



Principal

candidate information





Contents

Letter from the chairman	3
Welcome from our students	4
Background	5
Our ethos	5
Our values and aims	6
Our sponsor	7
Ormiston Academies Trust network	8
Job description	9
Person specification	11
How to apply	13



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 **Brownhills Ormiston Academy**. 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 curriculum, teaching and learning and pastoral care for the benefit of all our students and their families.

Brownhills Ormiston Academy is based in Brownhills, Walsall, about 15 miles from Birmingham. The school is an 11-16 co-educational academy with 704 students. The proportion of students who have special educational needs is higher than the national average at both SEN support and those with an EHCP, as is the number of students who are eligible for Pupil Premium funding. Students' ability on entry is historically lower than national average. The school has improved attainment and progress year on year, and whilst attainment and progress remain a key priority, the school has seen some significant improvements in core subjects over the last few years.

This is an exciting time to join the vibrant and caring learning community at **Brownhills Ormiston Academy**. Our focus on the core values of "ready, respect, safe" ensures that we provide a safe and secure learning environment where all students can succeed and reach their full potential. Our broad, balanced and aspirational curriculum, combined with strong pastoral care means that we can support our students to become successful and responsible 21st century citizens and life-long learners. The academy was recognised by Ofsted in May 2017 as a good school for a third time, and has a strong reputation regionally as being an inclusive school that is student centred and committed to providing students with a broad range of educational and enrichment opportunities.

Brownhills Ormiston Academy became an academy, part of Ormiston Academies Trust in April 2020 and works in close partnership with the Trust in terms of its own school improvement journey, whilst also actively collaborating with other OAT academies both regionally and nationally on a range of projects and initiatives to improve outcomes and life chances for students.

All students have access to a wide range of extra-curricular activities, and everyone is encouraged to get involved in the wider life of the school and find their passion through opportunities which include sport, the arts, homework and study clubs as well as social action projects through the OAT #iwill programme. **Brownhills Ormiston Academy** is a school at the very heart of the community and works hard to build positive relationships between students and their local community, as well as parents and carers who are very supportive and loyal to the academy. The school prides itself on its commitment to support a broad range of charitable organisations through its range of fundraising events.

I hope you enjoy reading about **Brownhills Ormiston Academy** and if you feel you can deliver what we are looking for, please submit your application by **11am on Thursday 10 February**. We encourage you to contact Paula Jones, regional director, for an informal discussion about the role, or visit the **OAT Careers website**. You can find full details in 'How to apply' on page 13 of this document.

Dr Paul Hann, OBE

Chairman, Ormiston Academies Trust



Welcome from our students

We would like to welcome you to **Brownhills Ormiston Academy**.

We are proud to attend this academy and feel privileged to have such supportive staff that go above and beyond to ensure that every student achieves their very best. Our academy values are “ready, respect, safe” and were chosen by Student Voice, staff members, parents, and governors. These values are important to us because they represent all the things that make our academy special: we are always ready to learn and achieve our best; we strive to be respectful to each other, ourselves, and the environment in and out of school; and our time at the academy helps us develop personally to be able to make safe decisions and always keep ourselves safe. We feel these values prepare us for our future after the academy as we go into the world as young adults. The most important aspect of our academy is the relationships that we have amongst staff, students, and families: we all know that staff always have our best interests at heart and because we are a small school, we know each other well.

We value the wide range of opportunities that **Brownhills Ormiston Academy** offers through our academic curriculum and in the wide and varied enrichment programme. We also enjoy taking part in community charity events; recently we held our annual Christmas Concert at the local community centre for senior citizens. We raise thousands of pounds for Cancer Research each year through Race for Life and we raise money for other charities too. Even Blue Peter have commended us on the quality and variety of our enrichment activities resulting in many students receiving a Blue Peter badge, the first academy to be awarded these.

Student leadership is an important part of our academy and we value being able to contribute to the decisions that will affect us directly, for example, catering decisions, school uniform choices and design through our voice in the school council so that the academy continues to evolve and thrive.

Our local community is important to our academy. We work hard to develop links with the local community through social action projects, relationships with our partner primary schools, links with local businesses and post-16 providers, and connections with local employers through our careers programme. These opportunities allow us to develop our experience of what life is like for people outside our school and improve our communication skills, whilst supporting our local community.

Our current principal has been here for many years, and we would like the new principal to be here with us for a long time too. It is important to us that he/she is a caring individual who is highly visible and takes an interest in every student. A good sense of humour is also a welcome attribute. Performing arts and sport are very strong elements of school life as is enrichment in general and we want our new Principal to uphold this tradition, because these opportunities are important to us and help us to be more confident and healthy individuals, as well as nurturing our talents.

We are described by the current principal as “the small school with the big heart” and that really captures the essence of this academy. We pride ourselves on being kind and looking out for each other. Visitors to the academy always comment on the warm welcome they receive and the friendly community. The pandemic brought our academy community even closer together as the staff supported our families in whatever way they could, and we knew that staff were keeping us safe. We are very grateful and proud to be students at **Brownhills Ormiston Academy** and we hope that our new principal will continue to lead, inspire, and support us to achieve our full potential and the academy will continue to thrive.

Thank you for your interest in our academy.

Good luck with your application and we look forward to meeting you!



Background

Brownhills is located in Staffordshire, on the edge of the Cannock Chase area of outstanding natural beauty, yet only 15 miles from the culturally rich city of Birmingham. The area benefits from excellent transport links connecting its population with retail, cultural and leisure activities and a diverse range of employment opportunities in the surrounding towns which include the administrative centre of Walsall and the historic cathedral city of Lichfield.

Chasewater Country Park is on the doorstep where there are extensive water sport activities, including sailing, wakeboarding, water skiing and paddle boarding. Chasewater is also an ideal location for more land-based pursuits from nature trail and bird watching to cycling or taking a ride on the heritage steam railway.

Brownhills Ormiston Academy officially joined OAT in April 2020 and quickly embraced the OAT values, and the regional collaborative style of working. We are a continuously improving school, with high expectations for behaviour, reduced exclusions, a focus on curriculum CPD and development and improving outcomes.

Our ethos

We pride ourselves on being a smaller 11-16 secondary academy with big ambitions for our students. Warmth and strong care permeate every aspect of the academy. Though we are modern in our facilities and resources, we hold traditional values, and these underpin everything that we do in the academy:

- Ready; Being ready for learning in terms of attendance, punctuality, organisation, attitude and work ethic is a core value which underpins the drive for academic achievement that we have for every child. Time at the academy is precious and we need to make the most of every learning opportunity.
- Respect; for each other, for learning and for ourselves is a core value and we expect every student to show that respect in how they treat others and in the way they behave in lessons and around the building. This helps us to uphold a harmonious community within and beyond the academy.
- Safe; Being safe is our third core value and we want every individual to feel safe, happy and valued in the academy. We expect students to keep themselves safe and to avoid behaviour that affects the safety of others.

We pride ourselves on celebrating difference, working together and supporting our pupils to be smart, caring, honest, modest, humorous and hardworking young people who make a positive contribution to the communities in which they work and live.



Our values and aims

Ormiston Academies Trust has four key values at its heart:

- Anyone can excel
- Share what is best
- Be inclusive
- Enjoy the challenge

The OAT core curriculum purpose and key values, aligned with the academy values of 'ready, respect, safe' are at the heart of teaching and learning at **Brownhills Ormiston Academy**. They determine what we teach, how we teach it and the opportunities we provide to ensure that broad and balanced education of every student.

We are truly a community school, a family who teach and learn together in a collaboration that enables student interests to be explored and allows students to learn more and remember more every day. The needs of our community directly link to the curriculum and enrichment design – we know that experiences that promote love of learning and reflect the diversity of our community allow the talents of every student to flourish.

We provide a broad, challenging and knowledge-rich curriculum which develops mastery of content and skills through careful sequencing. New and increasingly more challenging content is delivered progressively and reflects both the needs of the local and wider community. The high expectations and aspirations for achievement and behaviour have a clear focus on ensuring the future pathway and preparation for success in careers and life.

Every student can achieve their very best at our academy because the breadth and depth of study at Key Stage 3 goes beyond the National Curriculum and cultural capital is standard in enriching lessons and experiences every day.

The explicit teaching of literacy means that standards of reading, writing and oracy are at the heart of teaching and learning. New vocabulary is explicitly taught to students so that they can articulate and communicate in a subject specific way.

Our approach has equality, diversity and inclusion at its centre, ensuring that students at the academy can access the curriculum and overcome barriers to learning. Student Voice is critical to evaluating and refining the work of our academy and we know that students who are socially active and have their voices heard make a greater contribution to the wider world.

The Brownhills Promise encompasses a wide range of curriculum and enrichment opportunities which promote creativity, health, wellbeing and social action. External speakers, trips and residential allow students to experience the best of what has been thought and said.



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 young people it serves. OAT's vision is to provide pupils with access to the highest academic, social and practical skills required to achieve their full potential. Working across the country in over 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, south and London regions. There is also an additional office in Wolverhampton situated at Ormiston NEW Academy. 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 policymaking, delivery, governance and finance.

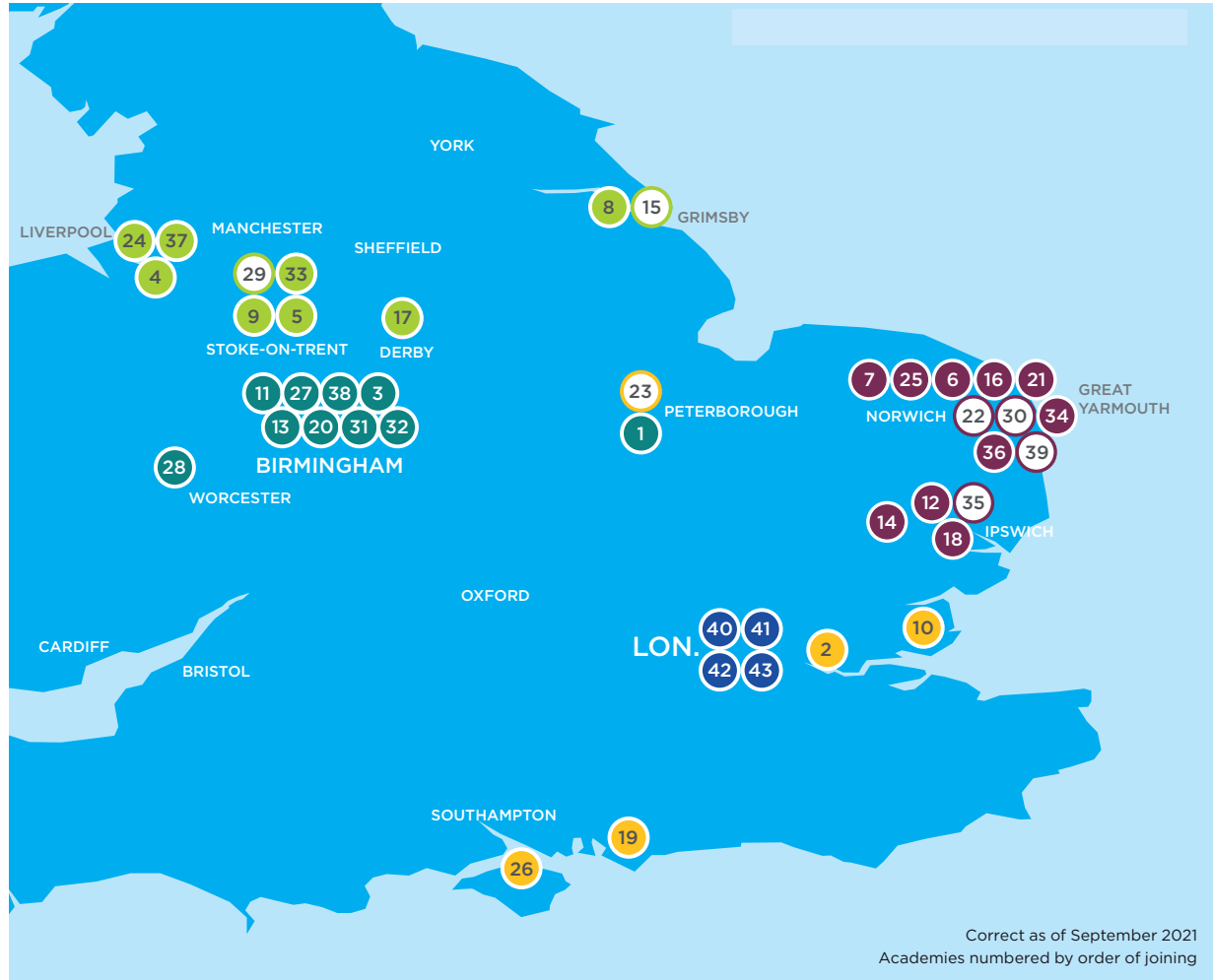
Strong and aspirational leadership is central to our academies' success, and OAT has always developed new leaders from within, with nearly a third of OAT academy leaders being home-grown. Additionally, to enhance the strength of our own talent, we recruit high-quality, external academy leaders with experience of raising aspirations, and ensuring the highest standards of performance and behaviour. OAT is also proud to have several 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.

OAT has a strong commitment to the continuing professional development (CPD) of all staff, including our principals. Our comprehensive regional and national CPD offer is designed to develop and retain talented staff in our schools. We run many CPD development networks, specialist training, briefings, meetings and forums/events at all levels to share information and best practice. Our CPD programme is built around emerging needs, subject specific content and leadership development, with all programmes involving explicit discussion, reflection and research. National training is available at all levels with the opportunity for principals to complete the NPQH and NPQEL programmes, as well as being involved in regional and trust wide school improvement projects. The Trust recognises the importance of training and investing in our own teachers and offers the Initial Teacher Training (ITT) programme through The OAKS and fully supports the early career framework, through its hubs. 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.



Ormiston Academies Trust network



NORTH

- 4 Ormiston Bolingbroke Academy
- 24 Ormiston Chadwick Academy
- 9 Ormiston Horizon Academy
- 17 Ormiston Ilkeston Enterprise Academy
- 6 Ormiston Maritime Academy
- 33 Ormiston Meridian Academy
- 37 Sandymoor Ormiston Academy
- 5 Ormiston Sir Stanley Matthews Academy

WEST

- 1 Ormiston Bushfield Academy
- 38 Brownhills Ormiston Academy
- 13 Ormiston Forge Academy
- 11 George Salter Academy
- 32 Ormiston NEW Academy
- 3 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
- 12 Ormiston Endeavour Academy
- 34 Flegg High Ormiston Academy
- 18 Stoke High School - Ormiston Academy
- 14 Ormiston Sudbury Academy
- 6 Ormiston Venture Academy
- 7 Ormiston Victory Academy

SOUTH

- 26 Cowes Enterprise College, An Ormiston Academy
- 2 Ormiston Park Academy
- 10 Ormiston Rivers Academy
- 19 Ormiston Six Villages Academy

LONDON

- 40 Ormiston Beachcroft Academy
- 41 Ormiston Bridge Academy
- 42 Ormiston Courtyard Academy
- 43 Ormiston Latimer Academy

PRIMARIES AND SPECIAL SCHOOLS

- 39 Ormiston Cliff Park Primary Academy
- 30 Edward Worlledge 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 executive principal

Salary: Competitive with benefits

Disclosure level: Enhanced DBS (Disclosure Barring Service)

Core purpose

The overall purpose of the role is to develop and sustain exceptional educational provision, which will transform the educational and future life opportunities of all pupils.

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

Safeguarding

- Ensure the academy operates in line with OAT safeguarding policies and procedures and that staff are updated to changes in line with legislative framework.
- Working closely with the designated safeguarding lead, promote a culture in which child protection and safeguarding are of central importance to all operations and decisions and all staff understand that safeguarding is everyone's responsibility.

The quality of the curriculum, teaching and learning

- Ensure that outstanding teaching and learning is the primary objective for all staff.
- Monitor and evaluate the quality of the curriculum, the quality of teaching and standards of learning as well as the achievement of all students, including those supported through enhanced resources, to set and meet ambitious targets for improvement.
- Lead, motivate, support, challenge and develop staff to secure improvement.



Principal candidate information

- Develop a knowledge rich 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 to meet needs.
- 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 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, diversity and inclusion

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.

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



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.		✓
Experience and understanding of safeguarding legislation and statutory duties.	✓	
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	✓	

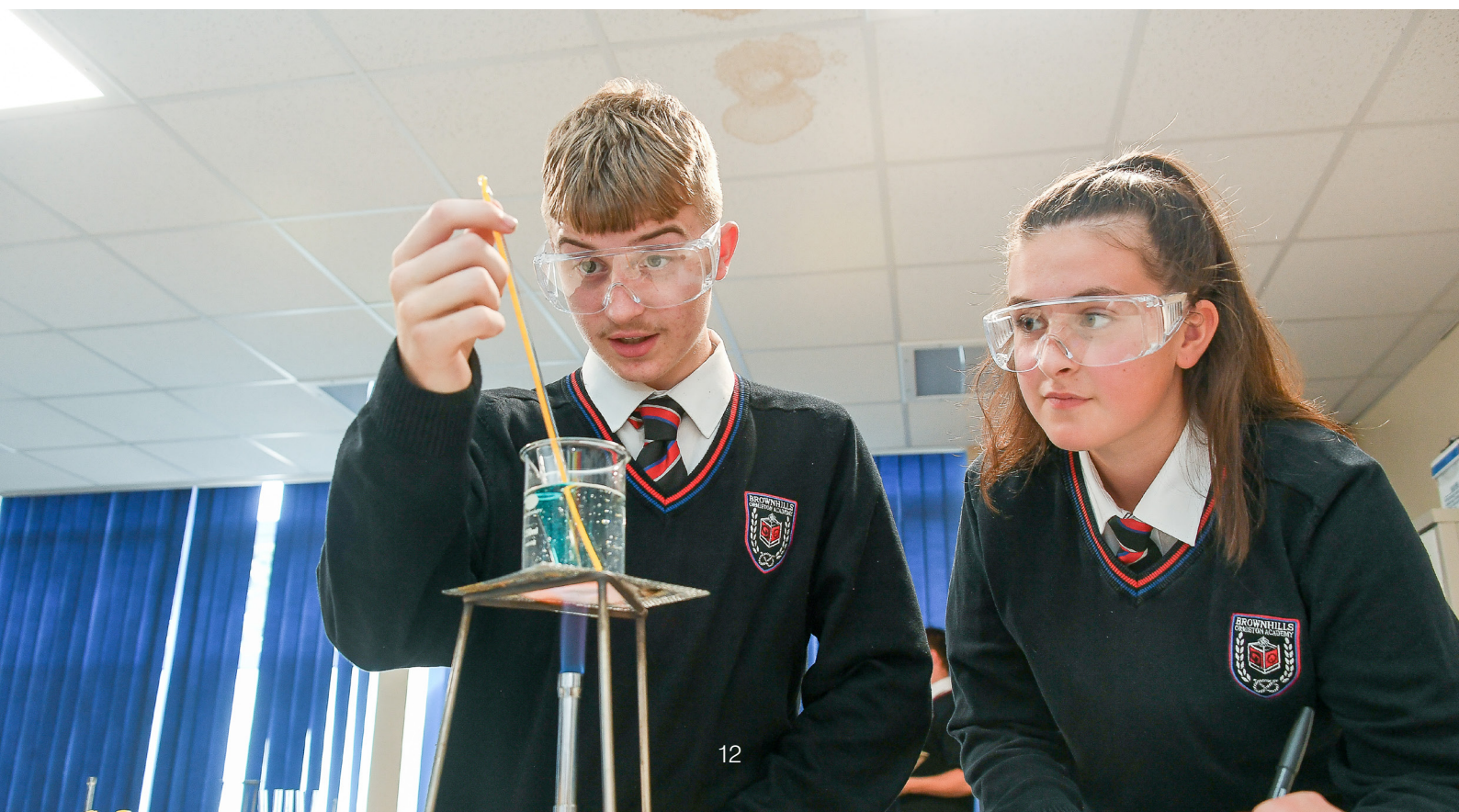


Principal candidate information

Ability to devise and implement high quality improvement plans	✓	
Ability to effectively manage budgets, facilities and resources	✓	

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: Brownhills

Reporting to: Regional executive principal

Start date: Easter/September 2022

Closing date for applications: 11am, Thursday 10 February 2022.

Interview date(s): Wednesday 16 and Thursday 17 February 2022

Salary: Competitive with benefits

Applications with supporting statements should be made through the **OAT Careers website**.

Discussions about the role and the academy are strongly encouraged with the regional director, Paula Jones. Please contact Paula directly by email paula.jones@ormistonacademies.co.uk or by phone on **07963 321869**. Applicants can also arrange a tour of the academy by contacting the schools office by calling **01543 452 886** or by emailing postbox@brownhillsoa.co.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.





Deakin Avenue, Brownhills, Walsall,
West Midlands WS8 7QG

Tel: 01543 452886

Website: www.brownhillsoa.co.uk

Email: postbox@brownhillsoa.co.uk

[OAT]
Ormiston Academies Trust
AN OAT ACADEMY