

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.

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



Outwood Institute of Education

oie.outwood.com