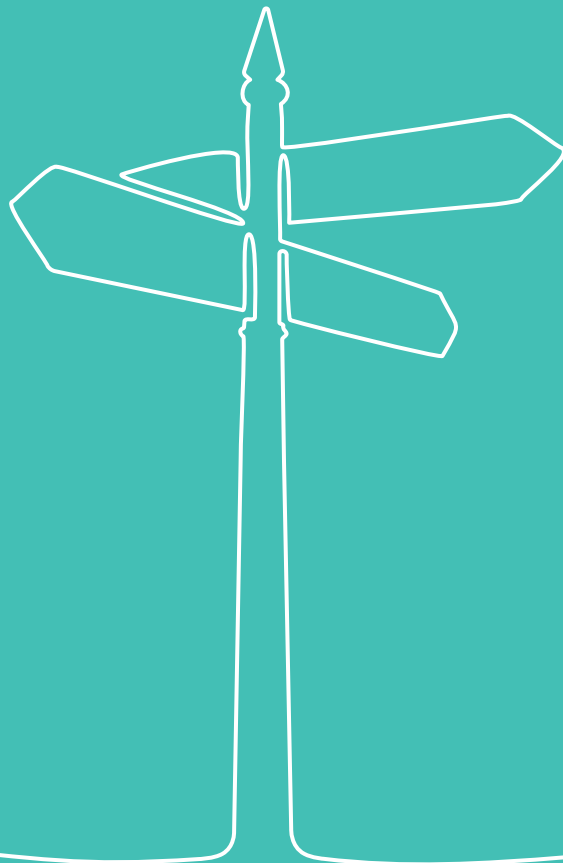


# Ormiston Academies Trust

Education Director – North  
Recruitment information pack



**[OAT]**  
Ormiston Academies Trust  
ACHIEVING MORE TOGETHER



# 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 15 of this pack.

If you are interested in a general discussion about opportunities within OAT, contact our Recruitment Team on [recruitment@ormistonacademies.co.uk](mailto:recruitment@ormistonacademies.co.uk) who can put you in touch with the right person.



Best wishes

**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 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.

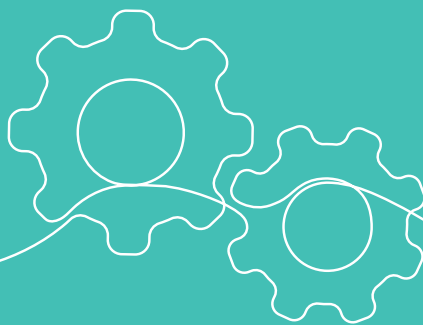
We have a central office in Birmingham and work closely with our academies throughout England.

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.

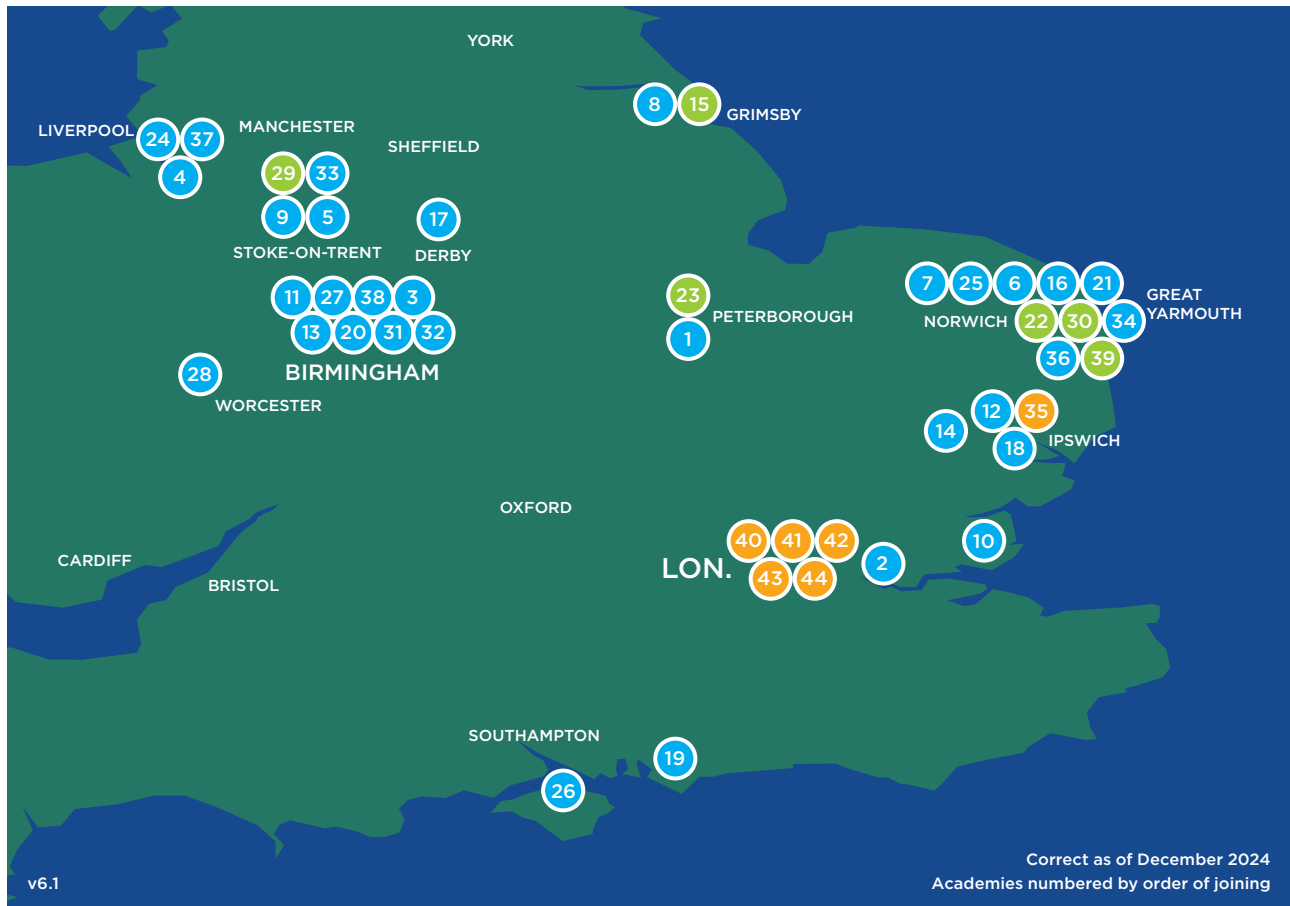
Please visit the [OAT website](#) for more information.

## 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

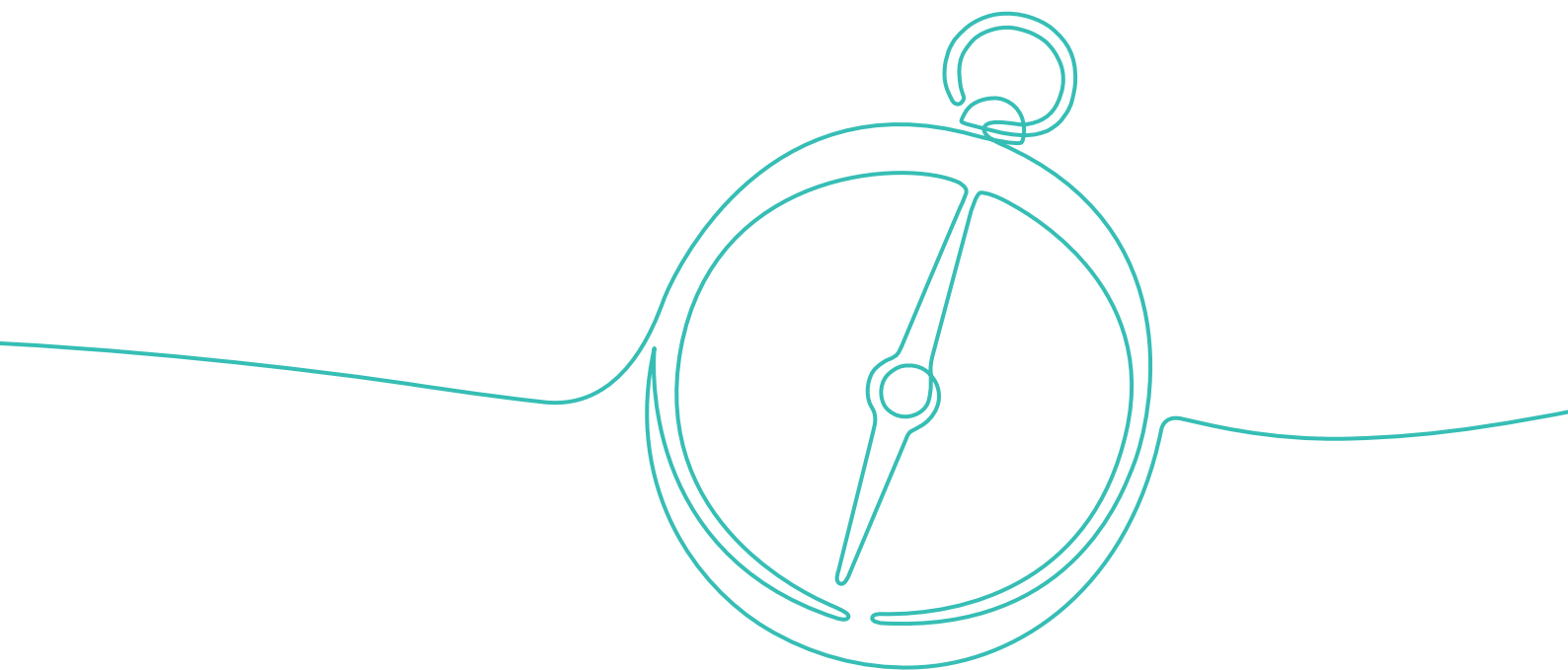


# Work for us

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.







# About the role

You will be responsible for the success of the academies in your region, ensuring every child in every school gets a chance to thrive. You will lead a team of principals, providing the advice, guidance and challenge required to ensure that every school in your region is a great place for pupils to learn, and where staff enjoy fulfilling careers. You will be highly visible within your region, with the autonomy and flexibility to manage your own movements.

Naturally, you will be a successful leader with a proven track record of sustained school improvement. 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 your region, while collaborating closely with fellow education directors across the OAT network, providing wider support as necessary.

**Department:** Education

**Line manager:** National Director of Secondary Education

**Flexible working:** Yes. We have offices in Birmingham, and you'll regularly travel to your academies and other locations as necessary.

**Salary:** Circa £124 – 132k

## What you will deliver

1. Lead the implementation of the education strategy to improve academies within your region, working in partnership with teams across the organisation.
2. Ensure that great teaching is happening in every school, in every lesson, every day, for every child in your region.
3. Oversee the development of school culture across your 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 principals create a culture where they share what is best, and learn from each other in order to deliver better education for children and families.
7. Ensure that leaders are focused 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, your 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 your 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.
11. Be a positive force for change as a conduit, between academies and functions, with regard to the development and delivery of organisation improvement.

As a Senior Leader, 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 bring a distinguished track record in achieving outstanding educational outcomes at scale, across multiple settings, as a secondary Headteacher, Senior/ Executive Principal, Regional Director or within a similar role. Your leadership will be underpinned by a deep alignment with our trust's purpose, ethos and values, coupled with the maturity to foster teamwork and collaboration across diverse teams.

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 across multiple sites.

## Education and qualifications

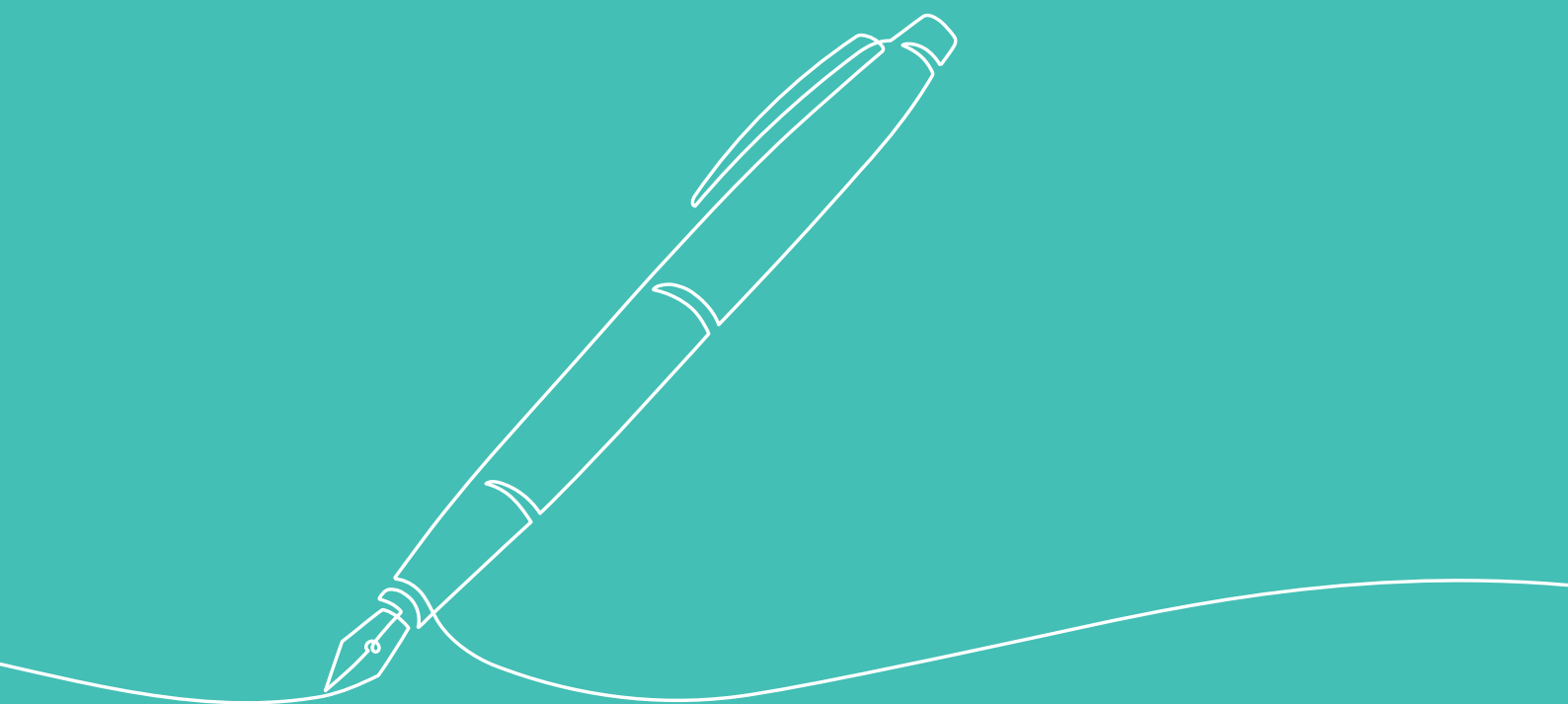
- Must be educated to degree or master's level.
- Must have a recognised teaching qualification.

## Knowledge, experience and understanding

- Proven track record of delivering significant and excellent educational outcomes at scale within a secondary school group.
- Experience of successfully leading across multiple sites – for example as an executive headteacher, regional director, or school improvement role.
- Experience of the successful management of complex relationships e.g. DfE, Ofsted, local authorities, professional associations
- Evidence of driving change and developing high quality systems and procedures.
- Evidence of a deep understanding of policy pertaining to all areas of the remit within this post.
- 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.
- 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.



# How to apply



**Department:** Education

**Line manager:** National Director of Secondary Education

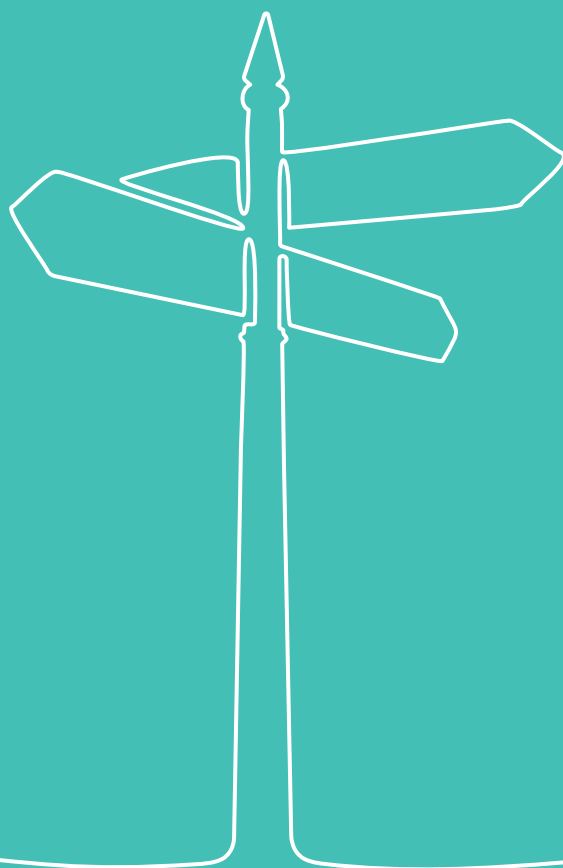
**Start date:** September 2025

**Closing date for applications:** 12 noon on Thursday 1 May 2025

**Interview date(s):** Friday 9 and Monday 12 May 2025

**Salary:** Circa £124 – 132k

If you're interested in exploring this opportunity further, we would be delighted to hear from you. Please contact our retained consultant Will Bridge on 07825 346535 or at [wbridge@academicis.co.uk](mailto:wbridge@academicis.co.uk) to arrange a confidential conversation.



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