

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!



**Graham Skidmore**  
Principal

**Outwood Academy Acklam**  
Local Authority: Middlesbrough  
Ofsted: Good (2019)  
On roll: 1350 students

Thank you for your interest in a role at Outwood Academy Acklam.

As Principal, I am incredibly proud of our academy, students and staff. Outwood Academy Acklam, Middlesbrough, the first Outwood school in Teesside, has an enrollment of almost 1200 students each academic year. In its most recent inspection, it was recognised as a GOOD school in all areas. The academy is a vibrant and diverse 11-16 academy. We are grateful to be located in a spectacular building on large, tree lined grounds. The facilities our student have access to are state of the art.

Our exceptional academic and pastoral teams are energetic, passionate and committed to making a significant and lasting impact on students. The academy offers effective care and support for students, particularly those with special needs, and with a strong emphasis on academic achievement, it provides the perfect environment for students to fulfill their potential. This is evident in the improved outcomes where students leaving the Academy at above Grade 4 and 5 in the core subjects of Maths and English continues to increase year on year; a trajectory that is predicted to continue this coming Summer. The Fairer Schools Index shows that Outwood Acklam is the highest performing school in the town with progress deemed 'Well Above Average.'

We celebrate the diverse nature of our student population and our truly inclusive approach to academy life. Everything we do is driven by our ACKLAM values and we always strive to be the best we can be! Whether it be opening our doors for SEND coffee mornings, or opening the school for our Community Iftar evening - we are an outward facing school increasingly widening the offer for our students and our community.

The staff love working at Acklam and working with our wonderful students; we trust that you will too if you take the opportunity to submit an application or come for a look around with one of our Academy staff.

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

I'm delighted you're interested in joining our exceptional team of Maths teachers and Leaders here at Outwood Grange Academies Trust. As the Trust Lead for Maths, I can confidently say there's no better place to ignite your passion for teaching Maths and to inspire the next generation of mathematicians.

Here at Outwood, we're not just passionate about Maths; we're obsessed with providing our teachers with the support, resources, and opportunities they need to become the very best. Let me share why I believe Outwood is the perfect place for you to thrive:

### **Unwavering Support and Expertise:**

From the moment you join us, you'll be surrounded by a dedicated and experienced team of Maths professionals, who are as passionate about the subject as you are. Our Subject TSLs and SSIPs are experts in their field, with a wealth of knowledge and experience gained from years of outstanding classroom practice and leadership in Maths education. Members of the team also lead within the Yorkshire and Humber Maths Hub. They'll be your mentors, your guides, and your collaborators, providing you with ongoing support, feedback, and access to a vibrant network of like-minded colleagues.

Imagine having access to this wealth of expertise, benefiting from their insights into innovative teaching strategies, the latest research in Maths pedagogy, and effective approaches to student engagement and intervention. You'll be part of a collaborative learning community, where sharing best practice and supporting each other's growth is at the heart of everything we do.

### **Curriculum Freedom within a Strong Framework:**

We believe in empowering teachers to bring their own unique style and creativity to the classroom, while also providing a clear and consistent framework to ensure high-quality teaching and learning. Our robust Maths curriculum offers comprehensive, detailed schemes of work, exemplifying consistent methods that we know to work, 'how to teach' optional training sessions and where needed - lesson plans, and a range of assessment materials.

### **Reducing Workload, Maximising Impact:**

We understand that teaching can be incredibly demanding, and we're committed to supporting your well-being by providing you with access to supportive resources, alongside our personal coaching. We know that with this support, you can focus on building relationships with your students, delivering engaging lessons, and making a real difference in their lives.



But our commitment to your well-being goes beyond just reducing workload. We also invest heavily in your professional development. You'll have access to regular Maths CPD sessions and to the full suite of Maths Hub PD, led by expert practitioners, covering a diverse range of topics, from the most current, research and evidence driven teaching strategies to effective assessment techniques.

We also offer tailored programmes designed to support your specific career aspirations. Whether you dream of leading a department, becoming a specialist teacher, or contributing to research and innovation in Maths education, we'll be there to provide guidance, mentoring, and opportunities to help you reach your full potential.

### **Making a Difference, Together:**

At Outwood, we share your passion for Maths and understand its power to transform lives. We believe that every child deserves an exceptional Maths education, one that opens doors to future opportunities and empowers them to achieve their full potential. As part of our team, you'll be making a real difference in the lives of young people, equipping them with the skills and knowledge they need to succeed in their education and beyond.

And you won't be on this journey alone. You'll be an integral part of our Trust-wide Maths community, a vibrant network of passionate and dedicated professionals who share your love for the subject. You'll have countless opportunities to collaborate, share ideas, and learn from each other, creating a truly supportive and inspiring environment where everyone can thrive.

### **Leading the Way in Maths Education:**

As the lead school for the Yorkshire and Humber Maths Hub, Outwood is at the forefront of innovation and best practice in Maths education. This means you'll have opportunities to contribute to cutting-edge research projects, shape the future of Maths teaching and learning, and make a real difference on a regional and national scale. Imagine being part of a team that's influencing the way Maths is taught across the country!

### **Join Outwood and Unleash Your Potential:**

If you're a dedicated and enthusiastic Maths teacher who is passionate about making a real difference, we urge you to apply. Outwood Grange Academies Trust is a place where your talent will be nurtured, your passion will be ignited, and your impact 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](http://www.outwood.com)



Outwood Institute of Education

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