

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.



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 Science Team at Outwood Grange Academies Trust

I am pleased to learn of your interest in becoming part of our distinguished team of Science educators at Outwood Grange Academies Trust. As the Senior Director of Science, I can affirm that this institution provides an unparalleled environment for fostering a deep engagement with Science and cultivating the next generation of scientists.

Commitment to Excellence in Science Education

At Outwood, our commitment to Science extends beyond mere enthusiasm; we are dedicated to equipping our educators with comprehensive support, cutting-edge resources, and continuous professional development, ensuring they have the necessary tools to achieve excellence. Allow me to outline the reasons why Outwood offers an ideal setting for your professional growth and success.

Subject Expertise and Support

From the moment you join us, you will be immersed in a team of dedicated and highly experienced Science professionals who share your commitment to discovery, precision, and evidence-based teaching. Our Community Subject Directors are experts in their disciplines, bringing extensive knowledge and experience from years of exceptional classroom practice and leadership in Science education. They will serve as your mentors, providing data-driven insights, rigorous pedagogical strategies, and continuous professional development.

A Research-Informed Curriculum

You will have access to a vast repository of expertise, drawing on the latest research in Science education, innovative teaching methodologies, and effective approaches to student engagement through a knowledge rich curriculum. As part of this collaborative scientific community, you will engage in the exchange of best practices, critical analysis, and professional discourse—ensuring that together, we advance the frontiers of Science education.

We believe in empowering teachers to bring their own unique expertise and creativity to the classroom while providing a clear and consistent framework to ensure high-quality Science teaching and learning. Our Science curriculum, praised in Ofsted inspections for its unique design and well-sequenced structure, is built on strong research foundations. Our KS3 curriculum is inspired by research from STEM Learning and the University of York, utilising the 'Best Evidence Science Teaching' framework to inform our sequencing and pedagogy.

Supporting Your Well-Being and Workload

We understand that teaching can be incredibly demanding, and we're committed to supporting your well-being by minimising unnecessary workload. Our comprehensive curriculum resources, including ready-to-use lesson plans and assessments, are designed to free up your time, allowing you to focus on what truly matters: building relationships with your students, delivering engaging lessons, and fostering a deep understanding of Science.



Professional Development and Career Progression

But our commitment to your well-being goes beyond just reducing workload. We also invest heavily in your professional development, providing a wide range of opportunities to enhance your skills, knowledge, and career progression. You'll have access to regular Science CPD sessions, led by our Subject Directors and covering a diverse range of topics, from innovative teaching strategies to the latest advancements in Science education and effective assessment techniques. Additionally, we work closely with our exam board, AQA, to deliver bespoke CPD sessions, ensuring you have the most up-to-date insights into assessment expectations and best practices.

Leading the Way in Post-16 Education

Outwood is a flagship school-based trust for Post-16 education, leading the way in the implementation of T Levels in Engineering, Health, and Animal Care. Alongside our pioneering vocational and technical pathways, we offer an extensive suite of academic subjects, ensuring every student can pursue their ambitions through a broad and balanced curriculum.

We have invested in state-of-the-art facilities to provide students with an exceptional learning environment, equipping them with the skills, knowledge, and hands-on experience needed to thrive in their chosen fields. As part of our team, you'll play a key role in shaping the future of both technical and academic education, making a lasting impact on students' career pathways and helping to drive innovation in Post-16 learning.

Expanding Opportunities in Science at KS4

At KS4, we offer both Animal Care and Astronomy as part of our Science suite of subjects, providing students with exciting opportunities to explore diverse scientific disciplines beyond the traditional curriculum. We are also looking forward to delivering Natural Science at GCSE, further expanding our commitment to offering a broad and enriching Science education. These options allow students to develop a deeper understanding of the natural world, space, and applied sciences.

Join Us at Outwood Grange Academies Trust

If you're a dedicated and enthusiastic Science teacher who is passionate about making a real difference, we encourage you to apply.

Outwood Grange Academies Trust is a place where your expertise will be valued, your passion for Science will be ignited, and your impact on students' futures will be celebrated.



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