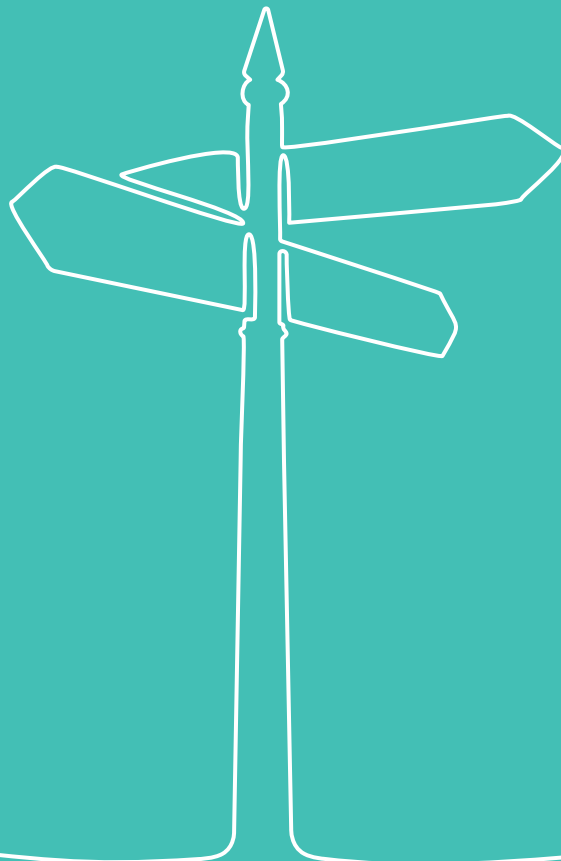
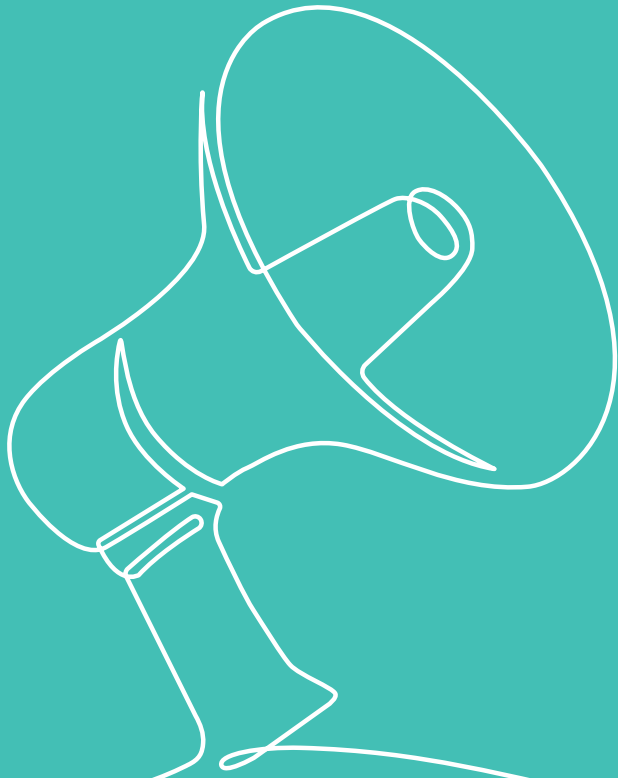




Principal recruitment information pack



[OAT]
Ormiston Academies Trust
AN OAT ACADEMY



Welcome



Welcome to Ormiston Academies Trust. As Chief Executive Officer, 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 three special schools, 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.

As one of the largest and longest standing trusts in the school system, we are 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' on page 21 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 black ink, which appears to be 'Tom Rees'.

Tom Rees
Chief Executive Officer

About OAT

Ormiston Academies Trust (OAT) is a leading, not-for-profit, multi-academy trust which has been running 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.

At the heart of everything we do is a simple yet powerful vision: a school system where every child can thrive, and our mission is to ensure every child has excellent learning opportunities, inside and outside of the classroom, which enrich their lives and afford them choice and opportunity in the future. 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 can benefit from what is best from within our schools.

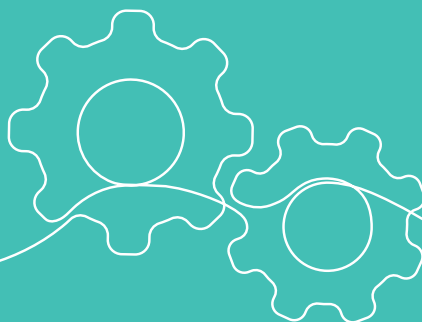
We have a central office in Birmingham and work closely with our academies throughout England.

The senior team has a proven track record of delivering 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.

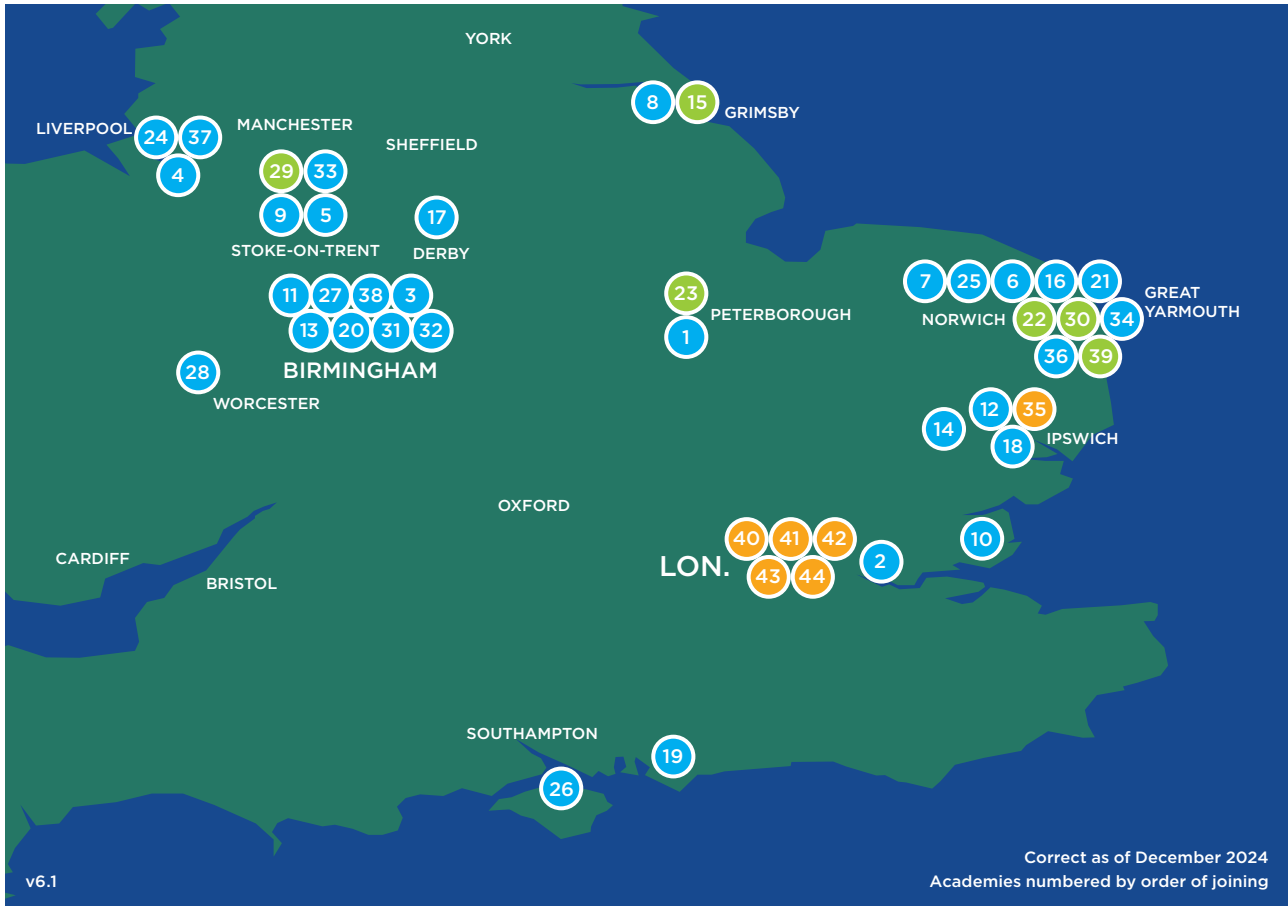
Please visit the [OAT website](#) for more information.

OAT is a leading, not-for-profit, multi-academy trust

which has been sponsoring academies across the country since 2009.



Our network



PRIMARY

- 39 Ormiston Cliff Park Primary Academy
- 30 Edward Worledge 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
- 43 Ormiston Kensington Queensmill Academy
- 42 Ormiston Latimer Academy
- 44 Ormiston Queensmill Academy
- 35 Thomas Wolsey Ormiston Academy

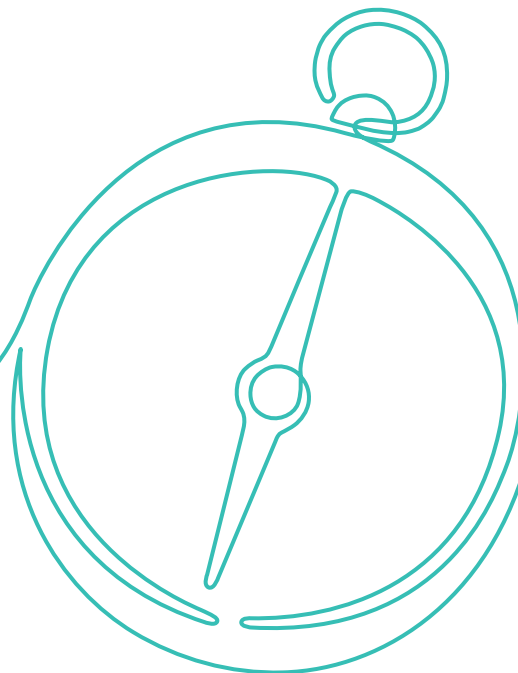


Work for us

Work where it matters most, achieve what matters more. Be part of a team where passion meets purpose, as we work together where the challenge is greatest to change the lives and build the futures of children and young people.

Ormiston, where every member of staff enjoys...

- The opportunity to build on the legacy of those who came before - being part of one of the longest standing trusts, created with the sole purpose of enabling children and young people to thrive
- Working for a trust nationally recognised for its impact on disadvantaged children - a rewarding, stimulating career where staff are challenged to be the best they can be, for the pupils we are proud to serve
- Being part of a team and community where you belong - being part of a well-resourced and ambitious network of experts and professionals that work at the heart of communities
- A supportive environment to grow your career - an extensive professional development programme, alongside flexible working arrangements and generous benefits





Why work for Ormiston?

Our vision is for a school system where every child thrives, regardless of background. Our people are at the heart of our approach – they are our greatest asset.

We exist to provide the best learning opportunities every day, in every school for every child. It is the people and teams in our Trust who make this a reality and ensure we have the greatest impact. If you join us at Ormiston, whatever your role, your work will have purpose and meaning.

A culture that inspires

We are values-led and care deeply about the pupils in our schools.

Our Trust values are woven through everything that we do:

1. **Ambition:** we believe everyone can achieve and we aspire for excellence in all we do
2. **Learning:** we are always learning and see development as the route to improvement
3. **Perseverance:** we embrace challenge and learn through doing difficult things

4. **Collaboration:** we achieve more through working together
5. **Inclusion:** we break down barriers to learning and participation

Our culture, underpinned by our values is supported by:

- Promoting a supportive culture that values honest, sometimes challenging, feedback as an opportunity for learning and growth
- Ambitious goals for all pupils and staff
- A sense of belonging and a collective attitude of achieving more together and delivering excellence
- A dedicated survey where we listen carefully and respond to the views of staff
- Regular exposure to the Trust's Senior Leadership Team, for learning and support
- Regular internal communications, including newsletters, which include updates from our CEO
- A focus on collaboration, best practice and sharing of expertise

“ Collaboration really is a core value here at Ormiston. Seeing how we all work together for the good of our pupils, motivates me every day!

Staff member

Benefits that care for you

We value hard work and dedication and we're committed to ensuring you are supported, both professionally and personally, so that you can make the most impact for the children and young people in our schools.

Alongside nationally agreed terms and conditions, we offer a generous benefits package. This includes:

- Generous pension and life cover
- Access to health and wellbeing programmes, including counselling service.
- Discounts on retail, travel and leisure through our benefits platform.
- Free and confidential legal, tax and health 24/7 helpline
- Cycle to work scheme
- Automatic pay progression
- Flexible working arrangements
- And much more as part of a leading multi-academy trust

Professional development that supports your growth

At Ormiston we invest in you. With learning as one of our core values, we see it as the pathway to continuous improvement and have designed our sector-leading

professional development programmes to support your ambitions and unlock your potential. From bespoke career pathways to opportunities for leadership development, we help you achieve your goals:

- National conferences with inspiring speakers and workshops
- Access to subject experts and lead practitioners who share best practices across the Trust
- Trust-wide inset and staff development days in addition to academy scheduled training days
- Career-advancing initiatives such as NPQs, apprenticeships and professional development plans

Complementing our formal approach, we embrace our identity as a learning organisation by encouraging staff to take ownership of their professional development, recognising everyday moments as opportunities to learn and grow. We foster a culture where honest feedback is freely given and openly received.

Equality, diversity, and inclusion

We are proud to be a values-led and performance-driven organisation and we're creating an inclusive environment where everyone can thrive. We are committed to attracting and retaining diverse talent, fostering belonging and supporting all staff to succeed – helping to meet our overarching purpose of making a difference for every child and young person that we support.

“ The professional development I've experienced here is unparalleled. I feel valued and supported to achieve my best.

Staff member



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.

**We believe every child deserves
the opportunity to thrive**

regardless of their background.







**A note from
the Chair...**



Thank you for the interest you have shown in the position of Principal at Brownhills Ormiston Academy. I hope this information pack will be helpful to you and convey exactly what we are looking for – an exceptional leader who shares our vision and is fully committed to excellence in all aspects of curriculum, teaching and learning and pastoral care for the benefit of all our students and their families.

Brownhills Ormiston Academy is based in Brownhills, Walsall, about 15 miles from Birmingham. The school is an 11-16 co-educational academy with 733 students. The proportion of students who have special educational needs is higher than the national average, both for SEND support and for those with an EHCP, as is the number of students who are eligible for Pupil Premium funding. Students' ability on entry is historically lower than national average. The school has improved attainment and progress year-on-year, and whilst attainment and progress remain a key priority, the school has seen some significant improvements in core subjects over the last few years.

This is an exciting time to join the vibrant and caring learning community at Brownhills Ormiston Academy. Our focus on the core values of “ready, respect, safe” ensures that we provide a safe and secure learning environment where all students can succeed and reach their full potential. Our broad, balanced and aspirational curriculum, combined with strong pastoral care means that we can support our students to become successful and responsible 21st century citizens and life-long learners.

Brownhills Ormiston Academy became an academy, and part of Ormiston Academies Trust, in April 2020 and works in close partnership with the Trust in terms of its own school improvement journey, whilst also actively

collaborating with other OAT academies both regionally and nationally on a range of projects and initiatives to improve outcomes and life chances for students.

All students have access to a wide range of extracurricular activities, and everyone is encouraged to get involved in the wider life of the school and find their passion through opportunities which include sport, the arts, homework and study clubs as well as social action projects through the OAT #iwill programme. Brownhills Ormiston Academy is a school at the very heart of the community and works hard to build positive relationships between students and that local community, as well as parents and carers who are very supportive and loyal to the academy. The school prides itself on its commitment to support a broad range of charitable organisations through its range of fundraising events.

I hope you enjoy reading about Brownhills Ormiston Academy and if you feel you can deliver what we are looking for, please submit your application by **11am on Monday 27 January 2025**. We encourage you to contact Rod Hughes, Education Director, for an informal discussion about the role. You can find full details in the ‘How to apply’ section of this pack on page 21.

Lisa Yates
Chair of Governors



Welcome from the students

We are proud to attend this academy and feel privileged to have such supportive staff that go above and beyond to ensure that every student achieves their very best. Our academy values are “ready, respect, safe” and were chosen by Student Voice, staff members, parents and governors.

Brownhills Ormiston Academy supports every one of us to achieve our potential regardless of our background and starting point. Throughout our Brownhills Ormiston Academy career we are supported to become well-adjusted members of the academy and wider community with high moral values and self-discipline.

Our academy is committed to academic rigour. We are expected to work hard to develop knowledge and skills, and to be highly ambitious about our futures. We are encouraged to be life-long learners and to think deeply; we are supported to be curious and to develop our confidence to learn more and experience more.

We collaborate with parents and families to keep all students safe, and to ensure that we are happy and are ready for our next steps in education, training and employment.

Our academy, through its excellent pastoral support and enrichment opportunities, nurtures us, to help us be respectful, have good manners and know how to respond appropriately in different social situations. We learn how to be ready for life as responsible young adults. The values of the academy are exceptionally important to us and underpin our work and interactions.

Our values are:

- **Ready** - Ready to learn and to thrive
- **Respect** - Respect for ourselves and others in all we say and do
- **Safe** - Safe in our choices and actions for a happy and caring community

We offer a wide range of opportunities through our academic curriculum and in the wide and varied enrichment programme, including charity fundraising events, concerts, sports fixtures and competitions, and trips abroad.

Our local community is important to our academy. Together we all work hard to develop links through social action projects, through our relationships with our partner

primary schools, through our work with local businesses and post-16 providers and through connections with local employers. Visitors to our academy always comment on the warm welcome they receive and the friendly community atmosphere.

Our current Principal has worked closely with staff to drive standards and positive change to ensure that all students are accessing excellent educational opportunities and learning. We would like our new principal to continue this important improvement work, and to cement our place in being an academy which equips students with the skills, knowledge, qualifications, attitudes and characters to achieve and succeed.

Thank you for your interest in our academy. Good luck with your application and we look forward to meeting you!





From highly detailed maps to the world of Google Street View, Ordnance Survey produces exactly the maps you need for your business.

Our maps are available in a range of formats, including print, digital and mobile. We can help you choose the right format for your needs.

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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 Brownhills Ormiston Academy. They determine what we teach, how we teach it and the opportunities we provide to ensure the broad and balanced education of every student.

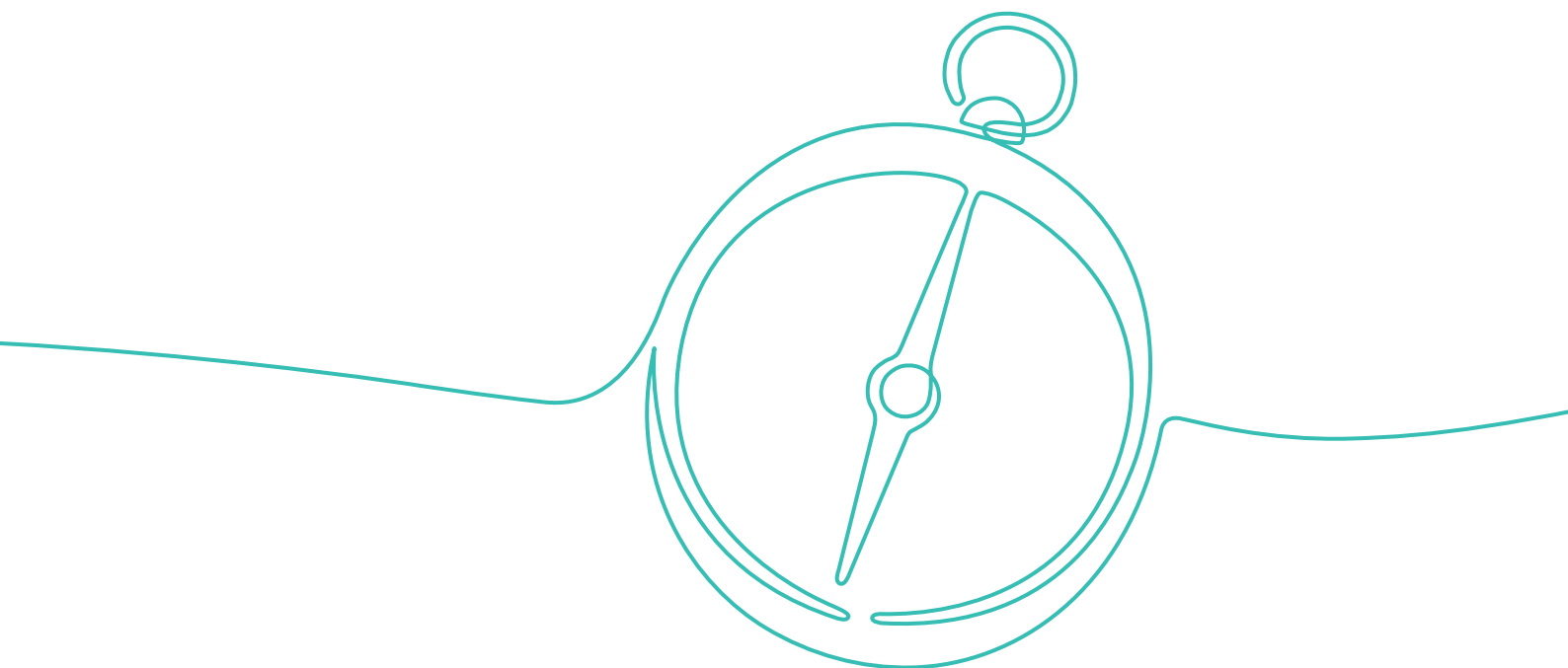
We provide a challenging and knowledge-rich curriculum which develops mastery of content and skills through careful sequencing. New and increasingly more challenging content is delivered progressively and reflects both the needs of the local and wider community.

The high expectations and aspirations for achievement and behaviour are clearly focused on ensuring future pathways and preparing students for success both in their careers and in life.

Our aim is for every student to achieve their very best at our academy because the breadth and depth of study at Key Stage 3 goes beyond the national curriculum, and cultural capital is standard in enriching lessons and experiences every day.

Our approach has equality, diversity and inclusion at its centre, ensuring that students 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. External speakers, trips and residentials allow students to experience the best of what has been thought and said.





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 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.

Job title: Principal

Line manager: Education Director

Salary: OAT P18 - P24 £85,529 - £99,066.

Disclosure level: Enhanced DBS (Disclosure and 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 students, 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 students' 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 Principal 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

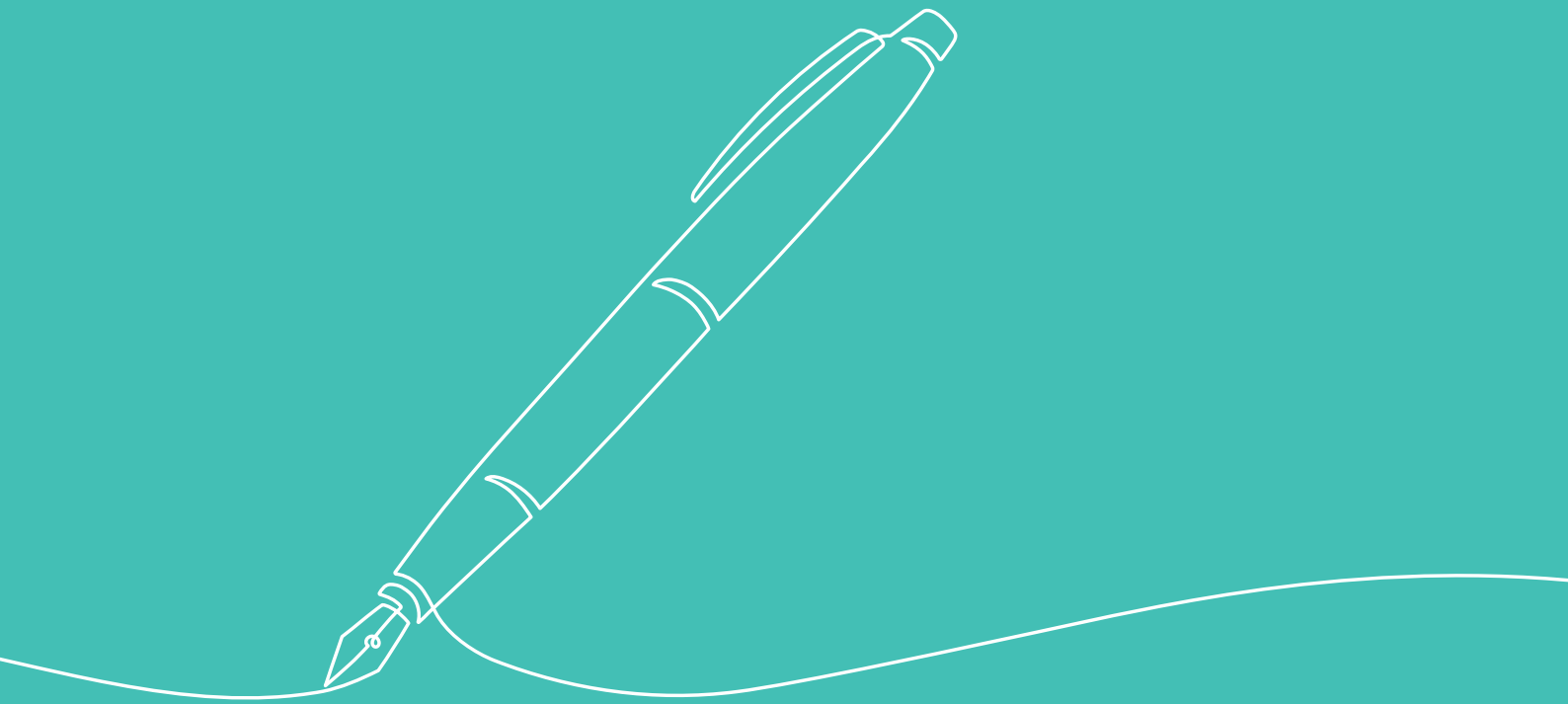
- Must be educated to degree or masters level
- Must have a recognised teaching qualification
- Have achieved, are working towards or are committed to working towards NPQH

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
- You must be able to work independently of direction and have strong delegation and multi-tasking skills
- Working under pressure and managing complexity



How to apply



Location: Brownhills Ormiston Academy, Walsall

Reporting to: Education Director

Start date: September 2025

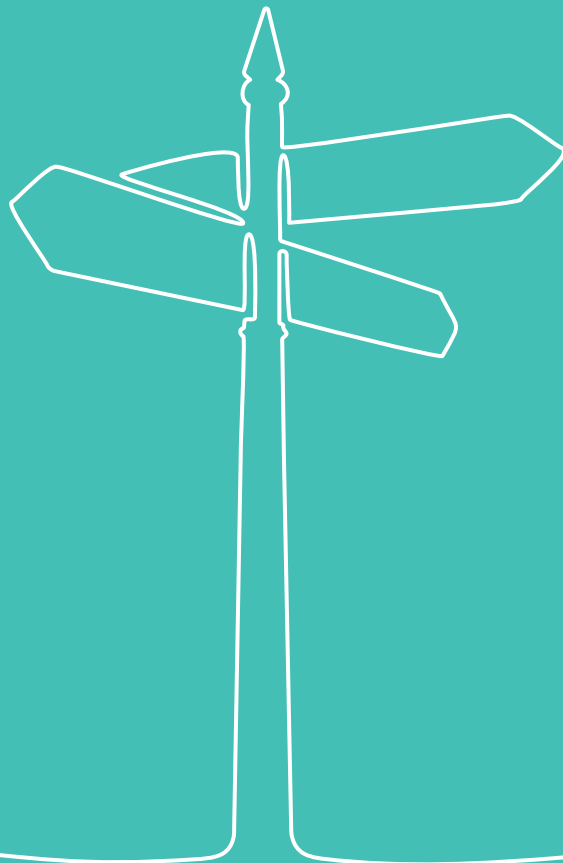
Closing date for applications: 11am on Monday 27 January 2025

Interview date(s): Tuesday 4 and Wednesday 5 February 2025, shortlisted candidates will be notified on Friday 31 January 2025.

Salary: OAT SG 5 P18 - P24 £85,529 - £99,066.

Other benefits: Membership of TPS, 42 days annual leave + statutory holidays, family private health insurance and excellent CPD opportunities.

Discussions with the Education Director, Rod Hughes, about the role and the academy are strongly encouraged. Please contact Rod directly by email on rod.hughes@ormistonacademies.co.uk or by phone on **07866 837027**. Applicants can also arrange a tour of the academy by contacting the Principal's PA Karen Shaw, at kshaw@brownhills.co.uk or by phone on **01543 452886** (main academy phone line).



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