

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.

Our Curriculum

Our Vision

Our vision is Students First: Raising Standards and Transforming Lives. To achieve this vision, we provide an ambitious first-class educational experience for every child who attends our inclusive primary and secondary academies believing the quality of education a child receives empowers their future choices and life chances.

Our Ambitious Intent

The power of our inclusive curriculum rests in our determination that all children enjoy a wide range of subjects and experiences. For young people attending our primary and secondary academies we provide an accessible and enjoyable educational experience that ensures academic success, develops life-long skills, and offers rich experiences. An Outwood education supports every child and young person to grow as well-rounded and responsible citizens who can fulfil their potential and ability to play a positive role in society.

Across our curriculum each year is designed to build to the next. Curriculum planning focuses core and subject content knowledge and skills to aid our students' knowledge recall, build their subject fluency and deepen their understanding. Expert curriculum planning across all subjects as well as wider curriculum aspects such as Relationship, Sex and Health Education, Fundamental British Values etc ensures we clearly define what children learn across each year and throughout their time at Outwood. Our knowledge rich curriculum supports our students to access their next steps in education at every level as we believe the longer one continues in education and/or training the greater the reward in health, happiness and social mobility.

Our ambitious curriculum matches the demands of the National Curriculum at each stage so that our students can meet and exceed age related national expectations and progress well to their next phase of education. Across our curriculum we clearly map our expectation of the rich knowledge, skills and understanding that are required in each subject. Teachers effectively adapt schemes of learning to meet the needs of students in their classes. Across the wide range of subjects offered we robustly plan our progressive delivery to best secure our students' learning and academic achievement. We value the importance of the primary programmes of study and secondary core and EBacc subjects etc and ensure our students' entitlement to these is strong. At secondary and sixth form we bespoke our curriculum architecture model locally to each academy balancing breadth and depth with context. This approach ensures flexibility whilst taking into consideration any local or regional influences alongside parent and student choice and needs within our offer and design.

We know that great schools are only sustainable within happy and healthy communities and that we must all work together to tackle the causes of under-achievement and disadvantage. We work hard to ensure that our curriculum is rooted in our communities and goes hand-in-hand with our aims of being a family of inclusive academies in the heart of their communities where all children are cared for and where standards are raised and lives transformed. Curriculum is a central aspect of our Transformative One Outwood Education Model that underpins the quality of education our academies provide.

Our Curriculum Aims

The high-quality education experience we provide is empowered by our ambitious, knowledge-rich curriculum that enables all children and young people to achieve well. We aim through our curriculum to narrow gaps in achievement for all student groups, enable access and prepare our children and young people well for their future steps.



Our curriculum aims to support our students' learning to flourish by:

1. Fostering an inclusive culture of responsibility, respect and safety with an ethos of praise, pride and purpose
2. Providing excellent teaching across a broad and balanced range of subjects to engage our learners
3. Promoting mental wellbeing encouraging positive relationships and acceptance
4. Encouraging healthy lifestyle choices, self-regulation and personal accountability
5. Appreciating diversity and difference and valuing tolerance, democracy, liberty and law
6. Recognising issues that affect our world and acknowledging actions that can be taken
7. Supporting students' ambitions, and interests to open future study and career pathways

Our Culture and Ethos

Our primary, secondary and post 16 academies foster a welcoming culture of safety, responsibility and respect teaching students these values to secure a positive climate where all members of our school community feel safe, comfortable, and accepted. We believe our students are more able to do well and achieve their full potential when they share and experience this positive supportive climate. Within this climate all relationships are founded in mutual acceptance and inclusion. This is modelled by all so that our culture of respect becomes the norm and our ethos of praise, pride and purpose allows students' learning to flourish. These values are built into our wider curriculum delivery.

Our Curriculum Experience

Across each phase, our curriculum is designed to be broad and ambitious reflecting national curriculum and qualification expectations. Our provision enables students to hone their literacy and numeracy skills; deepen their subject study and support their personal growth across their schooling. Our well sequenced schemes of work clearly identify what students should know and be able to do by the end of each unit, term, year and stage in preparation for their next steps. Assessment is used to address gaps in students' knowledge and understanding to best secure key concepts, core knowledge and skills to move students' learning forward.

Our curriculum design is localised to our academies ensuring it best meets the needs of our students and supports the social and economic priorities of our locality. We build local interest into subject topics and promote relevant local focuses and issues that reflect our aims. Each academy will personalise its curriculum architecture to best structure key stages, subject delivery, time allocations, qualification pathways and staffing to ensure the curriculum implementation puts our student first, raises standards and transforms lives.

Future Focused

We believe sustainability is now an essential natural part of 21st-century education. Our Trust strives to act in an ethical, transparent and responsible way and we provide academy and Trust-wide events to highlight issues and engage our students in considering and responding to our shared future practice.



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