (**Globalism**)
- . Always at the forefront of developments in learning (**Innovation**)
- . Provided to serve local families (**Inclusion**)



Letter from Principal

Dear potential applicant

I thank you for your interest in our Academy and hope that you feel excited about applying to join our dedicated and enthusiastic body of staff.

We opened as an Academy in 2009 and moved into new purpose built accommodation in 2013. Our buildings are without doubt impressive and offer a modern professional environment to work within; for me the investment has served as a statement of the importance and value of education for the young people of this community.

At present, we have a relatively small number of students (approximately 620) however, in an area of continued and sharp demographic growth and we expect increasing numbers of students each year until we reach our capacity of 900. As such, there will be exciting opportunities for all as we mature and develop towards the outstanding establishment we desire to be.

Our Vision for our students is for them to 'Believe and Achieve' and this underpins all that we do. This means that we ask them to have the highest aspirations, not to be happy with or accept second best, to have an unfailing confidence in their ability to succeed, and to have the strength of character and determination to be the best they can. Please do come and meet our students as we are very proud of them and they are our greatest ambassadors.

As an Ormiston Academy, we are within a successful system leading Multi Academy Trust and this brings with it a host of professional networking and other opportunities. It also affords overarching leadership of high integrity and a absolute focus on what is best for our students.

I hope we have provided enough information to inform your decision making, if not do not hesitate to ring me for an informal conversation. Please ring via my PA Mrs Sally Spraggon. I look forward to receiving your application.

Howard Smith







Ormiston Park Academy

-  www.ormistonpark.org.uk
-  vacancies@ormistonpark.org.uk
-  01708 865 180