



**Charter new adventures and navigate your future with us**

- Wide ranging CPD opportunities
- Well defined progression routes
- Excellent incentives and teaching benefits

Aspiration • Independence • Resilience • Respect



# Welcome

## A fulfilling and rewarding career at Ormiston Rivers Academy

**Ormiston Rivers Academy is a popular and oversubscribed school at the centre of our community. We are one of the highest performing schools for progress in Essex and one of the best schools in the county. We are excited about the future and are looking for exceptional staff who are career driven and tenacious; who can work well under pressure as well as collaboratively. You will share in our inspiring vision and deliver on our values of aspiration, independence, resilience and respect.**

Students first; staff front and centre at Ormiston Rivers Academy! We know that our young people will flourish and succeed because we place great emphasis on staff wellbeing and career development. We look after each other and we ensure our young people thrive holistically and academically. There is a strong student voice permeating throughout life at the academy and we are proud of each and everyone's achievements from our first Cambridge student to the successful alumni who regularly visit us to motivate our young people, or in fact return here to teach.

Our aim is to offer an exceptional education in terms of teaching and learning, care, support and enrichment. We have a genuine child-centred approach and it's all about the development of the whole child; igniting their passion and believing in them. This is a family school and the personal, physical and mental wellbeing of everyone is our primary consideration. We are human beings and we understand the importance of individual personal circumstances and being flexible; but also expecting the best because everyone deserves to work in an environment where they are valued.

Our plans for the future are multiple; investing in ourselves and creating lasting relationships and trusted partnerships. We have made great inroads into our student and staff experience and are ready to accelerate the development of key strategies including our careers programme, personalised coaching for staff and students, and broadening the enrichment programme. Our plans include being at the cutting edge of education as a research school, for our students to be involved in national debates and also to embed our eco-school initiatives. As well as being a hub for the community, we are developing partnerships with local, national and international organisations that will bring unparalleled additional benefits to our students and staff.

Our location is second to none; from our campus to our enviable position on an Essex peninsula, providing excellent living opportunities. We serve a rural community but yet we are only an hour's train journey from London, and there is an international airport on our doorstep! There is a real sense of wellbeing and work life balance amongst our staff as we maximise the vast range of opportunities that are presented to us. We know we are stronger together and invite you to come and be part of something unique that's happening at Ormiston Rivers Academy.

We are proud to offer a fulfilling and rewarding career; we will invest in you, coach you, train you and mentor you. What can you offer us? We look forward to finding out.

**Joanne Williams, Principal**



# A rewarding future

## An aspiring, exceptional school with driving ambition

We have a richness of talent within our workforce with an equal measure of existing, early careers and new staff members. They are skilful, dedicated and enthusiastic professionals who are ambitious and aspirational for our students. Our teaching and support staff fully understand the role they play in shaping the futures of our young people who will go on to work and serve their community and society. Whilst we can't predict what the future will hold, together we can ensure that our students have the skills, opportunities and vision to succeed.

### What we can offer you

There are excellent opportunities for progression with a bespoke career and training plan. Our full CPD programme is tailored to meet your individual needs along with subject experts supporting one another through our mentoring and coaching programme.

### Additional benefits include:

- Flexible and part-time opportunities
- Family friendly leave scheme and special leave allowances
- Membership of a generous pension scheme (both TPS and LGPS)
- Two-week October half-term break
- Enhanced maternity, adoption and paternity pay and leave
- Staff wellbeing programme
- Regular staff feedback surveys to identify where we can improve further

### Ormiston Academies Trust

We are proud members of OAT, a not-for-profit Multi Academy Trust, which sponsors 40+ primary and secondary academies across its regional hubs, delivering high-quality education to over 30,000 young people. Our staff benefit greatly from being part of the Trust in terms of development and growth opportunities. To find out more visit: [www.ormistonacademiestrust.co.uk](http://www.ormistonacademiestrust.co.uk)



### CASE STUDY: ASPIRING TO SENIOR LEADERSHIP

Mike Clay has been with Ormiston Rivers for over 12 years and has had different roles as Achievement Director and Head of PE. Teaching has been the only job he has ever wanted; he is a former student and knows the area and the community well. As soon as a role became available he knew this could be a wonderful opportunity to help create an educational environment that enabled students to build confidence and knowledge, and to enhance their cultural capital.

"In combination with a SLT secondment for two terms, the academy has fully supported my development into senior leadership. I have had a range of support from line managers and also opportunities to attend national conferences, visit other schools and begin my NPQSL to further develop my knowledge and understanding. I feel my role is not only to educate students during their time with us, but to impart the knowledge and confidence to help them lead healthy and active lives when they leave. I also know that my ambitions are shared within a strong departmental team of like-minded professionals; it means we can all aspire and work collectively to offer opportunities and high quality teaching to our students." **Mike Clay, Head of PE**

# Workplace benefits and wellbeing

We understand the impact that high quality teaching and support staff can have on the outcomes of our young people. We recognise the importance of developing and sustaining creative learning environments for all staff to flourish. Strong leadership radiates from each corner of this academy from the students to the staff; that then manifests itself to everyone we come in contact with.

Whatever stage you are in your career or whatever kind of role or challenge you are looking for, we will ensure you feel valued, supported and motivated. Our learning and development programme encourages a cycle of leadership and growth whilst maintaining a healthy work life balance. A culture of collaboration is cultivated along with clarity about expectations. There will be regular feedback about performance amidst a strong team work ethos, all whilst showing consideration and humanity towards each other.

To enhance your day to day working life, we offer some excellent personal and location benefits including:

## Personal benefits

- Your own laptop
- Cycle to work scheme
- Free eye test
- Free confidential staff advice and counselling service, 24 hours a day, 365 days a year
- Onsite, state of the art fitness suite, free of charge for staff use
- Free onsite parking

- Excellent enrichment opportunities, including free trips and visits for staff

## Location benefits

- Direct train link to London Liverpool Street, within 5 minutes' walk of the academy
- Direct train link to Southend International Airport, within 5 minutes' walk of the academy



## CASE STUDY: EARLY CAREER TEACHER YEAR 1

“Ormiston Rivers Academy has been a huge support to me from my training year through to my ECT, not only from my department but throughout the academy. As a teacher I strive to be my best and at Ormiston Rivers we have a very supportive training team that has provided me with the most amazing advice and how I can go about implementing that in my classroom. Also, we have a teaching and learning hub that enables us to keep up to date with our teaching process. The opportunities available are endless, I have managed to get involved in a wide variety of different clubs this year, one of which I created from my training and have been able to continue this in my ECT years. I have also recently been given the opportunity to oversee Citizenship provision in the academy.”

**Abigail Murphy, History Teacher**

## CASE STUDY: EARLY CAREER TEACHER YEAR 2

“Since training at Ormiston Rivers, I have been offered many opportunities to expand my professional development including OAT-wide meetings, CPD sessions and Lead Practitioner visits. I have been given the support by both Middle Leadership and SLT to pursue my career into ECT 2 with a promotion to ‘Whole School Literacy Lead’. I have been supported by various members of staff to run whole-school CPD sessions, embed new initiatives across the academy and to learn how to support staff at any level.”

**Madison Butler, English Teacher & Literacy Lead**



# Career progression routes

## Investing in you

At Ormiston Rivers Academy we offer a highly supportive, welcoming and friendly working environment where wellbeing is a priority. We have a whole team approach and you can expect a genuinely supportive Senior Leadership Team that will positively encourage internal promotion and invest in your growth.

In addition, you can expect:

- A full induction programme
- A dedicated member of staff as a personal mentor
- Line management with coaching support
- Apprenticeship training for support staff
- Opportunities to teach across all key stages, including Sixth Form
- Personally tailored, bespoke CPD pathways
- Staff CPD library and opportunities to work across the Trust
- Opportunities to undertake specific leadership programmes; eg: NPQH, NPQSL, NPQML



## CASE STUDY: LEAD TEACHER

As a Lead Practitioner, Mark Wright's role is two-fold. Firstly, coordinating the Key Stage 3 and Key Stage 5 English curriculum which involves reading up on the latest information about literary texts, especially with a focus on diversity so that the curriculum is all-encompassing and students develop knowledge and skills that are relevant to the 21st century. Secondly, he provides coaching to colleagues across the academy to empower them to be the best they can be in the classroom.

"From the first day I came for my job interview, there was a 'family' feeling in this school. The staff here care about each other and their students in such a way that makes this place feel like a home from home. The behaviour of students around the academy is generally fantastic and staff always look out for them and each other. Students enjoy being in the academy when they are inspired and engaged during the school day, and their needs are being met by all. The coaching element of my job enables me to reflect upon my own practice and inspires me to read more widely into the pedagogy that drives our profession. I hope to consolidate my current position at Ormiston Rivers, and the senior leadership team has been immensely supportive as I balance my time between family and work." **Mark Wright, Lead Practitioner in English**

# Your professional development

## Key features and steps for your progression

Our offer: A genuine investment in our staff with bespoke CPD opportunities for all; a minimum of five professional development days per year

1.

### Developing in the profession M1 & M2

Individual research task on ECT area for development  
Express an interest in pastoral, curriculum or teaching and learning

2.

### Established in the profession M3 & M4

Coaching and mentoring of other staff  
Deliver CPD within your subject specialism to your department  
TLR in pastoral, curriculum or teaching and learning

3.

### Experienced in the profession M5 & M6

NPQML/SL Appropriate to job role  
Deliver CPD to whole school as part of the Teaching and Learning team  
Apply to become an external examiner

4.

### Experienced in the profession UPS1

NPQML/SL Appropriate to job role  
Deliver CPD to whole academy as part of your additional responsibility  
Apply to become an external examiner

5.

### Experienced in the profession UPS3

NPQML/SL Appropriate to job role  
Deliver CPD to whole academy as part of your additional responsibility  
Apply to become an external examiner

6.

### Experienced in the profession UPS3

NPQML/SL/Into VP  
Appropriate to job role  
Undertake personal research and present to whole school staff  
Lead CPD to other schools within the Trust

# Working and living in Burnham on Crouch

We can offer an excellent range of facilities as part of your working environment with outstanding specialist rooms, a main hall with tiered seating and lighting/sound control booth, a fully equipped fitness suite and gym, dedicated sixth form centre, performing arts block with two drama studios, a music room and four practice suites; we even have our own onsite Motor Vehicles facility. Our green campus is located on extensive playing fields, with a MUGA, and an all-weather Astroturf pitch with lighting.

## Popular but exclusive

To fulfil your work-life balance priorities and to maximise the benefits of your career with us and your life outside of work, Burnham on Crouch and the surrounding area offers a relaxed, calm and peaceful environment. This jewel of the Essex countryside and quaint riverside market town is predominately known for its coastal trading history and sailing activities and has the title of Cowes of the East Coast. There is an abundance of recreational and cultural amenities to get involved in along with sharing the space with the amazing wildlife and the area's infamous family of seals.

The town has a gorgeous marina and is best known as a yachting centre hosting the internationally famous 'Burnham Week' that takes place in August, hence its Cowes title. The area is popular for sailing, fishing and fossil hunting, whilst also enjoyed by bikers, cyclists, twitchers, dog walkers and wildlife enthusiasts. An iconic clocktower dominates the pretty high street with a growing selection of quaint pubs, bars, tearooms and restaurants. There are museums, a cinema, a sports centre and an 18 hole golf club. Annual events draw authors, artists and craftspeople from across the region who regularly display in a variety of media including painting, ceramics, sculpture, photography, jewellery

and textiles. There is a brilliant torchlight carnival, an annual floral event, a weekly street market, monthly farmers' market, a Saturday Parkrun, an annual cycle ride, a triathlon, an art trail and flower shows, and the magical annual traditional Christmas market.

## Home is where the heart is

From timber-clad cottages to Georgian brick town houses, fishermen's cottages and Victorian terraces; there is a home to suit everyone's budget. For sale in Burnham and the surrounding area are one-bed flat/apartments from £145k, two-bed flats or established homes from £230k, two-bed new builds starting at £305k and two-bed Victorian terraces from £330k. Looking for more? There are three-bed established homes from £300k, town houses from £450k and detached homes from £450k+. Rental properties in Burnham on Crouch start at around £1,200 pcm for a two-bed apartment but further afield, in places such as Rochford (within a 30-40 minute train/drive), a one-bed flat is around £725pcm and a two-bed from £890pcm.

## Sights, sounds and memories

If you are looking for a busier pace of life during some downtime then London is a hop, skip and a jump away with an hour's train journey into Liverpool Street Station (these trains are every 40 minutes) or a direct train service to Southend, our local international airport. Additionally, from Southend Airport there is direct easy access to many European destinations, from Alicante to Palma de Mallorca.

If you have been inspired, we encourage you to come and be part of this unique and special part of the East Coast where a new chapter in your career at Ormiston Rivers Academy will navigate you to adventures and experiences like no other.



# Enthusiastic and heartfelt views



"I have never worked in a school like Ormiston Rivers, where I feel that the students are truly listened to. The students have a sense of belonging at the academy and are proud to attend here. There is a real sense of caring not only for the students but also for the staff; the whole team pull together to make Ormiston great. Anyone looking for a job where you feel like you're making a difference and love to see the achievements and rewards from your hard work then look no further than Ormiston Rivers Academy."

**Donna Byford, Student Support Advisor**

"My feelings about Ormiston Rivers are wildly unimaginable with happiness. I finally feel safe and happy at a school, like I belong. I love the teachers, classmates and everyone at the school. Don't forget the subjects and classes. We don't realise how important it is to see how fortunate we are. If we are worried we can go to the SSAs or any teacher because I know they can help." **EH, Year 7**

"Ormiston Rivers offers a great work life balance with supportive colleagues; I enjoy learning new skills and new challenges. I have not worked within a school before but have been really impressed with the dedication of the staff to the students' progress, achievement and overall wellbeing."

**Lauren Leonard, Enrichment Coordinator**

"Ormiston Rivers is a great school, and the first day I was here I immediately knew that this would be the right school for me. You feel very comfortable and safe in this school and Ormiston even has a place for only Year 7s if you want to find some friends. Lessons can also be great fun and a good learning experience. The teachers are super nice and if you have any problems they can easily help you. Come to Ormiston Rivers for a safe, fun and great learning experience. We even have a team of people that can help you! So that's why I think you should come to Ormiston!" **KE, Year 7**

"I was offered some fantastic opportunities as a student here, and as an up and coming musician/performer and wanted to give others the opportunity to experience what I had. Being a music and drama teacher allows me to do what I love every single day, whilst encouraging others to love it too! I get to perform every single day too! I enjoy seeing confidence grow and students who enjoy learning. Because we are a smaller school, there is a real sense of community. You are able to really get to know the students you teach. The local tight-knit community is like no other in the Dengie. Ormiston Rivers plays a huge part in connecting the community and giving our students all the tools needed to be successful."

**Clare Thurtle, Music & Drama Teacher**

