

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.



**Sabiha Laher**  
Community Executive Principal

As Community Executive Principal, I am incredibly proud to lead four academies that sit at the heart of our communities; **Outwood Academy Adwick and Outwood Academy Danum in Doncaster, alongside Outwood Academy Brumby and Outwood Academy Foxhills in North Lincolnshire. Together, we are more than just schools, we are a community of learners, educators and leaders, united by a shared vision of excellence.**

In this community, we believe that every child deserves the very best education, and that starts with an exceptional team of staff. Across our academies, we are committed to inspiring young minds, raising aspirations, and transforming lives. Our schools are places of opportunity, where students are encouraged to dream big and achieve more than they ever thought possible. We do this by listening to them and working with them to co-construct a learning journey that takes them from year 7 to their future aspirational destination.

But great schools are built on more than just ambition, they thrive because of dedicated, passionate, and skilled professionals who bring learning to life every day. Whether you are a teacher, a leader, or part of our invaluable support staff, you will be joining a community that values your talent, invests in your development, and empowers you to make a real difference.

Our community of 4 academies significantly benefit from a culture of high expectations, innovation and collaboration and you'll be provided with the following opportunities:

- Work in a community of academies where ambition, innovation, and collaboration drives success.
- Benefit from bespoke training packages, leadership opportunities and a clear pathway for progression.
- Allow you to make a lasting impact - your work will empower young minds, create opportunities, and change lives.
- Be part of a culture that cares - join a supportive, inclusive environment that values your wellbeing.

Whether you are an experienced teacher, an aspiring leader, or a professional looking to contribute to a thriving community which truly works collaboratively across the 4 academies, we offer the platform to grow, achieve, and inspire. I warmly invite you to be part of our journey.



**Donna Fitzgerald**  
Principal

**Outwood Academy Brumby**  
Local Authority: North Lincs  
Ofsted: Good (2018)  
On roll: 860 students

Thank you for taking the time to learn more about the current vacancy at **Outwood Academy Brumby.**

As Principal, it is my privilege to introduce you to our academy of 750 friendly and polite students. Located in the heart of Scunthorpe near the steelworks, we are deeply committed to the pursuit of excellence and to nurturing the potential of every child and member of staff, no matter their starting point. By 2028, we will have served the community for a whole decade - 10 proud years of making a difference.

What truly distinguishes us is our incredible staff team. They share a strong belief in the transformative power of education and are deeply committed to serving our diverse community. We thrive on making positive supportive relationships with both colleagues and students, dealing with everyone in an open, empathetic, respectful and caring manner. We foster a culture of collaboration, innovation, and continuous growth, always striving to enhance our practice and deliver the best possible learning experience for every child. As such, we are keen to recruit inspirational, dedicated and ambitious professionals who will add value to our Academy in both academic terms and through involvement in the fabric of learning and success beyond the classroom.

We are also exceptionally proud to be part of the Outwood Family, a Trust known for its dedication to transforming lives and raising standards. If you share our passion for making a meaningful difference in the lives of young people, we would be thrilled to welcome you to our team.

I look forward to the opportunity to meet you.

## Join Our Outstanding English Team at Outwood Grange Academies Trust

I am delighted that you are interested in becoming an English teacher here at Outwood Grange Academies Trust, where you'll be joining a passionate and dedicated English team driven by a love of literature and a commitment to student success. We love to read and firmly believe that the ability to read well is transformative for our students - in fact we think it's one of the key factors that help our children to thrive. Needless to say, that love of reading is at the heart of our teaching and our curriculum, and as a teacher of English at Outwood Grange Academies Trust, you will join us in shaping the literary landscape for our students.

As a new teacher you will be supported by members of the English department in your school, as well as by our Community Subject TSLs and SSIPs - our team of English experts who work across schools, in partnership with other English colleagues, building capacity, discussing and determining strategy, planning, and also coaching and supporting teachers. We are deeply committed to supporting and bringing out the best in each other, resulting in extensive CPD and personal development opportunities ensuring colleagues feel purposeful and valued. We want our teachers to thrive as much as our students.

Our TSLs and SSIPs are masters of their subject, well versed in key messages at KS4, and incredibly knowledgeable about teaching strategies at KS3. They like nothing more than rolling their sleeves up and getting into the classroom to coach colleagues by modelling and team teaching, while also creating first-rate resources which encourage superb classroom teaching and reduce workload. They work with our English teams to standardise and moderate work to ensure accuracy in predictions and interventions. They are relentless when it comes to putting students first with the quest for improved outcomes at every key stage behind everything they do.



As a trust, we have a culture of high expectations. We believe in the potential of every student, and colleague, and strive for excellence in all that we do. In our classrooms we follow an ambitious curriculum which introduces our KS3 students to a huge range of opportunities to read and write, effortlessly exceeding the expectations of the National Curriculum. Our assessment timetable and focus is consistent across our trust, allowing for the data of all our academies to be used in a comparative form to help our students achieve their full potential.

We are clear what outstanding teaching looks like in our classrooms but we want our teachers to bring their own flair and personality to their role, creating warm and lively classrooms where the learning needs of all students are met and their full potential is achieved. As English teachers we pride ourselves on our ability to build excellent relationships with our students. This role is a fantastic opportunity to make a real difference in the lives of young people, working alongside a group of like-minded professionals who are passionate about fostering a love of reading and achieving outstanding results.

We want our students to be engaged readers and learners, growing in confidence and ability as they progress through school. We believe we are only as good as our last set of results and that drives us as English teams to do all that we can for the students in our classrooms.



**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

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