Welcome to

The Outwood Family of Schools

Students First
OUTWOOD
GRANGE ACADEMIES TRUST

Be the inspiration.
Be the expert.
Be OUTWOOD.



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.



Steve Merifield
Community Executive Principal

Are you looking for a **rewarding teaching career** in a region with **stunning coastlines, rolling hills, and children full of character and potential?** Our **Teesside community of schools** offers a truly special place to teach. Where **natural beauty, strong community spirit, and a passion for education** come together.

As the Community Executive Principal for Outwood Academies Bishopsgarth, Bydales, Eston (Alternative Provision) and Riverside (Free School). I passionately believe that every child deserves the best possible education. Many of our students experience disadvantaged and they deserve the very best adults in their lives.

Working with us you will experience:

- **Amazing pupils with big personalities** – Teach incredible children who are full of resilience, energy, and ambition.
- **A supportive and friendly teaching community** – Be part of a welcoming team that values collaboration and professional growth.
- **Opportunities to develop and progress** – Access excellent training, mentoring, and career development; within our community and across a large family of schools.
- **Breathtaking surroundings** – From the **dramatic North Sea coastline** to the **rolling North York Moors**, enjoy an inspiring backdrop to both work and life.
- **A strong community spirit** – Experience the pride, warmth, and determination that make Teesside such a fantastic place to teach.

I work closely with each academy in our community, ensuring that we are sharing our strengths, learning from each other, and constantly striving for improvement. Creating a truly unique and supportive environment where everyone develops.

Whether you're just starting your teaching journey or looking for a fresh challenge, our Teesside schools offer the **perfect place to inspire, be inspired, and build a fulfilling career**.



Jason Rhodes
Principal

Outwood Academy Bishopsgarth
Local Authority: Stockton
Ofsted: Good (2019)
On roll: 602 students

As Principal, I am really proud to be able to introduce you to Outwood Academy Bishopsgarth. Serving the north of Stockton-on-Tees, we are a short distance from good commuting routes to Teesside, North Yorkshire and County Durham.

Our Academy will capture your heart. It is a privilege to work with a staffing body that has a relentless pursuit to improve the lives of our students, enabling them to have a launchpad to fulfill their ambitions.

What sets us apart is how strong the relationships are between everyone at Outwood Academy Bishopsgarth. Staff know the students and their families well, whilst the students flourish under the care and guidance of adults that motivate them to be the best version of themselves.

The staff at Outwood Academy Bishopsgarth go above and beyond to make a difference to our students. We truly serve an area of deprivation, but with a strong moral purpose; to ensure that the students have the opportunity to transform their lives.

We value practitioners that want to be better each day, who have a desire to challenge themselves to improve and who will not rest until students have the best education they are entitled to. We expect them to be at the forefront of their subject or role. Staff recognise that they are looked after well, workload and wellbeing are important to leaders and that they are invested in to fulfill their own potential.

We are proud to be part of the Outwood Family, a Trust renowned for its commitment to transforming lives and raising standards. The staff at Outwood Academy Bishopsgarth live out the Outwood Family values. If you share our passion for making a real difference in the lives of young people, we would be delighted to welcome you to our team.

I look forward to meeting you.

Join Our Exceptional Team of Computer Science Teachers at Outwood Grange Academies Trust

I'm delighted that you're interested in joining our outstanding team of Computer Science teachers at the Outwood Family of Schools. As the Director of Computer Science, I can confidently say there's no better place to inspire the next generation of digital innovators, problem-solvers and future technology leaders.

At the Outwood Family, we're not just passionate about Computer Science; we're committed to shaping the future of digital education. With cutting-edge technology, expert support and innovative teaching methods, we empower our teachers to make a real difference while keeping workload manageable.

Unparalleled Support and Expertise
From day one, you'll be part of a forward-thinking and supportive community of Computer Science teachers. Our subject specialists bring a wealth of classroom and industry experience in programming, cybersecurity, AI, and emerging technologies.

At Outwood, you'll benefit from:

- A Dedicated Director of Computer Science, providing subject-specific support and consistency across the Trust.
- Regular collaboration and mentorship with like-minded professionals who share your passion for technology.
- A culture of innovation, where we actively explore new approaches to teaching, learning, and assessment in Computer Science.

Imagine being part of a team that champions your growth, refines your teaching strategies, and fosters best practices; all in an environment that values subject expertise.

Curriculum Freedoms with Strong Underpinning Research
We empower teachers to bring Computer Science to life, combining creativity with a structured, high-quality curriculum. We heavily invest in Google Workspace for Education, with Google Classroom at the heart of our digital learning approach.

Our curriculum provides:

- Engaging schemes of work, interactive coding challenges, and industry-relevant projects.
- Flexibility to innovate, tailoring pre-created lessons to students while maintaining high academic standards.
- A focus on real-world application, preparing students for careers in technology and beyond.

You won't just teach Computer Science; you'll inspire computational thinking, problem-solving, and digital creativity in every student.



Leveraging AI to Reduce Workload and Maximise Impact
We understand that workload is a key challenge in teaching. That's why we lead the way in in-house AI-driven marking systems for KS3 Computer Science assessments.

Our AI tools help by:

- Providing instant, actionable feedback, reducing marking workload while ensuring ethical AI use.
- Offering adaptive learning technologies, giving students personalised challenges based on progress.
- Streamlining assessment analysis, giving you insights into student performance without hours of manual data entry.

This frees up your time to focus on engaging students, developing creative lessons, and pushing the boundaries of what's possible in your classroom.

A Future-Focused Learning Community
At the Outwood Family, we're not just preparing students for exams, we're preparing them for the future. Our commitment to cutting-edge Computer Science education means you'll have opportunities to:

- Contribute to AI and EdTech innovations that shape the way Computer Science is taught across the Trust.
- Engage in specialist CPD, staying ahead with the latest developments in technology and pedagogy.
- Collaborate on research and best practices, ensuring students leave with industry-relevant digital skills.

Be Part of Something Bigger
The Outwood Family of Schools is more than a school, it's a movement to drive excellence in education through innovation. Whether you're passionate about coding, cybersecurity, AI, or computational thinking, this is the place to inspire the next generation of digital pioneers.

If you're an enthusiastic and dedicated Computer Science teacher who wants to teach smarter, not harder, while shaping the future of AI-driven education, we urge you to apply.

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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.

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