



PRINCIPAL

candidate information



**ORMISTON SANDWELL
COMMUNITY ACADEMY**

[OAT]
Ormiston Academies Trust
AN OAT ACADEMY

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Letter from the Chairman

As the Chairman of Ormiston Academies Trust (OAT), I would like to extend a very warm welcome to you. Thank you for the interest you have shown in the position of Principal at **Ormiston Sandwell Community Academy (OSCA)**. 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 teaching and learning for the benefit of all our students and their families.

Ormiston Sandwell Community Academy is located in the Metropolitan Borough of Sandwell, and in very close proximity to the centre of Birmingham. It is a slightly larger than average, 11–16 co-educational academy with approximately 1,080 students. It has grown over the last few years and is now full and oversubscribed in every year group for the sixth consecutive year. The academy's reputation locally is excellent, and the catchment area has shrunk dramatically over the years, so competition for places is fierce. Staff and students work in a very pleasant learning environment, which has benefited from a major re-build and refurbishment programme. This has created exciting, new and well-equipped learning spaces. The majority of the academy's students now live within a one-mile radius of the academy, making it an academy that is really at the heart of the community.

The academy proudly reflects its multicultural setting. Approximately 50% of students are of White British heritage, with around 25% of Asian heritage and 10% of Black African or Caribbean heritage. The remainder are of a variety of other or mixed heritage. Around one quarter of our students speak English as an additional language. Forty per cent are disadvantaged, and just under 10% have special educational needs and/or disabilities. Together with increasing numbers of students with high prior attainment and growing student aspirations, this makes the academy an exciting and extremely satisfying place in which to work.

The academy has been recognised with a myriad of awards over recent years. These include the Investors In People Gold Award, The Quality In Careers Standard Gold Award, The Basic Skills Quality Mark, and the Discovering Democracy Award. Most recently **OSCA** has been awarded the Artsmark Gold Award. This is a fantastic time to join the vibrant and caring learning community at **OSCA**. Its strong code of values guides its work and creates a secure and safe environment where all students can thrive and succeed. Staff are committed to ensuring every student reaches their full potential by having the highest aspirations and a commitment to academic excellence.

Since joining Ormiston Academies Trust (OAT) in September 2009, the academy has been on an incredible journey. It has twice been rated as good by Ofsted, most recently in 2018, and the academy is now strongly positioned to continue its work towards outstanding. This work continues with an extremely committed and well-balanced body of staff, the unfailing support of its sponsor, Ormiston Academies Trust, the challenge and constant encouragement of the governing body, the partnership we enjoy with our families, and most importantly, our enthusiastic students of whom we are very proud.

Ormiston Sandwell Community Academy offers a wide range of extracurricular activities; through sports and arts, STEM, music and performing arts, to leadership and adventure with DofE. Student Voice is all pervasive at the academy, and it is the lead school across all OAT academies for the #iwill project. The aim is to cater for the widest possible range of students' differing interests and all are encouraged to get involved and enjoy this extra dimension of their work at the academy.

We know that achievement of the highest order is within our reach and we now look to consolidate our progress and continue to push for outstanding outcomes. With this in mind, we are looking for an exceptional professional to lead our staff body who can demonstrate the ability to achieve outstanding outcomes and make a significant difference to the lives of the young people at the academy.

I hope you enjoy reading about **Ormiston Sandwell Community Academy** and if you feel you can deliver what we are looking for, please submit your application by **5:00pm, Monday 24 February**.

Dr Paul Hann – Chairman, Ormiston Academies Trust

Welcome from our students

On behalf of all students at **Team OSCA**, we would like to extend a very warm welcome and to wish you the best of luck with your application. Our academy is a fantastic place to learn and succeed, and there are many reasons why we are so proud of our academy.

At **OSCA**, the staff always have our best interests at heart. Our attendance has been above 97% for many years now. Since starting here, we have learnt that focus, fun and hard work are all strong components of being part of **Ormiston Sandwell Community Academy**.

*“The welcoming, friendly environment created here at **OSCA**, by both teachers and students, ensures that I am always supported, and I love it here.”*

We have a dedicated team of staff, with each member playing a vital part in the quality of education we receive. They are always on hand to help and enable us to strive to do our very best. We have a strong pastoral system with heads of house and their assistants, plus our form tutors. If a student is having a problem, there is always someone to turn to, it is dealt with very quickly and there is a culture of respect. There is also a very strong sense of being part of the local community, particularly in terms of the links we have developed as part of the #iwill project. Here at **OSCA**, we have been focusing on a number of social action projects around improving our community.

Our student voice includes opportunities to join the House Council, the Restorative Council, the Newscast Team, PAPA Council, the Librarian Team, or the STORM Council (PE). You can also be a Form Captain, a Safeguarding Champion, a Prefect, a CAAT Ambassador, a Rewards Ambassador, or a French Ambassador. So, just a few!

The equipment and facilities at **OSCA** are outstanding and the academy helps motivate students to learn further. Along with the fantastic provision, there are so many enrichment opportunities. These include successful residential at home and abroad, STEM clubs, theatre productions and performances, sports clubs, Duke of Edinburgh and much more.

Our academy ethos is based around family values and always aiming to achieve our very best, and if we stick to these values, we know that we are guaranteed to be successful.

OSCA is a fantastic place as you can see from the comments below, from teachers and parents.



*The best part of working at **OSCA** is the amazing rapport between the teachers and SLT. They really take our hard work into consideration and don't pile on unnecessary pressure.*

Happy staff = happy teachers = better teaching!



*I feel valued at **OSCA**. Staff around me believe in me and senior staff are passionate about investing in staff development. I have had countless opportunities to develop my practice, learn new skills and further my career. Support is boundless and there is a real sense of 'family' amongst staff and students.*



This is a calm, supportive, nurturing school where staff make a difference. It feels like an extended family.

Our community

Sandwell is a metropolitan borough of the West Midlands county in England. It spans a densely populated part of the West Midlands conurbation, comprising six amalgamated towns. **Ormiston Sandwell Community Academy** is situated in Oldbury, very close to Sandwell Council House, the headquarters of the local authority.

It offers an abundance of leisure and cultural opportunities, both in its own right, and with the close proximity not only to the City of Birmingham to the east, but also the Metropolitan Borough of Dudley to the south and west, the Metropolitan Borough of Walsall to the north, and the City of Wolverhampton to the north-west. Therefore, residential opportunities for staff are excellent.

Sandwell is at the heart of the West Midlands in the Black Country, long-known for its industrial heritage. Our community is very proud to be at the heart of the Black Country. We believe it is a special place in the heart of England, where the minerals on our doorstep and the geology beneath our feet helped shape the industrial revolution and the world.

It's home to 1,200 hectares of award-winning parks, playing fields and open spaces, as well as the "jewel in the crown" Sandwell Valley Country Park, with nature reserves dotted all over the borough. It offers a variety of other leisure time opportunities to explore from shopping, places to eat and stay and historic museums, landmarks and attractions.



Students speak positively about the "strong sense of community" at the academy and "the support they receive from the teachers", with a Year 8 student describing life at OSCA as being part of "one big family."

Ofsted (2018)



Our vision

“Transforming lives, shaping dreams, inspiring our community to transcend expectations – in learning, in life, in all that we do.”

Our mission

At **Ormiston Sandwell Community Academy**, our mission is simple. We believe that education is about opening doors for our students and *keeping them open*. By nurturing young minds, by instilling respect for oneself and for others, and by building confidence, we can empower our students so that they are able to make informed choices. Once entrusted with the responsibility of improving the life-chances of our young people, we will ensure we deliver the highest possible standards of education they so richly deserve.

We have a wonderful team of staff here, all committed to ensuring continuous improvement in the quality of education the academy provides. We also offer a vast array of enrichment activities, so that our students also have fun and enjoy learning on their journey towards success.

Our students are a fantastic group of young people, who tell us they feel happy, safe and well cared for here. They really appreciate the opportunities on offer, and our Student Voice initiatives are second to none.

“*The academy has a strong culture of safeguarding with “leaders and staff ensuring students’ safety and welfare” and the curriculum includes “regular teaching on how to stay safe, including from potential dangers that can arise when using the internet and social media platforms.”*

Ofsted (2018)



Our sponsor



ACHIEVING MORE TOGETHER

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 30,000 young people it serves.

OAT's vision is to provide students with access to the highest academic, social and practical skills required to achieve their full potential. Working across the country in 39 academies, OAT is determined to become the Trust that makes the biggest difference, both inside and outside the classroom. It has always tackled the toughest challenges in education and is now moving to the next level, so that even more children and young people can benefit from the high-quality education within the network.

OAT has a central office in Birmingham and works closely with its academies throughout England, clustered into north, east, west and south regions. 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 OAT has 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. OAT is also proud to have a number of academy leaders nationally recognised for their excellence, including National Leaders in Education.

Achievement is always locally led but regionally and nationally governed, encouraged and supported, and the OAT approach seeks to combine a highly specialised hub with inspirational regional and institutional leadership. Individual academy leaders are trusted to make decisions based on their expertise and knowledge of their school. The small and expert central team works closely with academy principals and local governing bodies directly through a wide network of regional and local advisors.

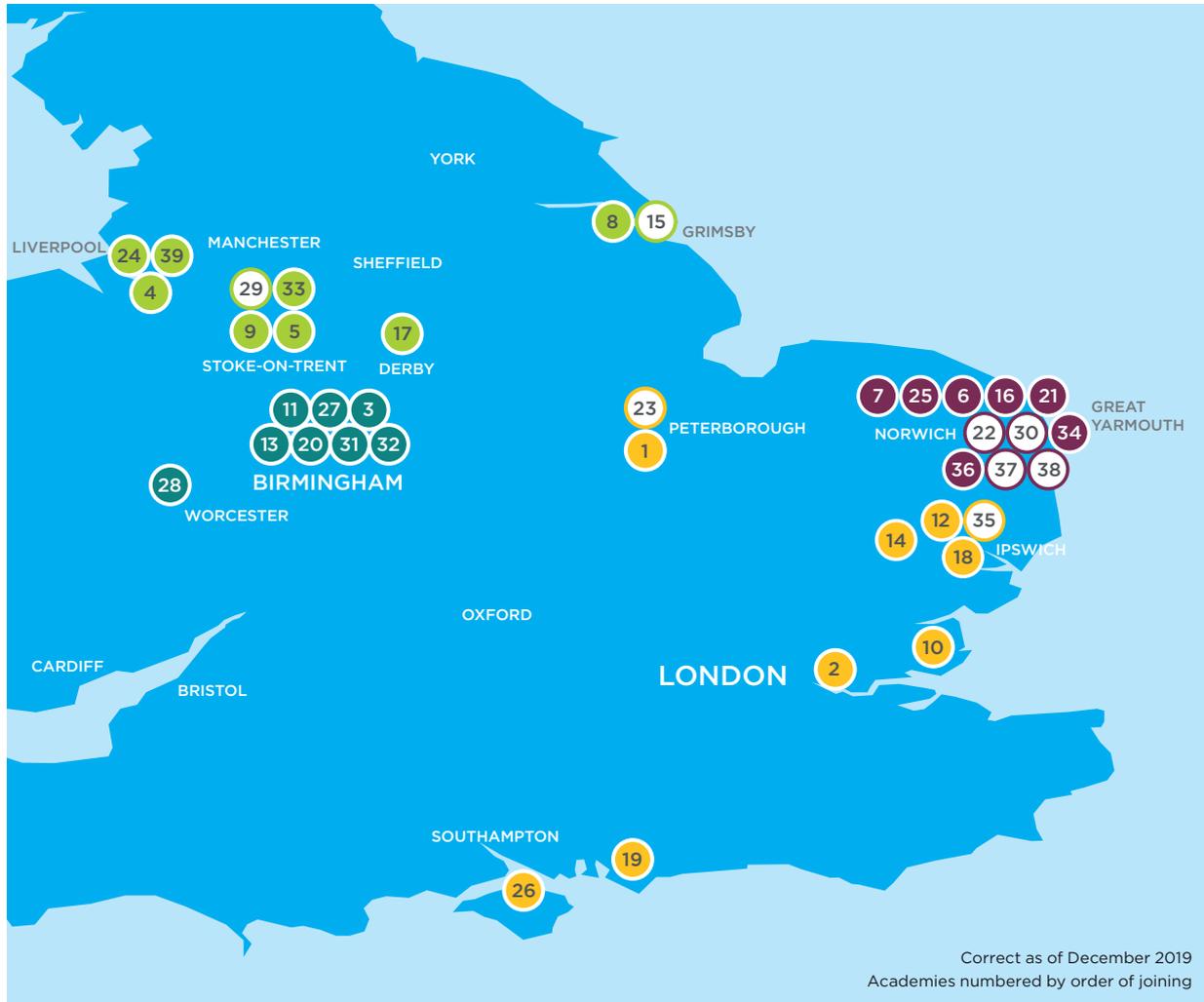
Principals within the Trust benefit from private health care, extensive CPD opportunities and performance-related bonuses.

OAT is one of the leading academy sponsors in the country and is playing an increasingly significant role in the development and delivery of the education strategy nationally. With the school's academy status, successful applicants will be able to contribute to the further development of the network, as well as leadership of their own academy.

OAT is part of Ormiston Trust, a national charity formed in 1969 to improve the life-chances of children and young people so they can fulfil their potential and lead happy and productive adult lives.

To find out more about OAT, please visit the website at www.ormistonacademiestrust.co.uk.

The Ormiston Academies Trust 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
- 39 Sandymoor Ormiston Academy
- 5 Ormiston Sir Stanley Matthews Academy

WEST

- 15 Ormiston Forge Academy
- 11 George Salter Academy
- 32 Ormiston NEW Academy
- 5 Ormiston Sandwell Community Academy
- 27 Ormiston Sheffield 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
- 34 Flegg High Ormiston Academy
- 6 Ormiston Venture Academy
- 7 Ormiston Victory Academy

SOUTH

- 1 Ormiston Bushfield Academy
- 12 Ormiston Endeavour Academy
- 26 Cowes Enterprise College, An Ormiston Academy
- 3 Ormiston Park Academy
- 10 Ormiston Rivers Academy
- 19 Ormiston Six Villages Academy
- 18 Stoke High School - Ormiston Academy
- 14 Ormiston Sudbury Academy

PRIMARIES AND SPECIAL SCHOOLS

- 37 Ormiston Cliff Park Infant Academy
- 38 Ormiston Cliff Park Junior Academy
- 30 Edward Worledge Ormiston Academy
- 22 Ormiston Herman Academy
- 23 Ormiston Meadows Academy
- 29 Packmoor Ormiston Academy
- 15 Ormiston South Parade Academy
- 35 Thomas Wolsey Ormiston Academy

Job description

Job title: Principal

Reporting to: Regional Director

Salary: Competitive with benefits

Disclosure level: Enhanced DBS (Disclosure Barring Service)

Core purpose

The overall purpose of the role is to develop and sustain an exceptional educational provision for all students in the academy.

Strategic direction and development of the academy

- Establish a culture that promotes excellence, equality, high expectations and aspirations of all students.
- Work alongside the local governing body and OAT Executive in implementing OAT and the academy procedures and policies.
- Ensure that the management, finance, organisation and administration of the academy, support its vision and aims.
- Ensure the commitment of parents and the wider community to the vision and direction of the academy.
- Continue to develop effective relationships with other academies in OAT.
- Create and implement a strategic plan, underpinned by sound financial planning, which identifies the priorities, actions and targets that will guide the academy on its journey to “exceptional” in all areas.
- Monitor, evaluate and review the impact of the academy’s policies, priorities and targets to drive continuous improvement.
- Present accurate accounts of the academy’s performance that are appropriate for a range of audiences including parents, governors, OAT and Ofsted.
- Ensure a commitment to safeguarding and promoting the welfare of children and young people.

Main tasks

Teaching and learning

- Ensure that outstanding teaching and learning is the primary objective for all staff.
- Monitor and evaluate the quality of teaching and standards of learning and achievement of all students, including those supported through enhanced resources, in order to set and meet ambitious targets for improvement.
- Lead, motivate, support, challenge and develop staff to secure improvement.
- Develop a curriculum that promotes outstanding literacy and numeracy skills while ensuring that the needs, interests and aspirations of individual students are addressed.
- Ensure that effective, appropriate pastoral support is available to students.
- Ensure that the academy complies with the statutory requirements that promote equal opportunities for all.
- Build upon the effective partnership with parents to support and improve students’ achievement.
- Ensure appropriate enrichment opportunities are provided and given a high priority.

Leading and managing staff

- Lead, motivate, support, challenge and develop staff to secure improvement.
- Maximise the contribution of staff to improve the quality of education provided.
- Develop effective and transformational leadership and management across the academy.
- Implement “best practice” OAT performance management processes.
- Acknowledge the responsibilities and celebrate the achievement of individuals and teams.

Efficient and effective deployment of staff and resources

- Work with OAT, governors and senior colleagues to recruit staff of the highest quality available.
- Advise the governing body on the adoption of effective procedures to deal with the competence and capability of staff.
- Agree and set appropriate priorities for expenditure with the governing body to enable the academy to secure its objectives.
- Manage and organise accommodation efficiently and effectively, to ensure that it meets the needs of the curriculum and health and safety regulations.
- Manage, monitor and review the range, quality, quantity and use of all available resources in order to improve the quality of education, improve students' achievements, ensure efficiency and secure value for money.

Variation in role

In order to provide development opportunities and to match individual remits to areas of strength, there will be adjustments to the exact remit for all members of the leadership team, on an annual basis. The duties specified above are therefore neither exclusive nor exhaustive and may change over time.

Equality and diversity

The academy is committed to equality and diversity for all members of staff. The academy will take action to discharge this responsibility, but many of the actions rely on individual staff members embracing their responsibilities with commitment, and ensuring a positive and collaborative approach to equality and diversity. This requires all staff to support initiatives on equality and diversity which will include embracing development and training designed to enhance practices and the experiences of staff, students and visitors to the academy, with an all-inclusive approach that celebrates differences.

Ormiston Sandwell Community Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.



Students mirror the courtesy and respect that staff show to them.

Ofsted (2018)

Person specification

Qualities and attributes

Essential

Desirable

Knowledge and qualifications

Graduate with Qualified Teacher Status who has worked extensively with secondary age students.	✓	
Has achieved, is working towards or is committed to working towards NPQH.		✓
Has undertaken sustained professional development, especially in leadership and management.	✓	
Up to date knowledge of what research and inspection findings tell us about effective leadership, teaching and learning in secondary education.	✓	
Knowledge and understanding of the principles and implications of current education practice, legislation and initiatives.	✓	

Experience

Experience of senior management at Principal, Vice Principal or similar level.	✓	
An excellent teacher in at least one key stage of the secondary age range.	✓	
A proven track record of securing improvement in the quality of teaching and learning.	✓	
A proven track record of raising achievement across the secondary age.	✓	
Experience of using all relevant data to drive academy improvement.	✓	
Has worked successfully with governors and parents to raise achievement.	✓	
Has experience of Ofsted including post inspection planning.	✓	
Has experience of working effectively with students with a wide ability range including gifted and talented and SEND children.	✓	
Has experience of the British Values Agenda and Prevent Training.	✓	

Skills

Excellent management, motivational and communication skills that inspire high ambition throughout the academy.	✓	
Ability to secure effective leadership at all levels in the academy and to lead on staff development and performance management.	✓	
A highly effective teacher whose practice inspires and develops others.	✓	
Personal skills to establish excellent working relationships with all members of the academy and wider community.	✓	
Ability to devise and implement high quality improvement plans.	✓	
Ability to effectively manage budgets, facilities and resources.	✓	

Qualities and attributes

Essential

Desirable

Personal characteristics

Conviction that all students can succeed and a commitment to securing the highest achievement for all.	✓	
The personality to engage and enthuse staff, students and parents.	✓	
Be flexible and approachable, remain resilient under pressure and show a positive and energetic attitude to work.	✓	
Be personally committed to the development and welfare of every member of staff.	✓	
A commitment to the safety and safeguarding of students.	✓	
Show total commitment to the academy's wider community.	✓	

How to apply

Location: Tividale, Sandwell

Reporting to: Regional Director

Start date: September 2020

Closing date for applications: 5:00pm, Monday 24 February 2020

Interview date(s): Wednesday 4 and Thursday 5 March 2020

Salary: Competitive with benefits

All application forms, with supporting statements, should be emailed to recruitment@ormistonacademies.co.uk.

Visits to the academy are strongly encouraged as are conversations with Paula Arrowsmith, Regional Director. Please contact Paula directly at paula.arrowsmith@ormistonacademies.co.uk or on 07963 321 869.

Visits to the academy can be scheduled. Please contact the Principal's PA, Jayne Orme to arrange a tour on jayne.orme@ormistonsandwell.org.uk.

Your formal letter of application (supporting statement) should be no longer than two sides of A4 and should address the selection criteria detailed in the person specification earlier in this document.



The academy's leaders are committed to raising standards by securing high-quality teaching and learning.

Ofsted (2018)





We are pleased that the continued excellence and high quality of education at Ormiston Sandwell Community Academy has been confirmed by Ofsted. We look forward to continuing to support the academy as it pushes to achieve even greater heights.

Nick Hudson – Chief Executive Officer, Ormiston Academies Trust



**ORMISTON SANDWELL
COMMUNITY ACADEMY**

Lower City Rd, Tividale, Oldbury B69 2HE

Tel: 0121 552 5501

Email: info@ormistonsandwell.org.uk

Web: www.ormistonsandwell.org.uk



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