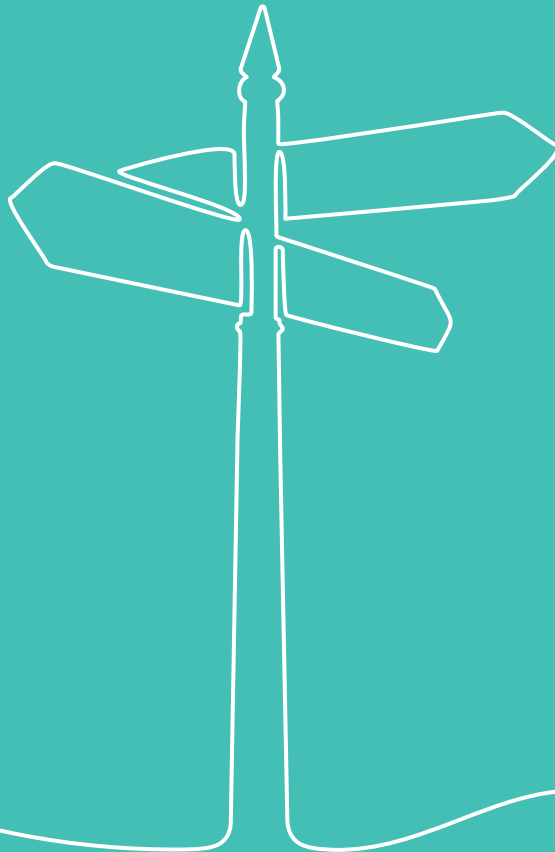




# Principal recruitment

## information pack



**[OAT]**  
Ormiston Academies Trust  
AN OAT ACADEMY



# Welcome

Thank you for the interest you have shown in the position of Principal at Ormiston Rivers Academy. We are looking to appoint an exceptional leader who shares our vision and is committed to excellence in all aspects of curriculum, teaching and learning, and pastoral care for the benefit of all our students and their families.

This is an exciting moment to lead Ormiston Rivers Academy, with a career defining opportunity to deliver meaningful impact and raise standards for children, giving them greater choice and opportunity in their futures.

Ormiston Rivers Academy is an 11-18 co-educational academy serving around 1,100 young people in the heart of Burnham-on-Crouch, Essex. Our academy is proud of its inclusive ethos and its vibrant and caring learning community. We are continually driving improvement with ambition and determination to deliver excellent outcomes for every student.

The proportion of students with SEND reflects national figures, and slightly fewer students are eligible for Pupil Premium compared with the national average. In recent years, the academy has improved attainment and progress at both key stage 4 and 5. While this progress is encouraging, the Senior Leadership Team and Governing Body are committed and ambitious; raising outcomes further for all students continues to be a key strategic priority.

Our mission is grounded in our **CARE values – Community, Ambition, Resilience, Respect, and Excellence** – which shape our culture and set the foundation for the high expectations we hold for every member of our community.

We work closely with parents, carers, and the wider community, whose ongoing support and commitment are integral to our success. Through social action projects, partnerships with primary schools, and collaboration with local employers and post-16 providers, we actively strengthen these important connections.

Our academy receives high quality and expert support and challenge from Ormiston Academies Trust (OAT). Together, through our shared educational priorities, we are improving behaviour and culture, developing great teaching, raising attainment and strengthening the teaching of reading.

As part of the Trust, our academy benefits from close partnership and collaborative school improvement, drawing on regional and national expertise. Students are encouraged to engage fully in the wider life of the school through rich extracurricular provision, enrichment and social action opportunities.

We look forward to appointing an exceptional leader who shares our vision and ambition to deliver higher standards and educational outcomes for children and families. They will build on our strengths while bringing their own perspective and experiences to lead our academy confidently into its next phase of growth.

We hope you find this information pack insightful, and you enjoy reading about Ormiston Rivers Academy. If you feel you can deliver what we are looking for, we would be delighted to receive your application and to learn how your skills and experience could enrich our students, staff, parents and carers, governors, and the wider school community.

Please submit your application by **9am on Monday 13 April 2026**. For further information about this exciting leadership opportunity, please contact our recruitment partner, Chris Gartner from Think Leadership on **07454 679 918** or via email at [chris.gartner@thinkrecruitment.co.uk](mailto:chris.gartner@thinkrecruitment.co.uk).

Mary Putt  
**Chair of Governors**



# Welcome from the students

Our school stands out because our staff go above and beyond to help every student shine. As we welcome a new Principal, we hope for someone who leads with ambition, drives improvement, and embodies our values to ensure every student leaves the academy ready to thrive.

Our academy's CARE values of **Community, Ambition, Resilience, Respect, and Excellence** guide everything we do and foster a strong sense of belonging throughout our school community.

At Ormiston Rivers Academy, we are supported to reach our full potential. During our time here, we are encouraged to build the skills and character needed to contribute positively to our community, and to make a successful transition to the opportunities that lie beyond school.

Our school is dedicated to academic excellence. We are encouraged to work hard to build our knowledge and skills and to set ambitious goals for our futures. We are inspired to become lifelong learners and to engage in deep thinking. We are supported in being curious, in having the confidence to make mistakes, and in learning from them.

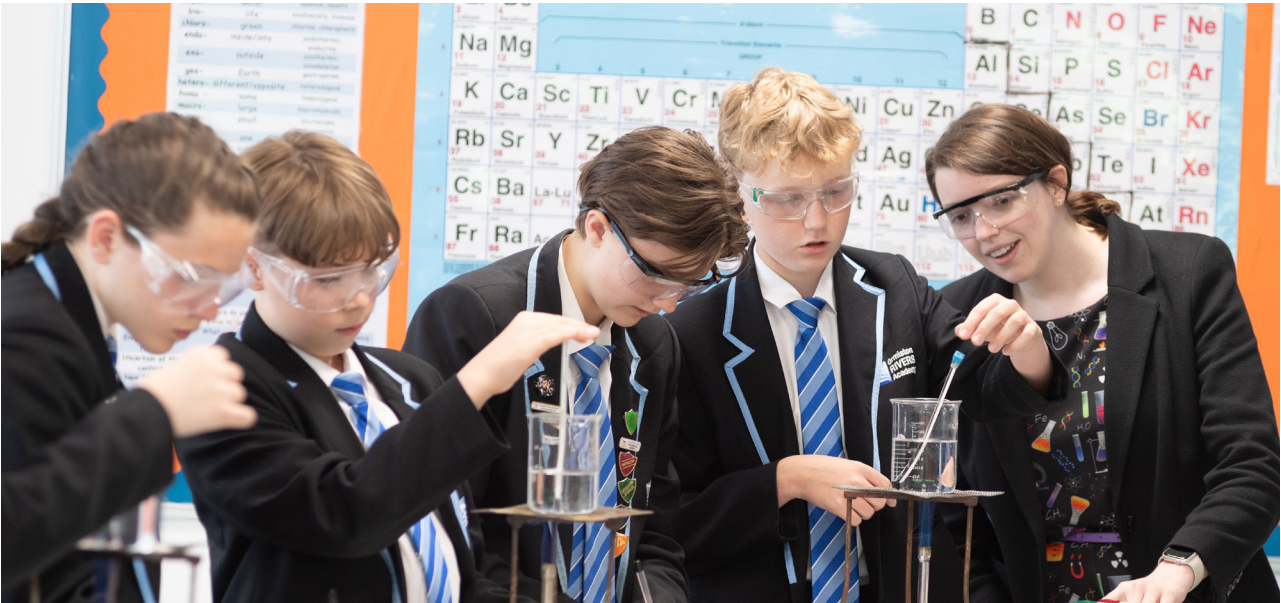
Our school works in partnership with parents/carers and families to ensure we all feel safe, happy, and ready for our next steps in education, training, or employment.

Through outstanding pastoral care, a positive culture, and enriching opportunities, our academy fosters an inclusive community, helping us to grow into respectful young adults who can navigate different social situations with confidence. We are supported in overcoming challenges, ensuring we feel safe and that our overall wellbeing is nurtured.

We are provided with a wide variety of opportunities both through our academic curriculum and our diverse enrichment programme. These include charity fundraisers, concerts and school productions, sports fixtures and competitions, house events, community activities, and trips overseas.

Our student council plays an active role in shaping school life, giving us a voice and the chance to build important leadership skills.

Thank you for your interest in our academy. Good luck with your application and we look forward to meeting you!



# Note from the CEO

Welcome to Ormiston Academies Trust. As Chief Executive Officer, I'm delighted that you are thinking about joining us.

Becoming a Principal within Ormiston Academies Trust is a chance to make a profound and lasting difference. With 45 schools – currently 32 secondary schools, seven primary schools, three alternative provision schools and three special schools, this post is a huge opportunity to have a significant impact on the lives of children, families and teachers. It will be a career-defining role for the successful candidate.

As one of the largest and longest standing trusts in the school system, we are guided by our founder, Peter Murray's belief that every child deserves the chance to thrive. We exist to provide pupils with the best learning opportunities in every classroom, in every school, every day. We also understand that education is about more than academic achievement – it's about enriching lives and building futures. Our schools are located across a diverse range of communities, each with its own unique character, strengths, and challenges.

As a Principal, you will lead with purpose, set high expectations, and create a culture where every child can succeed. You will not only shape the vision and aspirations of your academy but also play a key role in influencing the direction of our Trust over the next five years.

We value the expertise and professional judgment that great leaders bring, and we empower them to make a lasting impact. There is much to be proud of at Ormiston, but we are not complacent. We are committed to continuous improvement in everything we do.

I hope you find that this pack gives you some insight into both our organisation and the qualities we look for in our Principals. For a confidential discussion about this role, please go to the 'How to apply' section of this pack.



Best wishes

**Tom Rees**  
Chief Executive Officer



# About the role

As Principal, you will lead Rivers with high ambition, to deliver excellence for all children. Your leadership will ensure that Rivers is not only a great place for pupils to learn, but also a fulfilling and rewarding workplace for staff.

You will be the driving force behind the academy's success - an architect of its future. This is a position of influence, where you will shape culture, raise aspirations, and make a lasting impact. Beyond your school, your vision will contribute to the wider success of the Trust and its reputation within the sector. We value your expertise, experience, and passion to inspire excellence and deliver success for every student and every member of staff.

**Job title:** Principal

**Line manager:** Education Director

**Salary:** OAT Principal Group 7 P24 - P34 (£103,029 - £131,578).

**Disclosure level:** Enhanced DBS (Disclosure and Barring Service)

## What you will deliver

1. Lead on the strategic direction and development of the academy, working in partnership with teams locally and across the organisation
2. Ensure that great teaching is happening in your school, in every lesson, every day, for every child. Lead improvement in outcomes and ensure strong destinations
3. Further develop a culture that promotes excellence, developing an ethos of high expectation, achievement and inclusion so that your academy is a place where young people thrive
4. Ensure the priorities of the Trust are implemented effectively and consistently. This will include ensuring challenging targets are set, through robust data analysis, and ensuring that our progress boards are operating effectively to drive improvement

5. Facilitate collaboration and communication throughout your academy, ensuring that your team creates a culture where they share what is best, and learn from each other to deliver better education for children and families
6. Monitor and evaluate the quality of the curriculum, the quality of teaching and standards of learning as well as the achievement of all students, including those supported through enhanced resources, to set and meet ambitious targets for improvement
7. Engage with and be supportive of our work to attract, train and retain teachers into the Trust, including ITT, ECF and internship programmes
8. Engage in a collaborative approach to workforce planning and talent management, working closely with colleagues across the Trust to ensure that we are identifying skills gaps, needs and training requirements for the future, and planning to meet those needs now
9. Manage, monitor and review the range, quality, quantity and use of all available resources to improve the quality of education, improve students' achievements, ensure efficiency and secure value for money
10. Lead a culture of safeguarding, with the highest standards of care and welfare for the community. Ensure compliance with policies and systems
11. Engage in collaborative activity with the central teams to ensure that the academy develops holistic and integrated plans that enable it to optimise outcomes for children whilst ensuring long term financial sustainability. This includes pupil number, education, resource, premises, ICT and financial planning
12. As a member of the senior team, you will be expected to contribute to the overall success of the Trust by embracing its values, approaching problems positively, and demonstrating a commitment to excellence. You will of course carry out your responsibilities to the best of your ability, engaging in ongoing learning and development to enhance your performance and advance your career, and will absorb additional responsibilities that are in keeping with the role and grade

## Your skills and experience

You will have a significant and credible track record as a Principal or Deputy Head. You will be aligned with the purpose, ethos and values of the Trust and have the maturity to lead a team, whilst collaborating with other teams to get things done.

Ultimately, you will share our belief in the power of education to change lives for young people, and have the intellectual, interpersonal and operational capabilities required every day to improve education at a local level within a national organisation.

## Education and qualifications

- Must be educated to degree or master's level
- Must have a recognised teaching qualification
- Have achieved, be working towards or be committed to working towards NPQH

## Knowledge, experience and understanding

- Track record as a credible Headteacher or Deputy Head with significant experience
- Evidence of driving change and developing high quality systems and procedures
- An excellent teacher in at least one key stage of the secondary age range
- Evidence of being solutions-focused with the ability to think creatively, engage others in developing solutions, and inspire others to achieve desired outcomes

## Skills

- Sound judgement, an open mind and clarity of vision regarding the bigger picture
- The drive and energy to take a wide range of people with you on a journey of development and improvement
- A highly effective teacher whose practice inspires and develops others
- Strong organisational and management skills, along with the ability to help others plan, anticipate and manage to your own high standard
- The ability to effectively manage budgets, facilities and resources
- IT skills, confidence and a willingness to learn more about new technologies and innovations
- Excellent communication skills in all formats including being able to report to senior stakeholders
- You must be able to work independently of direction and have strong delegation and multi-tasking skills
- Working under pressure and managing complexity

# The curriculum

The curriculum is at the centre of our work to improve education across Ormiston Academies Trust. All children should experience a high-quality, knowledge-rich curriculum with expert teaching.

As Principal, you will ensure that the school curriculum is seen as an entitlement for all children; one that enables them to think about, appreciate and understand the world in different ways and, in turn, to contribute to it.

Rivers is working alongside other schools in the Trust to develop a high-quality curriculum. Through our Common Curriculum project, we are developing a shared, high-quality curriculum model with aligned examination boards across all our schools. This work is strengthening professional development, enabling collaboration, and unlocking shared resourcing, assessment expertise, and curriculum planning.

Our common curriculum will support consistency, progression, and equity for pupils, while reducing workload and creating powerful opportunities for staff to learn from one another and refine practice together.

Crucially, this is not a one-size-fits-all approach. Each school retains the ability to contextualise, adapt, and shape the common curriculum to meet the needs of its pupils and community. This means continuing to build on our distinctive identity and local context.

At Ormiston Rivers Academy, challenge drives excellence, and inclusion ensures every learner thrives. We believe that every lesson should inspire curiosity, push boundaries, and be accessible to all. Our teaching is built on clarity, expert modelling, purposeful questioning and meaningful feedback delivered to maximise learning for every student.

Grounded in the principles of cognitive science, our approach ensures that students not only learn but flourish. We empower our teachers to continually refine their craft, share best practice, and make deliberate decisions about what to teach and how to teach it, always with equity and inclusion at the heart. We place the highest value on subject expertise. At our academy, teachers are more than educators – they are specialists, shaping the future through deep knowledge, passion, and a commitment to ensuring every student has the opportunity to succeed.

We recognise that the world is evolving rapidly, and our curriculum evolves with it. It is fluid, responsive, and continuously refined to meet new challenges and opportunities. As Principal, you will play a pivotal role in shaping this journey: leading and developing staff, championing innovation, and ensuring every young person leaving our academy is prepared to succeed in an increasingly complex and global future.

**As a Trust, we believe every child deserves the opportunity to thrive**  
regardless of their background.





# Why work for Ormiston?

Our vision is for a school system where every child thrives, regardless of background. Our people are at the heart of our approach – they are our greatest asset.

We exist to provide the best learning opportunities every day, in every school for every child. It is the people and teams in our Trust who make this a reality and ensure we have the greatest impact. If you join us at Ormiston, whatever your role, your work will have purpose and meaning.

## A culture that inspires

We are values-led and care deeply about the pupils in our schools. We have five values:

1. **Ambition:** we believe everyone can achieve and we aspire for excellence in all we do
2. **Learning:** we are always learning and see development as the route to improvement
3. **Perseverance:** we embrace challenge and learn through doing difficult things
4. **Collaboration:** we achieve more through working together

5. **Inclusion:** we break down barriers to learning and participation

Our culture, underpinned by our values is supported by:

- Promoting a supportive culture that values honest, sometimes challenging, feedback as an opportunity for learning and growth
- Ambitious goals for all pupils and staff
- A sense of belonging and a collective attitude of achieving more together and delivering excellence
- A dedicated survey where we listen carefully and respond to the views of staff
- Regular exposure to the Trust's Senior Leadership Team, for learning and support
- Regular internal communications, including newsletters and updates from our CEO
- A focus on collaboration, best practice and sharing of expertise



Collaboration really is a core value here at Ormiston. Seeing how we all work together for the good of our pupils, motivates me every day!

Staff member

## Benefits that care for you

We value hard work and dedication, and we're committed to ensuring you are supported, both professionally and personally, so that you can make the most impact for the children and young people in our schools.

Alongside nationally agreed terms and conditions, we offer a generous benefits package. This includes:

- Generous pension and life cover
- Access to health and wellbeing programmes, including counselling services
- Discounts on retail, travel and leisure through our benefits platform
- Free and confidential legal, tax and health 24/7 helpline
- Cycle to work scheme
- Automatic pay progression
- Flexible working arrangements
- And much more as part of a leading multi-academy trust

## Professional development that supports your growth

At Ormiston we will invest in you. With learning as one of our core values, we see it as the pathway to continuous improvement and have designed our sector-leading professional development programmes to support your ambitions and unlock your potential.

From bespoke career pathways to opportunities for leadership development, we help you achieve your goals through:

- National conferences with inspiring speakers and workshops
- Access to subject experts and lead practitioners who share best practice across the Trust
- Trust-wide inset and staff development days in addition to academy scheduled training days
- Career-advancing initiatives such as NPQs, apprenticeships and professional development plans

Complementing our formal approach, we embrace our identity as a learning organisation by encouraging staff to take ownership of their professional development, recognising everyday moments as opportunities to learn and grow. We foster a culture where honest feedback is freely given and openly received.

## Equality, diversity, and inclusion

We are proud to be a values-led and performance-driven organisation and we're creating an inclusive environment where everyone can thrive.

We are committed to attracting and retaining diverse talent, fostering belonging and supporting all staff to succeed - helping to meet our overarching purpose of making a difference for every child and young person that we support.



The professional development I've experienced here is unparalleled. I feel valued and supported to achieve my best.

Staff member



# About OAT

Ormiston Academies Trust (OAT) is a leading, not-for-profit, multi-academy trust which has been transforming schools across the country since 2009, and championing the academic achievement and all-round development of the young people it serves.

At the heart of everything we do is a simple yet powerful vision: a school system where every child can thrive. Our mission is to ensure every child has excellent learning opportunities, inside and outside of the classroom, which enrich their lives and afford them choice and opportunity in the future.

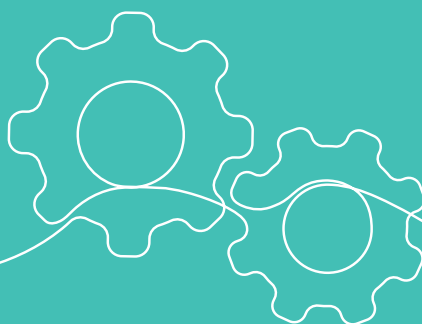
We have always tackled the toughest challenges in education, and we are now moving to the next phase of our development, ensuring that all children and young people can benefit from what is best from within our schools. We have a central team of experts who work closely with our schools across the country.

The senior team has a proven track record of delivering high quality education at national, regional and institutional levels. This team is overseen by a board with a wealth of national experience and expertise in business and education policy-making, delivery, governance and finance. Strong and aspirational leadership is central to our academies' success, and we have always developed new leaders from within, with nearly a third of OAT academy leaders being home-grown. Additionally, to enhance the strength of our own talent, we recruit high-quality, external school leaders with experience of raising aspirations, and ensuring the highest standards of performance and behaviour.

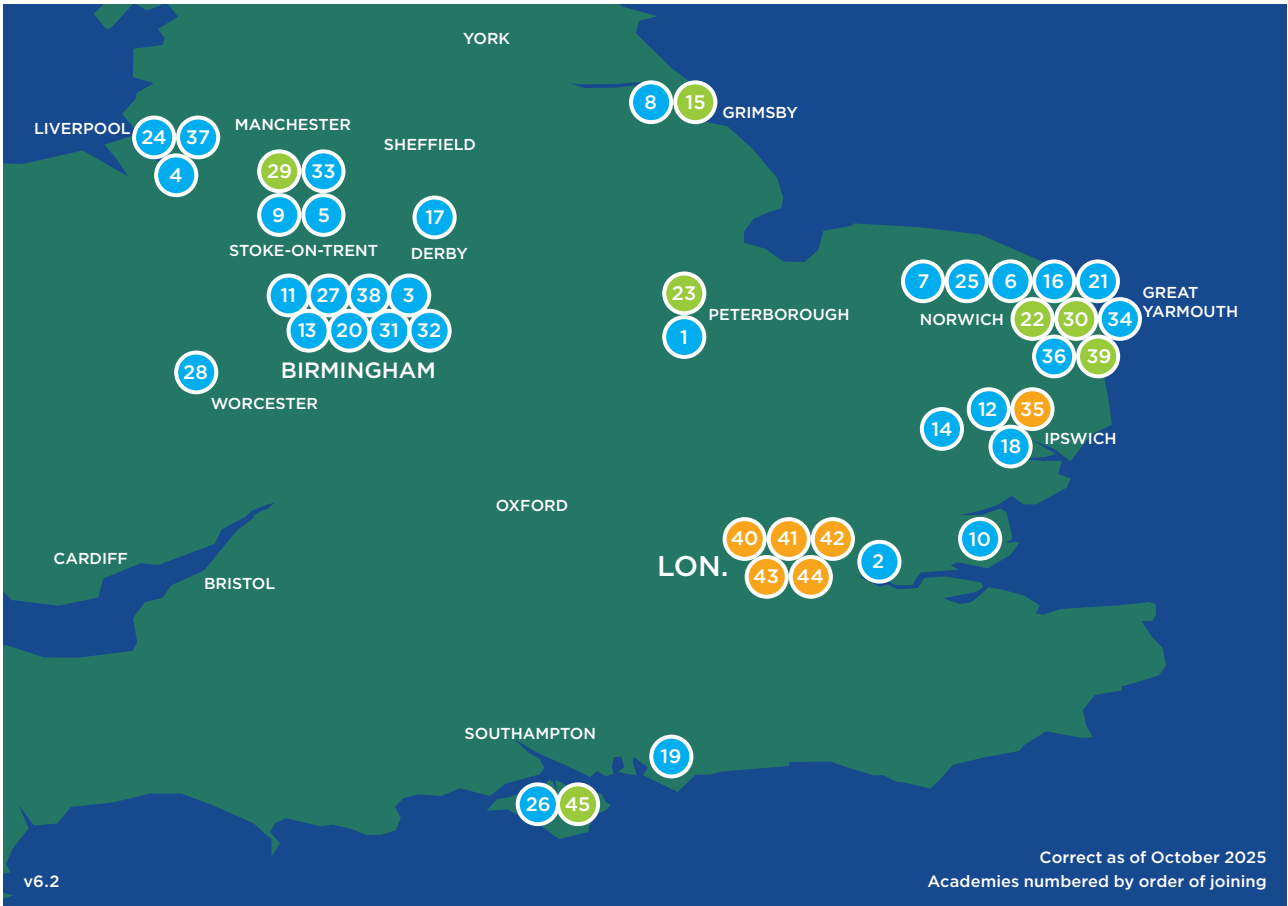
Please visit the [OAT website](#) for more information.

## OAT is a leading, not-for-profit, multi-academy trust

which has been transforming schools across the country since 2009.



# Our network



## PRIMARY

- 39 Ormiston Cliff Park Primary Academy
- 30 Edward Worledge Ormiston Academy
- 22 Ormiston Herman Academy
- 45 Hunnyhill Ormiston Academy
- 23 Ormiston Meadows Academy
- 29 Packmoor Ormiston Academy
- 15 Ormiston South Parade Academy

## SECONDARY

- 4 Ormiston Bolingbroke Academy
- 36 Broadland High Ormiston Academy
- 38 Brownhills Ormiston Academy
- 1 Ormiston Bushfield Academy
- 24 Ormiston Chadwick Academy
- 25 City of Norwich School, An Ormiston Academy
- 21 Cliff Park Ormiston Academy
- 26 Cowes Enterprise College, An Ormiston Academy
- 16 Ormiston Denes Academy
- 12 Ormiston Endeavour Academy
- 34 Flegg High Ormiston Academy
- 13 Ormiston Forge Academy
- 11 George Salter Academy
- 9 Ormiston Horizon Academy
- 17 Ormiston Ilkeston Enterprise Academy

- 8 Ormiston Maritime Academy
- 33 Ormiston Meridian Academy
- 32 Ormiston NEW Academy
- 2 Ormiston Park Academy
- 10 Ormiston Rivers Academy
- 3 Ormiston Sandwell Community Academy
- 37 Sandymoor Ormiston Academy
- 27 Ormiston Sheffield Community Academy
- 5 Ormiston Sir Stanley Matthews Academy
- 19 Ormiston Six Villages Academy
- 18 Stoke High School - Ormiston Academy
- 14 Ormiston Sudbury Academy
- 31 Ormiston SWB Academy
- 28 Tenbury High Ormiston Academy
- 6 Ormiston Venture Academy
- 7 Ormiston Victory Academy
- 20 Wodensborough Ormiston Academy

## ALTERNATIVE PROVISION AND SPECIAL

- 40 Ormiston Beachcroft Academy
- 41 Ormiston Bridge Academy
- 43 Ormiston Kensington Queensmill Academy
- 42 Ormiston Latimer Academy
- 44 Ormiston Queensmill Academy
- 35 Thomas Wolsey Ormiston Academy



# Work for us

Work where it matters most, achieve what matters more. Be part of a team where passion meets purpose, as we work together where the challenge is greatest to change the lives and build the futures of children and young people.

At Ormiston, every member of staff enjoys:

- The opportunity to build on the legacy of those who came before – being part of one of the longest standing trusts, created with the sole purpose of enabling children and young people to thrive
- Working for a trust nationally recognised for its impact on disadvantaged children – a rewarding, stimulating career where staff are challenged to be the best they can be, for the pupils we are proud to serve
- Being part of a team and community where you belong – a well-resourced and ambitious network of experts and professionals that work at the heart of communities
- A supportive environment to grow your career – an extensive professional development programme, alongside flexible working arrangements and generous benefits



# How to apply

**Location:** Ormiston Rivers Academy, Essex

**Reporting to:** Education Director

**Start date:** September 2026

**Closing date for applications:** 9am on Monday 13 April 2026

**Interview date(s):** Tuesday 21 and Wednesday 22 April 2026

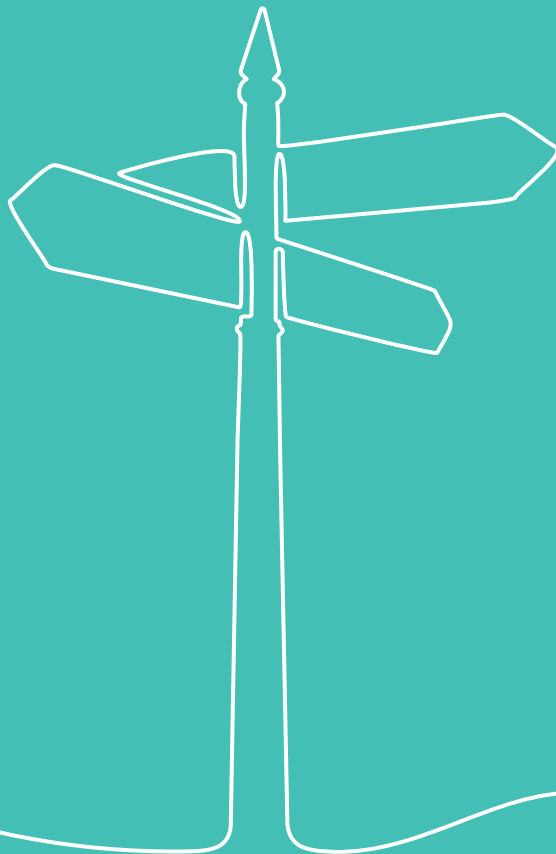
**Salary:** OAT Principal Group 7 P24 - P34 (£103,029 - £131,578)

**Other benefits:** Membership of TPS, 42 days annual leave + statutory holidays, family private health insurance and excellent CPD opportunities. Relocation assistance may be available to support the successful candidate.

For further information about this exciting leadership opportunity please contact our recruitment partner, Chris Gartner from Think Leadership on **07454 679 918** or via email at [chris.gartner@thinkrecruitment.co.uk](mailto:chris.gartner@thinkrecruitment.co.uk).

Applicants can also arrange a tour of the academy by contacting the Principal's PA Sarah James, at [sjames@ormistonriversacademy.co.uk](mailto:sjames@ormistonriversacademy.co.uk) or by phone on **01621 782 377** (main academy phone line).





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