

Ormiston
Meridian Academy

TEACHER RECRUITMENT

Shaping Lives | Building Ambitions | Igniting Futures

2025



A Warm Welcome

Thank you for your interest in joining the team at Ormiston Meridian Academy. We are seeking to appoint well-motivated, team players, with passion and enthusiasm. Ormiston Meridian Academy is a thriving 11-16 secondary academy based in the heart of our local community. We have an excellent team of highly skilled practitioners, and an ambitious and inspiring vision. We believe in: Shaping Lives, Building Ambition and Igniting Futures and every decision we make and every action we take serves this ambition.

Education is the greatest gift that you can give a young person and we believe that teachers and support staff have a moral duty to provide our students with the best possible educational experience. We have developed a highly aspirational and ambitious 'no excuses' culture where only the best will do. We go above and beyond, and will leave no stone left unturned to support our students in reaching and exceeding their full potential. No matter of the starting point, every child should have the self-belief, self-confidence and determination to be the very best version of themselves and believe they can go on and achieve excellence in everything that they do.

We champion a workplace where all individuals feel a sense of belonging and are empowered to come to work as their true authentic selves. We value and celebrate our differences and believe that they contribute to our success. We believe in ensuring equality of opportunities for all and respecting others in all that we do.

Our building and facilities are exceptional offering our students a fantastic learning environment in modern, spacious and well-resourced classrooms. We have recently opened our new Alan Turing building which contains state-of-the-art ICT classrooms and are looking forward to opening our new fitness suite in September 2025.

We are proud to be part of Ormiston Academies Trust: A Trust committed to providing OAT pupils with excellent learning opportunities, inside and outside the classroom. OAT National and Regional networks ensure continuous reflection and development by sharing what is best, learning from each other and placing collaboration at the heart of academy development.

Our students are confident and respectful individuals, and are proud of their

academy and the values that we uphold. This was noted in our most recent Ofsted: Pupils are strong advocates for their school. They are proud of their achievements and the way they actively contribute to school life. They willingly take on extra responsibility, for instance as student leaders. They do this diligently and conscientiously.

You would be joining a supportive staff team, and an academy that prioritises professional development and staff wellbeing. We understand that we need to look after our people and have a suite of family friendly policies designed to support our team members through all of life's changes and challenges.

We offer an extensive bespoke internal Professional Development programme organised with individual needs and growth at its core, and believe in collaboration and supportive practice. We are not an academy that sits still. We are relentless in our pursuit of continuous improvement and a passionate, motivated and tenacious in ensuring that we move our academy and the educational experiences of our students and our community forward.

If you believe in our vision then I would be delighted to receive your application. I would encourage you to visit and speak with us to further explore if you think this could be the right school and the right opportunity for you. Please contact D Lovell on 01782 377125 to arrange a time to come and see us. I look forward to meeting you soon.

Claire Stanyer, Principal



Our Ambition Statement

At Ormiston Meridian Academy we aim to:

Shape Lives

Our curriculum is designed to shape the 'whole' child by creating students with considerable character. We proactively develop opportunities for young people to develop as: Leaders of the future; Independent, proactive and tenacious learners; and successful, respectful and responsible citizens.

Build Ambition

We are passionate about instilling a strong sense of self-belief, determination and aspiration in every student so that they have the highest expectations of themselves and believe that can achieve anything they put their mind to, no matter how challenging.

Ignite Futures

The whole point!

We aim to empower a generation of young people to transform a society and make an everlasting positive contribution to our country. By providing a 'Relevant and Relatable Learning' strategy we ensure students are motivated to achieve lifelong and limitless employment. We provide in-depth knowledge regarding the vast range of opportunities and experiences that are available to them as young adults; further education, university, apprenticeships and ultimately employment so that they can enter career path that serves them for the rest of their lives.



Our Curriculum

KS3

At Ormiston Meridian Academy we have a truly exciting 3 year KS3 curriculum.

We believe wholeheartedly that students are entitled to study the full breadth and depth of the curriculum and receive an enhanced curriculum offer that negates against our local context. The KS3 curriculum offer provides students with a body of knowledge skills and understanding that will future-proof them as young adults and ensure that they are ready to achieve highly in KS4.

Every subject has a well planned, ambitious and spiral curriculum that ensures all elements from the national curriculum are taught well, with equity for all learners. The core knowledge, skills and understanding that are essential is taught and re-visited regularly, leading to secure understanding and a powerful knowledge base.

However, our KS3 curriculum is much more than that. We deliberately plan the curriculum and schemes of learning to develop students character in many other ways:

- **We have a commitment to the development of Careers Education through our 'Igniting Futures' Curriculum.**
- **We believe that literacy underpins the curriculum and there is a consistent approach to the development of literacy skills.**
- **The teaching of vocabulary is a prominent feature of curriculum design. The academy uses Lexonik to support explicit vocabulary instruction.**
- **Reading is a priority for everyone and is everyone's responsibility. It is well planned and students are provided with plentiful reading opportunities.**
- **Our academy is incredibly diverse in nature and through the effective delivery of FBV, SMSC equality and diversity we ensure that everyone, no matter of background, race or religion feel that they belong at Meridian.**



Our Curriculum

KS4

The KS4 curriculum is designed to ensure that we **'IGNITE STUDENTS FUTURES'**. Our students learn the most powerful knowledge and skills that will prepare them well to live successful lives in an ever-changing world.

A well-established options programme occurs in year 9 to ensure all students have effective information, advice and guidance to make informed choices about the range of subjects they can study in KS4. We offer a range of academic GCSE subjects and vocational BTEC subjects that give students breadth and depth in their chosen suite of qualifications.

Whilst we value the importance of ensuring that every student makes excellent progress, this concept stretches well beyond academic performance and ensures learners are equipped with the knowledge, skills and cultural capital to be successful in all areas of their adult life.

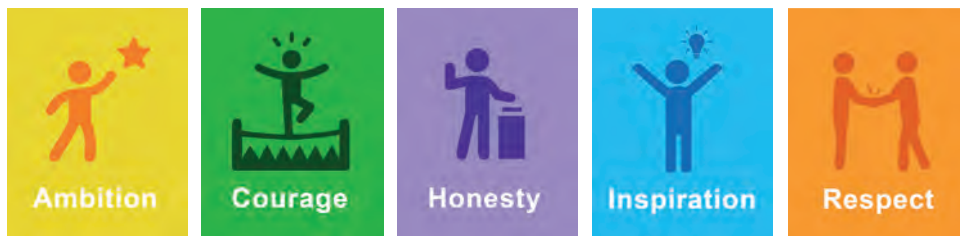
Again we:

- **Provide a deep commitment to careers education by linking curriculum learning to careers through our 'igniting futures' programme.**
- **Provide valuable knowledge from career and labour market information.**
- **Provide encounters with employers and employees.**



Our Behaviour and Decorum Curriculum

Here at OMA we believe in exceptionally high standards in which students can thrive in a calm and purposeful environment. All staff play a significant role in ensuring a consistent approach when applying the behaviour policy. To ensure students engage in positive behaviour, staff have adopted a universal language allowing students to transition throughout the day, seamlessly receiving the same message through our achiever values of 'Courage', 'Honesty', 'Ambition', 'Respect' and 'Inspiration'.



Where students fail to meet these values, they are robustly challenged by staff who will apply ADS (Ask first, Direct, Sanction in line with academy policy). Staff are fully supported through our on-call system, 'High Profile', which brings assistance to the member of staff applying the sanction. Any defiant behaviour is not tolerated within the academy. A large number of interventions are put into place to ensure students improve their behaviour and avoid recidivism. These may include reasonable adjustments for specific students who require it, to allow them to engage positively, without lowering our high expectations.

At the point of sanction, we have a tiered approach to resolving negative behaviours that is student focused ranging from verbal warnings to removal from the classroom environment. Our pastoral team support staff in enforcing

sanctions and where necessary, dealing with students and parents to ensure we triangulate communication between the academy, the students and their support network at home.



Igniting Futures Programme



Igniting Futures

Or m i s t o n M e r i d i a n A c a d e m y

Our 'Igniting Futures' programme to secure exceptional personal development for all our students. We actively promote the spiritual, moral, social, cultural, mental and physical development of students, preparing them well for the opportunities, responsibilities and experiences of later life.

Our 'Igniting Futures' strands are:

- **Be an ambitious learner**
- **Be a well-rounded citizen**
- **Be physically and mentally healthy**
- **Discover passions, talents and interests**
- **Contribute to a united community**

Within this programme we have the Meridian Entitlement Pledge providing an extensive range of rich and varied experiences and opportunities designed to inspire, motivate and develop students' cultural capital.

Wellbeing and Support:

A health-promoting workplace

For us, wellbeing means creating a 'health-promoting workplace' by ensuring wellbeing and mental health at the heart of our decision making. We will support staff to make positive choices for their own wellbeing and encourage a collegiate culture across and between all roles in the academy. Specifically, we have committed to the development of a long-term strategy for improving staff wellbeing that not only promotes, but actively seeks actions and solutions in the following areas:

Health - promoting workplace: Our 8 benchmarks

- **Make workload manageable**
- **Create a supportive staff community**
- **Support staff personal and professional development**
- **Create a positive and healthy working environment**
- **Show staff appreciation**
- **Help staff achieve a healthy work-life balance**
- **Coordinate support for staff wellbeing**
- **Give teachers more professional control over decision-making**

Continuous Professional Development (CPD) -

Better Never Stops

We value your professional growth and have a purposeful and strategic approach to professional development, driven by 4 areas:

- **Academy development priorities**
- **Trust priorities**
- **Subject areas for development (known as crocodiles)**
- **You, the individual, through bespoke CPD choices and personalised goals**

This program includes:

- **Weekly directed time training & meetings:** these take place on Monday's, 3.30pm - 4.30pm
- **Step Lab 'Shout Outs' and sharing excellent practice**
- **INSET training usually focussed around one core theme/priority**
- **Induction:** we offer an extended series of induction sessions through our bespoke professional development package to help staff settle in
- **Twilight training, which replaces two INSET days a year to allow staff additional days at home.**
- **Faculty Raising Achievement meetings**
- **Bespoke Professional Development:** there is a vast and bespoke professional development opportunities offered at OMERA which will support your professional development, performance and potential onward career development should you wish to progress in role
- **Coaching:** Teaching staff have access to coaches to support their settling in and their on-going performance in the classroom
- **Staff Voice -** we consult staff often and welcome feedback at any time but particularly following CPD, Faculty Reviews and as part of Staff well being meetings



[OAT]
Ormiston Academies Trust
AN OAT ACADEMY



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