

It is always about putting  
students first: raising standards  
and transforming lives.

Outwood Grange Academies Trust  
Potovens Lane, Outwood, Wakefield,  
West Yorkshire, WF1 2PF

[www.outwood.com](http://www.outwood.com)



This is what a  
real influencer  
looks like.

Their future starts with you.  
Find your role: [outwood.com/jointhefamily](http://outwood.com/jointhefamily)



# Welcome

I am delighted to welcome you to the Outwood Grange Academies Trust, a remarkable family of schools where every day, we are driven by a shared commitment to put children first, raise standards, and transform lives.

As the Interim CEO of the Trust, I am immensely proud of the work we do and the positive impact we have on the communities we serve.

At Outwood Grange Academies Trust, we are not just a group of schools; we are a cross-phase family of primary and secondary academies. Our academies are not just situated within their communities; they are deeply embedded in the hearts of those communities. We believe that education should not only be accessible but also relatable, and that is why we are so proud to be an integral part of the communities we serve.

**Our mission is simple yet profound: to provide every child with the best possible education and the opportunity to thrive. We understand that this mission can only be achieved through the dedication, expertise, and passion of our staff. That's why we place a strong emphasis on professional development, aiming to recruit, train, and develop experts in their field. We believe in fostering a collaborative environment where individuals work together to achieve the very best outcomes and provision for all of our children.**

As you explore this recruitment brochure, you will discover the many opportunities and rewards that come with being a part of our Trust. Whether you are an experienced educator looking for a new challenge or a recent graduate ready to make a difference, there is a place for you here. Outwood is proud to be a founding trust of the National Institute of Teaching, a school-led organisation, founded to boost the quality of teacher and leader development nationally. As part of the Outwood Family, you will have access to a national network of research-led CPD.



Thank you for considering Outwood Grange Academies Trust as your potential career home. Join us, and together, we can continue to make a lasting impact on the lives of children and communities, ensuring a brighter future for all.

**Lee Wilson**  
Interim CEO, Outwood Grange Academies Trust

## Work with us at Outwood Grange Academies Trust

We are an award-winning, multi-academy education trust with a reputation for taking failing schools to Ofsted-rated outstanding in a record amount of time.

We can't do this without our incredible staff. When you join Outwood, you become part of a tight community of talent, working together to create better outcomes for our young people. It's vitally important to us that you feel just as valued and supported as our students do.

That's why working at Outwood means...



### Progression

- Minimum of two hours CPD each week
- Inflation-based salary increases each year
- Trust-wide focus on career progression, from early apprenticeships to senior roles
- Mentoring via the Outwood Institute of Education
- Access to funding for an extensive range of accredited training courses and apprenticeship opportunities up to Masters level

### Flexibility

- 25+ days holiday plus bank holidays
- Flexible family-friendly policies
- Access to enhanced occupational benefits such as maternity, adoption and parental leave with no qualifying period
- Potential to work at different schools within the Trust across the North of England

### Support

- Comprehensive induction and training process
- Access to centralised resources to support with lesson planning and reducing workload
- Enrolment into the generous Teacher's Pension Scheme
- Access to staff discounts including car leasing deals
- Automatic enrolment into our Employee Assistance Programme which offers emotional support, legal and financial support, and counselling for you and your family

### Thinking of joining Outwood as an Early Career Teacher?

We have supported hundreds of ECTs in the initial years of their career. We have an ambition to nurture the best teachers in the whole of the UK. As an ECT at Outwood, you will benefit from:

- A highly innovative training programme, delivered by the National Institute of Teaching
- Subject-specific professional learning opportunities with our specialist subject directors
- Support with career planning
- The opportunity to work with inspiring colleagues who raise standards every day and transform young people's lives

View the full list of Primary, Junior, Secondary and Post 16 academies within the Outwood Grange Academies Trust on our website [www.outwood.com/jointhefamily](http://www.outwood.com/jointhefamily)

### Providing the right conditions for you to do your best teaching work is of paramount importance to us.

We are a wellbeing employer with dedicated wellbeing and menopause policies. We also follow the principles of the School Teachers' Pay and Conditions Document, have our own Workload Charter and we are committed to ensuring that our teachers' workloads are manageable.

At Outwood, we aim to create the brightest possible futures for our students. Exceptional people like you help us make it happen.

Visit [www.outwood.com/jointhefamily](http://www.outwood.com/jointhefamily) to explore our many opportunities for teaching and support staff.

