



Ormiston Academies Trust

ACHIEVING MORE TOGETHER



Ormiston Academies Trust

National Primary Advisor Recruitment Pack

May 2020

Ormiston Academies Trust

National Primary Advisor Recruitment Pack

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Welcome from the Director of Primary and SEND

Dear Candidate,

I am the Director of Primary and SEND across Ormiston Academies Trust. Thank you for taking an interest in the position of National Primary Advisor, which is a new role reflecting the significance of and commitment to primary education within our large national Trust.

I hope this information pack will be helpful to you and convey exactly what we are looking for – an exceptional primary practitioner who shares our vision and is fully committed to excellence in all aspects of teaching and learning for the benefit of our pupils and their families.

Our wonderful primaries are full of talented and highly committed staff working hard to give every child the very best start in life. We also work closely with our feeder OAT secondary schools to not only ensure excellence in transition but also to share best practice in pedagogy and curriculum. In joining OAT, you will be part of this large but highly supportive community which truly does have a family feel.

As Director of Primary and SEND I am responsible for the performance and standards of education across all OAT primaries and provide support, challenge and guidance to every primary principal in the Trust. The primary principals across the Trust work collaboratively to secure the very best outcomes for the pupils they serve and you will be an important part of this supportive network.

Working closely with me, the National Primary Advisor will contribute to modelling and leading improvements in pedagogy, developing the primary curriculum to raise pupil achievement and delivering on-going training and support to academies to ensure that standards continue to improve.

You will be an existing senior leader, ideally with experience in at least two key stages at the primary level. You will be able to demonstrate the ability to inspire, challenge and empower teams and individuals to achieve their very best. Ideally centrally located, you must be prepared to travel to all primary locations, particularly the East of England where OAT currently has four primary academies. This is a new and exciting post which would suit a confident, highly motivated individual who, with support from the Director of Primary and SEND, is able to set their own work schedule to deliver a strong programme of support for primary leaders and academy staff.

I hope you enjoy finding out more about Ormiston Academies Trust. If you feel that you have the passion, drive and commitment to take the academy to the next level, please submit your application by **12pm, Thursday 21 May 2020**. We encourage you to contact us for an informal discussion about this role. Please see details on the *How to Apply* section on **page 10**.

I would be delighted to talk through any questions prospective candidates may have. Please contact me at **jane.nolan@ormistonacademies.co.uk** to arrange an informal discussion about the post.

I look forward to hearing from you.

Jane Nolan

Our vision and ethos

Our mission is to become the Trust that makes the biggest difference, both inside and outside the classroom. When we think about what kind of difference we want to make, this is defined by our three core purposes. Everything we do should be ultimately focused on doing these three things well:



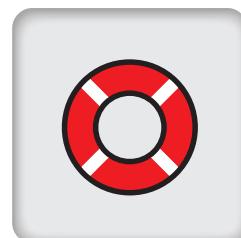
Teach



Develop



Change



Support

- Teach: We will teach all our pupils the knowledge and skills they are entitled to, and how to apply this in how they think and work.
- Develop: We will develop all our pupils socially and emotionally so that they can make good choices about education and life.
- Change: We will aim to understand what is needed for any pupil to excel, so we can create schools where no one is disadvantaged.

In order to achieve our purposes, we also need to have an organisation that is well designed and run:

- Support: We will support this work by being efficient and by investing in getting the best from our people, resources, estate and technology.

In order to deliver fully on our core purposes there are things we intend to change. Our priorities for change will be our focus and they will shape how we invest our resources:

- Curriculum and teaching
- Specialist practitioners
- Learning time
- Knowledge for opportunity
- Focus on education

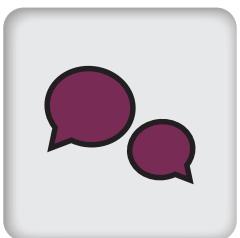
These are our values. They reflect our aspirations for our culture:



Anyone can excel



Enjoy the challenge



Share what is best



Be inclusive

Our values:

- Should apply equally to pupils, to our staff and to how we treat people outside our organisation.
- Should be reflected in how we recruit, reward and manage staff.
- Should be part of how we are held to account by our non-executive Trust Board and our local governing bodies.
- Should have alignment with, if not be uniformly expressed in, our individual school values.

Job description

Job title:	National Primary Advisor
Employer:	Ormiston Academies Trust
Location:	Flexible base, multi-site, across all primary academies
Salary:	L11-L15 plus excellent benefits including health cash plan and retail discounts.
Reports to:	Director of Primary and SEND

Core purposes

- Raise standards of pupil attainment and achievement across all primary academies.
- Develop and raise standards of teaching and learning across all primary academies.
- Use curriculum development and initiatives at a national and international level to inform and agree an aligned primary curriculum.
- Ensure the successful implementation of the agreed curriculum ensuring appropriate access and support for vulnerable pupils.
- Support, challenge and motivate academy staff through a programme of continuing professional development informed by best practice in education.
- Devise and develop mechanisms to share ideas and strategies across the primary academies that enable pupils to achieve more and make better progress.
- Contribute to decision making and policy across the primary academies.
- Work with the Director of Primary and SEND to develop and monitor standards of teaching and learning across all primary academies.

Strategic leadership

- Work with the Director of Primary and SEND to create and implement an annual strategic plan which identifies priorities and targets for ensuring that pupils achieve high standards and make progress, improves teaching and secures rapid school improvement where needed.
- Support all primary academies in self-evaluation and improvement planning.
- Ensure all primary academies are compliant with OAT's safeguarding policies and practices and website requirements.
- Support the Director of Primary and SEND in the development and administration of the Primary Principal Group (PPG), which meets six times a year.
- When appropriate, liaise with local authorities and other multi-academy trusts to develop strategic partnerships that will further support the work and effectiveness of the primary academies.
- Support primary growth and the promotion of new OAT primary academies in line with the OAT Strategic Plan.

Teaching and learning

- Work with the Director of Primary and SEND and primary principals to agree an aligned core and foundation primary curriculum.
- Devise, develop and maintain online subject curriculum toolkits and resources.
- Liaise with OAT's secondary Regional Lead Practitioners to develop a Year 6 and 7 curriculum transition programme.
- Promote excellence in teaching and learning and work with academy staff to ensure the curriculum, delivery model and assessments being used are of the highest quality.
- Provide support, guidance and training on agreed best practice in teaching and learning.

- Work with academy staff to provide a model of outstanding teaching.
- Ensure that the primary assessment timetable is fully implemented and contribute to data collection and analysis using the OAT primary data dashboard.
- Ensure that data analysis is used to set appropriate targets.
- Take part in monitoring and review work as requested by the Director of Primary and SEND.
- Contribute to a positive culture of challenge, support and high expectations.
- Support OAT enrichment activities within OAT primaries.

Staff development

- Identify, organise and lead training opportunities across all primary academies
- Work closely with all staff to encourage collaboration, cooperation and teamwork
- Develop the capacity (through coaching, mentoring or other means) of academy's leadership and management teams
- Keep abreast of current research and development in education and use and disseminate information as appropriate

This job description outlines the main duties and responsibilities of the post. The post holder will also be expected to comply with any reasonable request from OAT senior leaders to undertake work of a similar level that is not specified above.



Person specification

The person specification is related to the requirements of the post as determined by the job description. Shortlisting is carried out on the basis of how well you meet the requirements of the person specification. You should refer to these requirements when completing your application. You should be able to demonstrate that you meet the following criteria:

Criteria		Essential	Desirable
Education and Qualifications	Graduate with Qualified Teacher Status	•	
	NPQML/NPQSL/NPQH or equivalent		•
	SLE/NLE Status		•
	Evidence of appropriate professional development	•	
Knowledge and Understanding	Ability to evaluate and plan for improvement	•	
	Knowledge of effective teaching, learning and assessment methods	•	
	Understanding of effective leadership	•	
	Knowledge/experience of tracking progress and attainment	•	
	Ability to use comparative data, benchmarking and target setting data	•	
Experience	Knowledge of new technologies and use of a learning platform to support teaching, learning and CPD		•
	Experience of leadership of at least one primary curriculum area and Key Stage	•	
	Clear evidence of leading a team to accelerate progress	•	
Skills and Attributes	Experience of senior leadership within a primary setting	•	
	Excellent classroom practitioner	•	
	Ability to develop, communicate and successfully implement strategies	•	
	Ability to contribute to and deliver a collective vision and shared purpose	•	
	Ability to inspire, challenge, motivate and empower teams and individuals to achieve high performance	•	
	Ability to develop effective relationships and build teams	•	
	Strong inter-personal and communication skills	•	
	Strong numeracy skills including the interpretation and presentation of statistics and data	•	
	Proficiency in the use of ICT to assist remote communication and management of individuals and teams		•
	Excellent organisational skills	•	
Personal attributes	Ability to work independently, prioritise, meet deadlines and work under pressure	•	
	Drive to achieve the very best for the OAT family	•	
	Flexibility	•	
	Positive and optimistic outlook	•	
Additional requirements	Good sense of humour	•	
	Willingness to travel, including occasional overnight stays	•	



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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, 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 40 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 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.

Senior leaders 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 OAT 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

South

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

West

- 40 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

Primaries and Special Schools

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

Correct as of April 2020
Academies numbered by order of opening

How to apply

Location: Flexible base, multi-site, across all primary academies

Reporting to: Director of Primary and SEND

Start date: September 2020 or as soon as possible (autumn term 2020)

Closing date for applications: 12pm, Thursday 21 May 2020

Interview date: Wednesday 27 May 2020

Salary: L11-L15 plus excellent benefits including health cash plan and retail discounts.

Completed applications together with a covering letter explaining why you are interested in and suitable for the role, should be submitted by **Thursday 21 May at 12 noon** using Quick Apply or the OAT application form which can be found on the careers page of the **Ormiston Academies Trust website**. Unfortunately, we are unable to accept applications in other formats but please contact recruitment@ormistonacademies.co.uk if you require an accessible application pack.

OAT is committed to safeguarding and promoting the welfare of children, and the expectation is that all staff will share this commitment. Therefore, the successful applicant will be required to undertake an enhanced DBS check with barred list check (child) via the Disclosure and Barring Service (DBS).





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