

Welcome to

# The Outwood Family of Schools



Lee Wilson  
CEO



Cara Ackroyd  
Executive Principal

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.

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.



**Gemma Trattles**  
Community Executive Principal

As the Community Executive Principal, I am proud of the schools in the Middlesbrough and Redcar community and want to share with you why joining our team is an exciting opportunity for you.

The schools within this community are:

- **Outwood Academy Acklam**
- **Outwood Academy Ormesby**
- **Outwood Academy Redcar**

The schools are geographically close to one another; making support and collaboration something which can be easily achieved. Whilst geographically close, the schools within this community are diverse, giving you the opportunity to work in a range of contexts.

We pride ourselves on being at the heart of the community and the work we do goes beyond the child. We are dedicated to providing support for the whole family and we are excited about the next steps in our family and community strategy.

Joining our community also means you are joining our wider team; Outwood Family of Schools and all of the benefits that working for a larger trust will give you. This includes trust wide CPD at the Outwood Institute of Education (OIE), access to our team of Subject Directors who are experts in their field and our employee benefit scheme 'Outwood Plus'.

The Middlesbrough and Redcar area has some local contextual factors that impact the schools and some of our students have barriers to learning that they need help and support to overcome. If you are someone who entered the profession to make a difference, then we want to hear from you. If there is ever a place where you can make a significant difference to the life chances of young people ... then this is it!



**James Bridge**  
Principal

**Outwood Academy Ormesby**  
Local Authority: Middlesbrough  
Ofsted: Inadequate (2022)  
On roll: 825 students

Thank you for taking the time to find out more about our current vacancy at Outwood Academy Ormesby.

As Principal, I am extremely proud to introduce our academy which is located in Middlesbrough.

Everyone at our school is driven and focused on providing an environment where young people can thrive to meet their full potential in one of the most deprived areas in the country. We are committed to the value that 'every interaction counts' and work relentlessly to transform students' lives and develop positive relationships with our community. We value a commitment to enriching the lives of our students, collaboration, a growth mindset and a relentless drive to 'turn our best into our normal'.

We are proud to be Outwood Academy Ormesby but also to be a part of the Outwood Family. A Trust committed to transforming lives and raising standards. If you share our values and passion for improving the lives of young people, but also our wider community, we would be delighted to welcome you to our team.

# Join Our Outstanding History Team at Outwood Grange Academies Trust

## Why There's No Better Place to Teach History Than Here!

It's fantastic that you're considering joining our team of history subject specialists at the Outwood Family of Schools. We are passionate about the teaching of history and we work within a Trust that truly values the subject.

I can confidently say that joining our team will give you the opportunity to thrive in a supportive, subject-focused environment where your expertise is recognised and your passion celebrated. We believe in the power of collaboration, bringing together like-minded specialists to shape an ambitious, inclusive and relevant curriculum that inspires our students.

Our aim is to empower young people to think critically about the past, challenge perspectives and understand how history shapes their world today. If you share our commitment to making history engaging, meaningful and relevant, then we'd love to hear from you. Keep reading to find out more - this could be the perfect place for you!

## Our commitment to you as a member of our subject community

### 1. Professional development opportunities

I firmly believe that to give our students the best possible history education, we need to ensure you have the best CPD, support and resources to thrive. That's why we offer bespoke, subject-specific training, working with the Historical Association, leading universities and expert guest speakers to bring the latest historical thinking into our classrooms.

### 2. Work-life balance at its best

The experiences you bring to the classroom are what make you an exceptional teacher and we want to make sure you have the time and space to bring your best self to your students. While we are a team that works hard because our students deserve the best, we also recognise that your wellbeing matters. That's why we provide a range of curriculum materials designed to support your teaching. These resources are there to help you, but we understand that every class is different, so you'll have the flexibility to adapt and personalise them to meet the unique needs of your students. This way, you can focus on building meaningful relationships and delivering engaging lessons, all while ensuring that your workload remains manageable. Ultimately, we want this to be a profession and an organisation that you can stay in for your entire career, so it's crucial that we provide the right working environment to support you along the way.



### 3. Structure and creativity combined

We have a Trust-wide curriculum framework that ensures consistency and excellence across all our schools, while still allowing you the freedom to innovate. We believe curriculum development thrives on the ideas and expertise of our staff, which is why we actively encourage new approaches to keep it fresh and relevant for our students. After all, the curriculum is ours to shape and evolve.

If this excites you, you're exactly the type of person we're looking for. We offer a clear structure that supports excellence, while giving you the flexibility to make your mark in the classroom.

### 4. Our curriculum ambition

"Why do I even need to learn this? It's boring, and I'm never going to use history." This is the kind of mindset our curriculum is determined to challenge. We believe that history should be more than just the story of England - it should reflect the world our students live in today. That's why we've developed a curriculum that explores global histories and inclusive narratives, ensuring our students see themselves represented in the stories we tell. If you share this belief and are passionate about making history relevant and engaging, you'll be right at home here.

## What we are looking for and how to join our team

Simply put, we are looking for individuals who are deeply committed to offering our students an outstanding history education and who want to shape a curriculum that truly resonates with them. Your passion for history is key - it's this enthusiasm that inspires students to see the relevance of the subject in their lives today. Your expertise will be recognised, supported and celebrated as you make a meaningful difference to our students' learning journeys.

If you're excited by the opportunity to be part of a team which wants to be at the forefront of history education then we would love to hear from you! If you have any questions or would like to find out more, don't hesitate to reach out for an informal chat or arrange a visit. We're here to help you get a feel for what it's like to work with us. Apply today and take the next step in your career - we can't wait to see what you'll bring to our team!



**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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