



ACHIEVING MORE TOGETHER

# Ormiston Academies Trust

Job Description

**National Director of Secondary Education**



# Welcome

Welcome to Ormiston Academies Trust, or 'OAT' as we are often known and referred to. In September, I took on the role of chief executive at OAT, and 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 one special school across five OAT regions, 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.

OAT is one of the largest and longest standing trusts in the school system and is 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 shares 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. If you are interested in a discussion about opportunities within OAT, please get in touch with our recruitment team on [recruitment@ormistonacademies.co.uk](mailto:recruitment@ormistonacademies.co.uk).



Best wishes

A stylized, handwritten signature in blue ink, appearing to read '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 sponsoring 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. Our vision is to provide pupils with access to the highest academic, social and practical skills required to achieve their full potential. Our purpose is to give pupils the best learning opportunities, both inside and outside the classroom, across our 40+ schools. 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 in OAT schools 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, clustered into north, east, west, south, primaries, alternative provision and special regions. There is also an additional office in Wolverhampton situated at Ormiston NEW Academy. The senior team has a proven track record of designing and executing 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.



*Leaders benefit from a tight-knit support network of subject specialists, governors and trust leaders who are on hand to give advice and support. This has helped leaders to translate their vision of high-quality education into reality, despite the setbacks of the Covid-19 pandemic.*

Edward Worlledge Ormiston Academy



# Our network



## NORTH

- 4 Ormiston Bolingbroke Academy
- 24 Ormiston Chadwick Academy
- 9 Ormiston Horizon Academy
- 17 Ormiston Ilkeston Enterprise Academy
- 8 Ormiston Maritime Academy
- 33 Ormiston Meridian Academy
- 37 Sandymoor Ormiston Academy
- 5 Ormiston Sir Stanley Matthews Academy

## WEST

- 38 Brownhills Ormiston Academy
- 13 Ormiston Forge Academy
- 11 George Salter Academy
- 32 Ormiston NEW Academy
- 3 Ormiston Sandwell Community Academy
- 27 Ormiston Shelfield Community Academy
- 31 Ormiston SWB Academy
- 28 Tenbury High Ormiston Academy
- 20 Wodensborough Ormiston Academy

## EAST

- 36 Broadland High Ormiston Academy
- 25 City of Norwich School, An Ormiston Academy
- 21 Cliff Park Ormiston Academy
- 16 Ormiston Denes Academy

- 12 Ormiston Endeavour Academy
- 34 Flegg High Ormiston Academy
- 18 Stoke High School - Ormiston Academy
- 14 Ormiston Sudbury Academy
- 6 Ormiston Venture Academy
- 7 Ormiston Victory Academy

## SOUTH

- 1 Ormiston Bushfield Academy
- 26 Cowes Enterprise College, An Ormiston Academy
- 2 Ormiston Park Academy
- 10 Ormiston Rivers Academy
- 19 Ormiston Six Villages Academy

## ALTERNATIVE PROVISION AND SPECIAL

- 40 Ormiston Beachcroft Academy
- 41 Ormiston Bridge Academy
- 42 Ormiston Latimer Academy
- 35 Thomas Wolsey Ormiston Academy

## PRIMARY

- 39 Ormiston Cliff Park Primary Academy
- 30 Edward Worlledge Ormiston Academy
- 22 Ormiston Herman Academy
- 23 Ormiston Meadows Academy
- 29 Packmoor Ormiston Academy
- 15 Ormiston South Parade Academy





## Our offer

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When you join us, you'll discover that OAT is a trust which cares about its people, and has developed a range of opportunities and additional programmes from which you will benefit.

One of the key advantages of being part of our family is the extensive support system we provide. We believe in investing in our leaders, and as such, you can expect robust support from our experienced teams. Whether it's guidance from our central office or collaboration with fellow senior leaders across our academies, you will have access to a wealth of expertise and knowledge to help you excel in your role.

At OAT, we value the opportunity for our senior leaders to make a trust-wide impact. We encourage collaboration and the sharing of best practices, allowing you to contribute to the development and improvement of our academies on a broader scale. By working together, we can achieve even greater outcomes for our pupils and their families.

We are committed to your professional development and growth. Comprehensive continuing professional development (CPD) opportunities are available to our senior leaders, enabling you to stay at the forefront of educational practices and trends. We believe in nurturing talent from within and offering clear career progression pathways within the organisation. As a result, you'll have the chance to expand your skills, take on new challenges, and advance your career within our supportive and forward-thinking environment.

Joining the OAT family means embracing a community that values collaboration, professional growth, and the pursuit of excellence. We strive to provide an exceptional working environment where our senior leaders can thrive and make a meaningful difference in the lives of our pupils.

# Why work for OAT?

Being a leader at OAT is an opportunity to make a difference to the lives of thousands of children and thousands of colleagues who work across our schools. This is both a privilege and a challenge! Your work will be both challenging and fulfilling and you will be part of a strong team who you will work collaboratively with. At OAT, we place importance on colleagues being able to balance their careers, alongside their personal interests and family or caring responsibilities.

## Wellbeing and support

We understand the importance of taking care of our employees' wellbeing. Wellbeing is one of the threads that runs through our OAT strategy and is at the heart of our people strategy. We know that the thing that has the biggest impact on people's wellbeing is their leadership, and with that in mind we are focussed on developing our leadership capability across the trust.

In addition, we also offer a range of services that are designed to support your health and wellbeing. From private health insurance for you and your family, a counselling service and legal helplines, car benefit and cycle to work salary sacrifice schemes, fitness and wellbeing support, to gym and retail discounts and more, we strive to ensure your happiness and health in your role. Additionally, our academies have the freedom to offer support tailored to their local preferences, which may vary slightly from one location to another.

We also value the need for refreshment and re-energisation, offering generous holiday provisions, parental leave, and flexible working arrangements. Working for OAT also includes membership of either the Local Government Pension Scheme (LGPS) or Teachers' Pension Scheme (TPS) depending on the role applied for. Our package of support continues to evolve as we refine how we recognise and reward our employees' contributions in various ways.

We recognise the importance of OAT being a flexible workplace and are determined to be creative and to develop our approach further – as a senior leader, you will have a role in helping us achieve this.







## Professional development

Making thousands of professional decisions every day requires the best evidence, knowledge, and professional wisdom to secure the best outcomes for our children. At OAT, we recognise the importance of investing in our staff and placing continuous professional development (CPD) at the heart of our efforts to engage, develop, and retain the best talent.

We offer a range of development opportunities and strong career pathways for all roles within OAT. Whether through internally run programs or partnerships with external providers, we provide accredited and bespoke training programs, including a range of NPQs to support teachers and leaders at all levels. Moreover, we collaborate closely with other educational leaders to deliver high-quality CPD in pedagogy, behaviour management and curriculum development. Through steering groups, forums, improvement networks, peer reviews and conferences, you'll have the support and challenge of your peers from across the trust, fostering opportunities to network and collaborate.

## Equality, diversity, and inclusion

Our OAT strategy underscores the importance of weaving equality, diversity and inclusion throughout all our work. While we acknowledge that there is more to be done in this area, we are committed to the process of inclusion, and the continuing focus on removing barriers to participation and access, alongside the focus on recruitment and support of a diverse workforce. We want to become a more diverse organisation at senior levels, and so welcome applications from black and ethnic minority candidates who are currently under-represented. We always hire on merit and welcome discussions around flexible working.

At OAT, we believe in the power of our people and their potential to make a positive impact on the lives of our pupils. Join us in shaping a brighter future for education, where everyone is valued and empowered to succeed.



# 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.



*Leaders, supported by the trust, provide staff with effective training. As a result, the teaching of the curriculum is becoming progressively more expert.*

Ormiston Six Villages Academy





# About the role

This is one of the highest profile and most important national roles in secondary education. You will be responsible for the success of our 32 secondary schools, ensuring every child in every school gets a chance to thrive. You will lead a team responsible for the success of our secondary schools and provide the leadership to ensure that every secondary OAT school is a great place for pupils to go to school, and where staff enjoy fulfilling careers.

As a member of the executive team, you will play a key strategic 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 corporate leadership role – demonstrating the ability to lead and work successfully across the organisation, whilst being an ambassador for the trust within the sector.

**Department:** Education

**Line manager:** Chief executive officer

**Flexible working:** Yes. We have a Birmingham office, and you'll travel to our academies and other locations as necessary.

**Grade:** Circa £145k

## What you will deliver

1. Lead the development of the education strategy and its implementation at scale to improve secondary academies within OAT.
2. Working in partnership with teams across the organisation, improve teaching across our secondary schools every day, for every child.
3. Oversee the development of school culture across secondary academies, developing an ethos of high expectation, achievement and inclusion so that each academy is a place where young people thrive.
4. When necessary, provide the leadership required where academies require urgent intervention or transformational change.
5. Ensure the priorities of the trust and local academies 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.
6. Facilitate collaboration and communication across academies, ensuring that education directors and principals create a culture where they share what is best, and learn from each other to deliver better education for children and families.
7. Ensure that leaders are focussed on and engaged in professional development across the trust, working closely with the head of people development and other teams across OAT on the support and delivery of leadership programmes and talent management, developing people and striving for excellence.
8. Ensure that where appropriate, our secondary academies are engaged in and supportive of our work to attract, train and retain teachers into the trust, including ITT, ECF and internship programmes.
9. Oversee the process of managing external inspection across secondary academies, providing support where needed and ensuring that performance and supporting data is rigorously monitored and tracked.
10. Be abreast of educational developments across the sector, and to ensure that secondary principals and the education team are engaged in, and contribute to, key national debates and policy influence.
11. 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.

12. Engage in collaborative activity with the academies and central teams to ensure that the academies develop holistic and integrated plans that enable them to optimise outcomes for children whilst ensuring long term financial sustainability. This includes pupil number, education, resource, premises, ICT and financial planning.
13. Be a positive force for change as a conduit, between academies and functions, with regard to the development and delivery of organisational improvement.

As a member of the executive 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 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 secondary headteacher/senior leader and experience of line-managing headteachers successfully. You will be aligned with the purpose, ethos and values of the trust and have the maturity to lead a large team, whilst working well across 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 scale in a national organisation.

## Education and qualifications

- Must be educated to degree or master's level
- Must have a recognised teaching qualification

## Knowledge, experience and understanding

- Track record as a credible secondary headteacher/leader with significant experience
- Experience of successfully leading within a secondary school group – for example as an executive headteacher, regional director, or school improvement role.
- Experience of the successful management of complex relationships.
- An understanding of how to execute improvement at scale across a multi-school group.
- Evidence of a deep understanding of policy pertaining to all areas of the remit within this post.
- Evidence of being solutions-focussed with the ability to think creatively, engage others in developing solutions and the ability to inspire others to achieve desired outcomes.
- A proven track record of developing high quality and successful relationships with school leaders at all levels.
- Project or programme management knowledge and experience.

## 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.
- Strong organisational and management skills, along with the ability to help others plan, anticipate and manage to your own high standard.
- The ability to understand financial information, to set and manage significant budgets.
- 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.
- This individual must be able to work independently of direction and have strong delegation and multi-tasking skills.
- Working under pressure and managing complexity.

**October 2023**



# How to apply

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If you wish to discover more about this exciting opportunity, need any further information or would like to have an informal discussion, please contact Ross Laird at Academicis, our recruitment partner, on [rlaird@academicis.co.uk](mailto:rlaird@academicis.co.uk) or by phone on **07901 585959/01223 907979**






**Closing date:** Tuesday 7th November 2023

**Shortlisting:** Friday 10th November 2023

**Interviews:** Friday 17th & Monday 20th November 2023



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