

Welcome to

# The Outwood Family of Schools



Lee Wilson  
CEO

It's great to hear that you are considering joining us as part of the Outwood Family of Schools! As CEO, I'm proud to lead a dynamic and values-driven organisation where your passion for education can truly make a difference.

We are a collaborative network of 41 academies across the North of England, all dedicated to providing a world-class education for every child, from 3 to 18. We're not just a collection of schools; we're a family, sharing expertise, challenging each other, and celebrating our collective successes.

At Outwood, we believe in igniting a spark in every student, and that starts with inspiring our staff. We foster a culture where everyone feels valued, empowered, and supported to reach their full potential. We live by our five core values: ambition without limits, breaking down barriers, turning our best into our normal, making every interaction count, and always remembering that we are a family.

We know that a career in education is more than just a job; it's a calling, a passion, a journey. That's why we're committed to supporting your development every step of the way. Whether you're just starting your career or looking for the next exciting challenge, Outwood offers a wealth of opportunities to grow, learn, and make a lasting impact. This might be the role that sparked your interest today, but who knows where your Outwood adventure will lead you?

But most importantly, at Outwood, we believe that **children always come first**. Every decision we make, every strategy we implement, and every lesson we teach is driven by a single goal: to ensure that our students are **ambitious, thriving in great schools, within strong communities**.

If you share this belief and are ready to be part of something truly special, I encourage you to apply for this position and begin your Outwood journey.



Cara Ackroyd  
Executive Principal

As Executive Principal for Secondary Academies, I'm deeply passionate about the vibrant community we've built across our 29 schools.

We're dedicated to nurturing the whole child, empowering them to grow into confident and resilient individuals. We work in some of the most challenging communities, and we believe every student deserves access to a world-class education and opportunities they might not otherwise receive. Here's what working with us means:

- **Transformative Impact:** You'll be part of a team committed to breaking down barriers and providing exceptional opportunities for students, regardless of their background.
- **Strong Routines, Powerful Relationships:** We understand the power of consistent routines to create a positive learning environment, and the profound impact of strong relationships between teachers and students.
- **Holistic Development:** We focus on nurturing the whole child, empowering them to grow into confident and resilient individuals through exciting programs designed to build their character and well-being.
- **Community Focus:** You'll be a key influence in shaping the lives of young people, opening doors and making a genuine impact in our communities.
- **Family Environment:** We're a true family here at Outwood, committed to providing a supportive and collaborative environment for our staff and students.
- **World-Class CPD:** We are committed to developing our staff through access to world-class Continuous Professional Development, including opportunities provided by the Outwood Institute of Education, ensuring you have the tools to progress in your career.

If you're a passionate educator who believes in establishing clear expectations, building meaningful connections, and making a genuine impact, you'll feel right at home. We're committed to providing exceptional opportunities for every student.



**Cara Ackroyd**  
Community Executive Principal

## Discover Your Place in Our Flourishing North West Family

Building on the exceptional opportunities and supportive ethos you'll find across the Outwood Grange Academies Trust, choosing a role in one of our North West academies offers a unique chance to become a vital part of a dynamic and forward-thinking local community. We are especially thrilled to celebrate the significant achievements at **Outwood Academy Haydock** and **Outwood Academy Hindley**, both of which have now earned **Ofsted's "good" grading in all areas**.

This accomplishment in both Haydock and Hindley underscores our unwavering dedication to providing an outstanding educational experience for every student in our North West community. By joining our teams there, you'll be working alongside passionate colleagues who are driven by high aspirations, a caring culture, and a shared commitment to ensuring all students reach their full potential. Envision yourself contributing your expertise and enthusiasm in academies where collective effort has yielded such positive outcomes, fostering a thriving and successful environment for both staff and students alike. The culture that has been created in our schools means that they are a happy and thriving place to work. Our students are brilliant- they are polite, work hard in lessons and are grateful for all the opportunities that our staff provide for them.

The North West itself offers a rich tapestry of experiences, from vibrant city life and cultural hotspots to picturesque countryside and stunning coastlines. With excellent transport links and a strong sense of community, it's a wonderful place to live and work. By choosing Outwood, you're not just taking a job; you're investing in a rewarding career within a supportive and successful local context. We offer bespoke CPD for colleagues at all stages of their career, really enabling a culture of continuous learning for all. We invite you to explore the opportunities available and become a part of our continuing success story in the North West.



**Jude Norman**  
Principal

**Outwood Academy Hindley**  
Local Authority: Wigan  
Ofsted: N/A  
On roll: 935 students

## As Principal of Outwood Academy Hindley, I am excited to introduce you to our school which was recently judged to be 'Good' in all areas by Ofsted.

The report recognised our 'culture of care' and the welcoming environment that you would be joining if you were a member of staff here. There was also recognition of the 'strong emphasis on staff development'; if you are passionate about education and improving your practice, you are guaranteed to be given excellent CPD opportunities.

The team at Outwood Hindley is exceptional; there is a strong sense of teamwork and staff demonstrate commitment to transforming the lives of our students and modelling the behaviours that lead to them being successful in the widest sense. Similarly our students are kind, welcoming, well-mannered and keen to try their best and improve. Outwood is a proud 'family' of schools and at Hindley we are absolutely committed to the core principles of the trust: we put students first in everything we do and we want to transform the lives of the students in our care.

If you have a similar passion for improving the life chances of young people, I am very keen to meet you and welcome you to our team.

## Discover a truly exhilarating and supportive career journey as a vital member of our Support Staff team.

At Outwood Grange Academies Trust, support staff make up around half of our workforce and are recognised as the backbone of our educational community, playing an essential role in creating a culture where “students first” is a lived reality. Without these vital members of staff, supporting teaching, giving pastoral support, admin support, ensuring the site is secure, we wouldn't be able to run our schools or achieve half as much.

We believe that caring for our staff is just as vital as caring for our students; therefore, we foster an environment rooted in **mutual respect, wellbeing, and professional belonging**. From administrative teams to site staff and teaching assistants, every individual is valued for the unique expertise they bring to our academies. We actively listen to our colleagues and prioritise a supportive atmosphere where people feel empowered, heard, and deeply integrated into the Trust's collective mission.

We offer incredibly varied opportunities where you are celebrated for your unique professional skills and dedication, and your well-being is genuinely prioritised.

We understand that choosing where to dedicate your professional skills is a significant decision. At Outwood, we offer incredibly varied, challenging, and rewarding opportunities where your unique professional skills and dedication are not just utilised, but celebrated. We are committed to fostering a supportive environment where your well-being is genuinely prioritised, ensuring you can thrive personally and professionally within our supportive community.

To ensure our people thrive, we provide **clear career progression pathways** and a robust Continuing Professional Development (CPD) offer designed to support them at every stage of their journey. We don't just offer jobs; we offer long-term careers. Whether you are looking to specialise in a specific field or move into a leadership role, our bespoke training programs ensure you have the tools and confidence to succeed. By investing in high-quality development, we ensure that as the Trust grows, our people grow with it, backed by a network that champions their ambition and rewards their dedication.

So, get ready to utilise your diverse skills across many departments, feel truly valued, and contribute your talents to help keep our schools running smoothly and our students achieving their very best!



### Diverse Opportunities Across the Trust:

Our Support Staff are the backbone of our organisation, ensuring that every academy operates smoothly, safely, and efficiently, ultimately allowing our teachers to focus entirely on teaching and our students to focus on learning. We offer three primary streams of impactful work:

- 1. Direct Student Impact - Nurturing Potential and Well-being:**

These are the roles that offer the most crucial hands-on assistance, working directly with our young people every day. They are essential in creating an inclusive, supportive, and safe learning environment.

  - **Teaching Assistants (TAs):** Providing invaluable in-classroom support, working with individual students or small groups to overcome barriers to learning, and helping to differentiate instruction.
  - **Student Welfare and Pastoral Services:** Offering essential emotional, social, and behavioural support. This includes roles in attendance, safeguarding, and mentoring, directly impacting daily student life and ensuring every student feels valued and supported.
- 2. Operational & Administrative Excellence - Ensuring Seamless School Life:**

These professionals provide the outstanding administrative, organisational, and HR support that is vital to the smooth and legal operation of every school day.

  - **Office & Administrative Teams:** Managing communications, coordinating school events, handling student data, and ensuring the central operations of the academy are efficient and professional.
  - **Human Resources (HR):** Supporting staff recruitment, development, and well-being, guaranteeing we have the best people in place to educate and care for our students.
- 3. Essential Specialist Expertise - Guaranteeing a Safe and Modern Environment:**

These skilled roles maintain the physical and technological infrastructure that underpins all teaching and learning, guaranteeing our academies are safe, modern, and efficient learning environments.

  - **Finance & Business Management:** Contributing essential skills in financial planning, procurement, and budget management to ensure resources are used effectively and transparently.
  - **Information Technology (IT) Support:** Managing, maintaining, and developing the technology infrastructure, from networks and devices to specialist software, ensuring digital learning is accessible and reliable.
  - **Estates Management & Caretaking:** Overseeing the physical site, maintenance, security, and cleaning, guaranteeing a high-quality, safe, and welcoming environment for everyone in the academy community.



**Julie Slater**  
Chief Executive Principal

Positioned at the heart of our organisation, I am incredibly privileged to lead the Outwood Institute of Education and delighted that you are considering joining the Outwood family. We are truly committed to investing in and developing our staff, supporting their professional learning at every stage of their career.

Our commitment is underpinned by the 'Outwood Entitlement', which sets out the specialist training and professional development opportunities our staff have access to, ensuring they are equipped with the skills and knowledge, and are empowered to be the best they can for the benefit of the children and young people in our schools.

For those entering the profession, our Early Career Framework (ECF) programme provides a comprehensive induction, helping you to hone your craft as you embark on your career journey. For experienced educators, we offer a wealth of subject-specific training as well as leadership development, all heavily steeped in the latest research.

Through our partnership with the National Institute of Teaching (of which we are a founding multi-academy trust), our staff have access to the NPQs, and with the Chartered College of Teaching, whose work forms part of our flagship High Potential Leadership programmes.

Our support staff have access to a broad offer of professional development from health and safety to clerking, data protection to first aid. We facilitate peer networking and access to a range of accredited qualifications.

Whatever your ambitions, the OIE will support you to achieve them. I truly believe that if you join Outwood, you are joining Outwood for a career, not just a job.



At Outwood Grange Academies Trust, we truly value our people and believe in creating a workplace where you feel supported, appreciated, and inspired every day.

Our benefits package is designed to take care of you—both at work and beyond.

#### Well-being & Support

- **Competitive salaries & pension:** We offer excellent pay and a generous pension to give you and your family financial peace of mind.
- **Employee Assistance Programme:** Confidential guidance and support for personal or professional challenges.
- **Cycle to Work scheme:** Save money, stay active, and enjoy the ride!

#### Exclusive Perks

- **Outwood Plus:** Unlock discounts on a variety of products and services just for being part of our team.

#### Work-Life Balance & Community

- **Generous holiday entitlement:** Take time to rest, recharge, and do what you love.
- **Family-friendly policies with eligibility from day one:** We understand the importance of flexibility and offer support for working parents.
- **A welcoming, supportive team:** Join a community that values your contributions and celebrates your successes.

At Outwood, we're more than just a workplace—we're a family. We're here to help you grow, thrive, and make a real difference in the lives of young people.



Outwood Grange Academies Trust

[www.outwood.com](http://www.outwood.com)



Outwood Institute of Education

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