

“Leaders and staff set high expectations for pupils’ learning, including those pupils with special educational needs and/or disabilities (SEND)...the school is a calm, orderly place... there is a strong sense of community in this friendly and inclusive school...pupils learn to become responsible, respectful citizens”

Ofsted, November 2022

Acting Second in Maths (maternity cover) with possibility of future TLR

Candidate *Pack*



WE BELIEVE IN EXCELLENCE FOR ALL
BECAUSE THERE IS EXCELLENCE IN ALL

Ormiston Six Villages Academy



“Outcomes for pupils across the school are now good and improving.”

Ofsted, September 2017

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Lime Avenue, Westergate, Chichester,
West Sussex PO20 3UE

Tel: 01243 546800

Email: office@ormistonsixvillages.org.uk

www.ormistonsixvillagesacademy.co.uk



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Ormiston Six Villages Academy



“Leaders are ambitious for the school and its pupils. They have created a positive and warm environment for learning. Higher expectations have helped pupils to make faster progress...”

Ofsted, September 2017



Dear Applicant

As Principal of Ormiston Six Villages Academy, I would like to thank you for your interest in this post and extend a very warm welcome to you. This is a fantastic time to join our small, vibrant and caring learning community at Six Villages. We provide students with a safe, positive environment to explore, learn, investigate and develop into confident young adults who are ready to enter an ever changing and competitive world. In November 2022, Ofsted again granted Six Villages a rating of ‘Good’ showing that we are consistently good in all categories.

This outcome is a testament to the hard work and belief of our staff body, the commitment and partnership of our families, the unfailing support from our sponsor, Ormiston Academies Trust, the challenge and constant encouragement of the Governing Body and, most importantly, our wonderful student body who are the epitome of excellence and endeavour. The strong alignment amongst stakeholders makes this academy a great place to work and take your career on to the next level.

I have enormous pride in being the Principal of such a wonderful academy. We know that academic achievement of the highest order is within our reach and we strive to become a truly outstanding academy. With this in mind we are looking for exceptional professionals to join our staff body who demonstrate the ability to achieve outstanding student outcomes, and make a significant difference to the lives of the young people at Six Villages.

We are seeking to recruit an **Acting Second in Maths**, which comes with TLR 2a (£3,214), to join our Maths department and become part of our cohesive, professional and supportive team. The acting second in department TLR is a maternity cover. At the end of the maternity cover, there will be a possibility of applying for a further TLR at the academy.

This Acting Second in Department role is integral to the continuing progress of the Maths department. It will include developing high quality schemes of learning, securing good and better teaching and therefore increasing the rates of progress and attainment in Maths. You will work very closely with the Acting Head of Maths and the other leaders in the academy. Your particular areas of responsibility will be agreed upon appointment.

The successful applicant will:

- have a passion for education and improving the outcomes of students
- deliver outstanding lessons and be the model of outstanding practice for the team
- support the acting head of department to create and develop challenging and innovative schemes of work which are inspiring for learners and teachers alike
- deputise for the acting head of department as and when necessary
- analyse progress and attainment data to make data-driven changes to curriculum design, and student interventions
- through observation and feedback, coach subject teachers to ensure excellent teaching and learning in all lessons, ensuring that classroom teachers are utilising best pedagogical practice
- be a dedicated maths teacher, eager to contribute to the extra curricular work of the department and wider life of the academy
- demonstrate our core values (be ambitious, value community, show respect, persevere, take responsibility and demonstrate kindness)

Benefits of working for Ormiston Six Villages include:

- pension
- free on-site parking
- comprehensive CPD provision
- loyalty deals in staff canteen
- membership to DAS
- 20% discount on childcare fees at Potter’s Houses
- discount at Specsavers
- cycle to work scheme
- discount at Virgin Atlantic
- free tea and coffee making facilities

We believe in the limitless potential of every young person we serve...

Applications are welcome from experienced and early career teachers able to teach throughout the age and ability range. The academy offers an excellent induction for ECTs. We actively promote continuing professional development (see page 6) and encourage staff to pursue all enhancement programmes.

To further your insight into our academy, please take a tour of our website at **www.ormistonsixvillagesacademy.co.uk** and read the September 2017 and November 2022 Ofsted report via the link which can be found on the website under Key Information/Ofsted.

If you have any further queries or wish to arrange a tour of the academy, please do not hesitate to contact Mrs Canadas, Administration Manager, on 01243 546802 or by email ccs@ormistonsixvillages.org.uk.

I look forward to receiving your application.



Paul Slaughter
Principal

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.

“Leaders are ambitious for the school and its pupils. They have created a positive and warm environment for learning. Higher expectations have helped pupils to make faster progress...”

Ofsted, September 2017

Job Description

The Role

To deliver outstanding teaching, to ensure effective student learning in the subject and to achieve excellent results for the students.

Key Responsibilities

- To deliver outstanding lessons and be the model of outstanding practice for your team.
- To be a self-reflective practitioner and purposefully develop your own areas for improvement.
- To create a classroom culture that is based on praise and recognition of progress.
- Plan and deliver lessons that excite and actively engage students in stimulating and challenging work.
- Consistently deliver the academy's teaching and learning priorities.
- To keep up to date records of your lesson planning, students' punctuality, attendance, attainment progress, work done and homework set, according to academy and department policy.
- To keep up to date with new developments in the curriculum and liaise with colleagues as appropriate.
- To deputise for the Head of Department as and when necessary.
- Create and develop challenging and innovative schemes of work which are inspiring for learners and teachers alike.
- Use regular, measurable and significant assessments to monitor progress and set targets.
- Produce periodic assessments with marks schemes. Ensure assessments are moderated internally.
- Ensure end of year assessments reflect each pupil's overall level which is both externally valid and provides an accurate baseline for the next academic year.
- Analyse progress and attainment data to make data-driven changes to curriculum design, and pupil interventions.
- Work in collaboration with classroom teachers, Inclusion Coordinator and Head of Department to ensure pupils receive high quality interventions.
- Through observation and feedback, coach subject teachers to ensure excellent teaching and learning in all lessons, ensuring that classroom teachers are utilising best pedagogical practice.
- Develop an exciting and motivating extra-curricular and enrichment offer including university links, trips and residential.

Outcomes and activities

Teaching and Learning

- With direction from the Head of Department, to plan and prepare effective teaching scheme of work and lessons.
- To be an exemplary leader who motivates, challenges and supports all staff in order to develop highly competent teachers.
- To promote and improve the quality of Teaching and Learning by identifying strengths and areas for development of curriculum team members.
- To maximise and share the good practice to enhance Teaching and Learning in the department.
- Write challenging and differentiated Schemes of Learning that will achieve expected rates of progress and attainment.
- Set challenging, appropriate targets for students, teachers and classes based on prior attainment, with regular reviews.
- To work with the Head of Maths to create and develop a 5 year curriculum plan that will ensure that students achieve at least positive progress.

Impact on Students

- Scrutinise, evaluate all relevant data and identify trends and areas requiring direct intervention for students.
- Use all relevant data to compare impact and progress against local and national trends.
- To lead and direct selected appropriate actions that will tackle identified areas requiring development. Delegate specific tasks accordingly and ensure accountability.
- To monitor and evaluate the impact of the intervention on student progress.
- To ensure student achievement is progressive and equals the departmental, school and national targets.

Academy culture

- To create a strong academy community, characterised by consistent, orderly behaviour and caring, respectful relationships by maintaining a presence around the academy
- To develop an academy culture and ethos that is utterly committed to achievement
- To demonstrate a commitment to equality of opportunity for all members of the academy's community
- To actively promote the academy at all times
- To be active in issues of student welfare and support
- Develop and maintain strong partnerships and ensure regular and productive communication with parents

Other

- To be a form tutor and deliver tutorial sessions to the form group
- To undertake other various responsibilities as directed by the Head of Department or Principal
- To undertake the main professional duties of a teacher as set out in the OAT pay and conditions of service document
- To meet the expectations of all staff as laid out in the Staff Expectations Policy
- To uphold all academy policies with consistency and diligence
- To be a role model and impact positively on the academy more widely

Person Specification

Qualifications criteria	Essential/ Desirable	Assessed through
Qualified to degree level and above	E	Application/certificates
Qualified to teach and work in the UK	E	Application/certificates
Child protection training	E	Certificates
Knowledge & Skills		
Up to date knowledge in the subject areas	E	Application/interview
Understanding of outstanding teaching and learning strategies	E	Application/interview
Understanding of how to raise attainment	E	Application/interview
Up to date knowledge of safeguarding best practice and procedures	E	Application/interview
Undertaking continuous personal development	E	Application/interview
Knowledge of child protection procedures	E	Application/interview
Experience		
Experience of delivering consistently outstanding lessons to students of all ages and abilities	E	Application/interview/ references
Experience of raising attainment	D	Application/interview/ references
Experience of developing schemes of work and teaching resources	E	Application/interview/ references
Experience of implementing behaviour management strategies consistently and effectively	E	Application/interview/ references
Experience of supporting students of all ages and abilities to make excellent progress and achieve impressive examination outcomes	E	Application/interview/ references
Experience of contributing to extra-curricular activities	D	Application/interview
Experience of presenting to audience of students and parents	D	(applicable to pastoral TLR)
Behaviours		
Passion for the subject	E	Interview
Effective team worker	E	Application/interview
Evidence of successful leadership of others	E	Interview
A firm and constant belief in the unlimited potential of every student and a commitment to inclusive educational provision	E	Application/interview
Excellent communication, planning and organisational skills including the ability to resolve conflict	E	Application/interview
Demonstrates resilience, motivation and commitment to driving up standards of achievement	E	Application/interview
Motivation to continually improve standards and achieve excellence	E	Application/interview
High expectations and the ability to enthuse and inspire others	E	Interview
Commitment to the safeguarding and welfare of all students and providing equality of opportunity	E	Application/interview
Act as a role model to staff and students	E	Interview
Excellent communication, planning and organisational skills	E	Application/interview
A willingness to use ICT to enhance learning opportunities and interrogate student data	E	Application/interview

“If we can create a culture where every teacher needs to improve, not because they are not good enough, but because they can be even better, there is no limit to what we can achieve..”

Dylan William

Your CPD

High quality Continuing Professional Development is at the heart of Ormiston Six Villages Academy where staff feel nurtured, developed and can contribute to the development journey at the Academy.

We aim to develop our staff professionally and personally and our CPD is highly tailored to developing or enhancing the skills, knowledge and professional practice of each individual member of staff. A dedicated senior leader tracks the CPD and evaluates its impact to ensure that the needs of colleagues are met.

We believe that staff should have access to supportive and nurturing CPD at every stage of their professional career that adds value to the individual and their contribution to the academy. We actively promote and encourage all staff to pursue:

- research engaged learning and development opportunities
- peer to peer networking with local teaching alliances
- studying for a qualification or accreditation - we are committed to life long learning as adults and support staff with further enhanced study, for example, diplomas, Masters' programmes, NPQML, NPQSL, NPQH. We also believe in contributing to CPD that leads to qualifications such as these, subject to mutually agreed criteria.
- online courses, for example webinars and podcasts
- observations - we highly encourage an open door culture where best practice is shared through a collaborative team approach
- Attending conferences and representing the Principal/Academy: OAT CPD meetings; ASCL briefings; local, national and international opportunities
- Regular teaching and learning training sessions and workshops which are highly engaging and tailored to the needs of the teaching body; staff are also encouraged to lead sessions.
- Supportive and thorough induction for NQTs and all new staff ensuring a smooth transition into Six Villages



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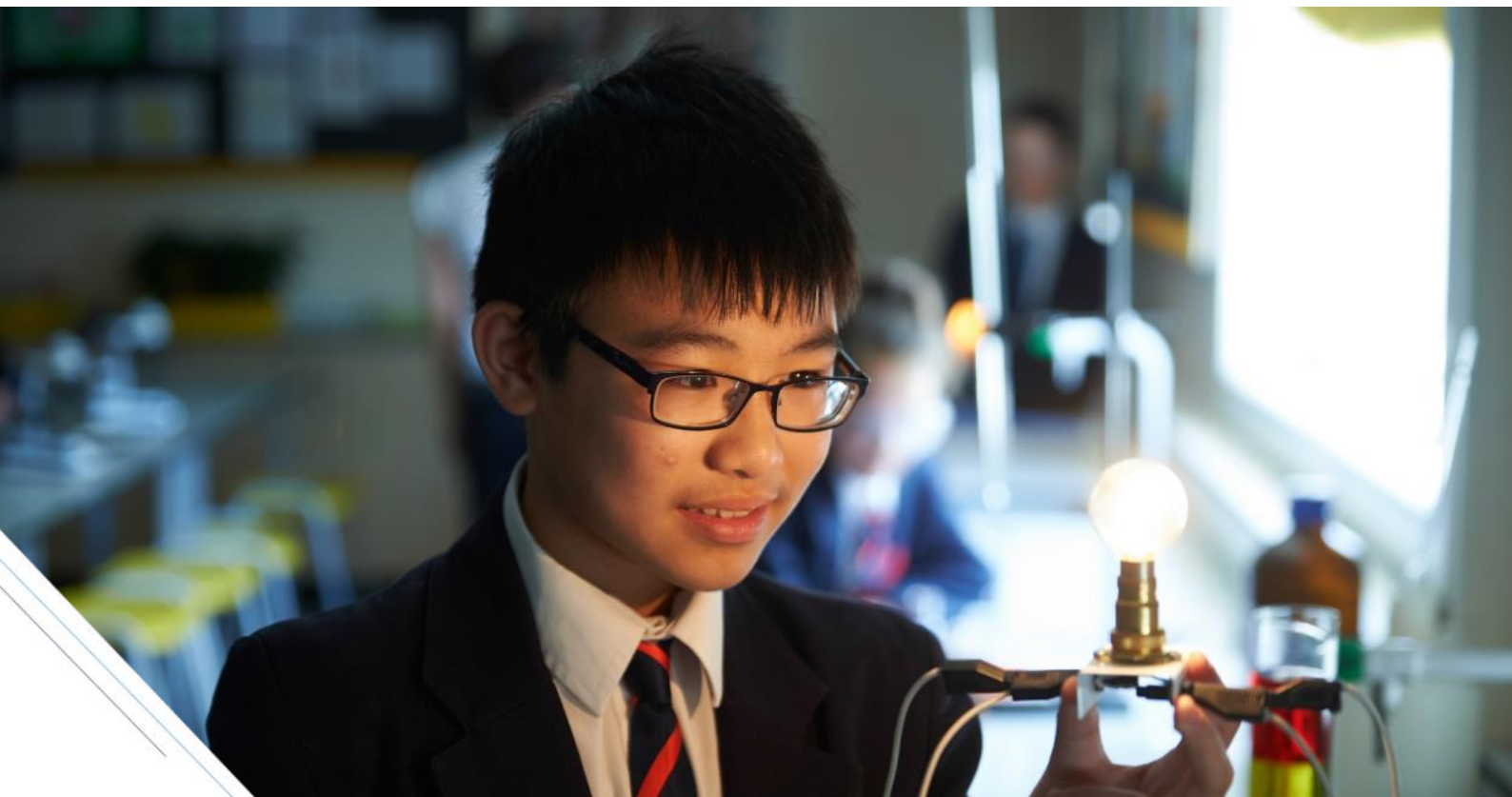
Ormiston Six Villages Academy



“The school works closely and harmoniously with members of the Ormiston Academies Trust. This collaborative relationship is having a marked impact on raising standards.”

Ofsted, September 2017

Our Sponsor



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“[Achieving ‘Ofsted Good’] is a brilliant outcome for Ormiston Six Villages 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, Interim Chief Executive
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.

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.

For more information on all Ormiston Academies please visit



www.ormistonacademiestrust.co.uk



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**Ormiston
Six Villages Academy**



“Pupils’ wider skills are very well developed through an exciting range of extra-curricular activities...”

Ofsted, September 2017

Our Community



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Ormiston Six Villages Academy



There is no impossible dream or limit on ambition...

Ormiston Six Villages Academy is located in Westergate, between Chichester and Arundel, at the foot of the South Downs National Park.

On entering the Academy, students become a member of one of three communities, Wiston, Petworth or Goodwood—named after 3 prominent Sussex estates, reflecting our local heritage and our setting at the foot of the South Downs.

The Academy serves the predominantly rural communities between Chichester to the west, Arundel to the east and Bognor Regis to the south. Many of our students come from the surrounding area known as the 'Six Villages' - Aldingbourne, Westergate, Eastergate, Barnham, Walberton and Yapton - in the district of Arun.

Together, the villages provide a range of shops and services, and good road links together with Barnham's mainline railway station ensure good connections to London and the major South Coast hubs of Worthing, Brighton, Portsmouth and Southampton. There are enviable leisure facilities within easy reach—such as the internationally-renowned Chichester Festival Theatre, the spectacular draw of the Goodwood Estate and its world-class motoring events such as the Festival of Speed and the Revival meeting, as well as its racecourse. The surrounding countryside of the South Downs National Park and plentiful beaches, harbours and marinas provide ample opportunity for outdoor pursuits.

There is good availability of quality housing both in Arun and its neighbouring district, Chichester.

More information about Arun and Chichester districts, their amenities, leisure facilities and housing can be found at:

www.arun.gov.uk

www.chichester.gov.uk

www.sussexbythesea.com

www.visitchichester.org

www.zoopla.co.uk



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