



ORMISTON
SIX VILLAGES
ACADEMY



Assistant Principal

(for September 2026)

Candidate Pack

Principal: Mr Paul Slaughter

LIME AVENUE · WESTERGATE · CHICHESTER · WEST SUSSEX · PO20 3UE
TEL: 01243 546800 · FAX: 01243 546810

EMAIL: osva_office@ormistonsixvillages.org.uk WEB: www.ormistonsixvillagesacademy.co.uk



“Outcomes for pupils across the school are now good and improving.”

Ofsted, September 2017

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“Leaders are ambitious for the school and its pupils. They have created a positive and warm environment for learning. Higher expectations have helped pupils to make faster progress...”

Ofsted, September 2017

We believe in the limitless potential of every young person we serve...

As Principal of Ormiston Six Villages Academy, I would like to extend a very warm welcome to you. This is a fantastic time to join our small, vibrant and caring learning community at Six Villages. We provide students with a safe, positive environment to explore, learn, investigate and develop into confident young adults who are ready to enter an ever changing and competitive world. In September 2017, Ofsted granted Six Villages a rating of 'Good' in all categories and the Ofsted November 2022 inspection confirmed our academy is consistently good in all categories.



This is a fantastic time to join our small, vibrant and caring learning community at Six Villages. We provide students with a safe, positive environment to explore, learn, investigate and develop into confident young adults who are ready to enter an ever changing and competitive world. We aim to stretch, to stimulate and grow a love of life-long learning.

I have enormous pride in being the Principal of such a wonderful academy. We know that academic achievement of the highest order is within our reach and we strive to become a truly outstanding academy. With this in mind we have a rare and exciting opportunity for a dedicated and dynamic **Assistant Principal** to join our senior leadership team. You will help shape the future of our academy enabling you to develop your own expertise in leadership and management and make a significant difference to the lives of the young people at Six Villages. This is an important appointment and we want to recruit a committed professional who is ambitious for our academy and will work tirelessly to help deliver the best possible educational experience to every student.

The exceptional Assistant Principal we are seeking will share our core belief, which is that 'we provide excellence for all because there is excellence in all.' You will manage and develop key strategic areas of the academy, driving whole school improvement. Your specific areas of responsibility will be allocated upon appointment.

The successful candidate will:

- have a proven track record of leading improvements with credibility and due diligence
- have expertise in using data effectively and evaluating impact
- have experience of leading teams and participating as a team member
- have experience in a leadership and management role
- demonstrate passion and expertise in supporting students
- set high standards to staff and students by example
- deal with day-to-day issues while remaining focussed on longer-term goals
- have the energy, enthusiasm and skills of an outstanding teacher and a record of consistently achieving very strong outcomes as our assistant principals have a teaching commitment
- have the ability to develop the leadership skills of others
- have strong interpersonal, written and oral communication skills
- be committed to the academy's ethos of high expectations and high aspirations

You will have the opportunity to:

- play a significant role in the development of Ormiston Six Villages Academy
- be centrally involved in the overall leadership and management of the academy and will help establish a school culture that is both nurturing and ambitious
- be part of the OAT family and receive comprehensive CPD through the school and associated networks

The job description and person specification below will give you a clear picture of the experience needed to be successful in this role. This key role would suit a seasoned assistant principals looking for a platform to prepare for future career progression, or equally aspirational middle leaders who can evidence successful team leadership and potential to progress to senior leadership.

I would welcome an opportunity to meet with you before interview to enable you to meet our students, share in some of their learning and gain an understanding of our ethos and aims. To further your insight into our academy, please take a tour of our website at www.ormistonsixvillagesacademy.co.uk. To arrange a visit, please contact Mrs Canadas, Administration Manager, on 01243 546802 or by email ccs@ormistonsixvillages.org.uk.

If you would relish the opportunity of working with us, then we would welcome your application. We reserve the right to close this vacancy or interview early if we receive sufficient applications for the role. Therefore, if you are interested, please submit your application as early as possible. Your application should include a section explaining your interest in this post and why your qualifications, professional experience and knowledge, professional expertise and personal attributes are relevant to this appointment.

I look forward to reading your application.

A handwritten signature in blue ink, appearing to read 'Paul Slaughter', with a stylized, cursive style.

Paul Slaughter
Principal

The academy is committed to safeguarding and promoting the welfare of children and young people/vulnerable adults and expects all staff and volunteers to share this commitment. All successful appointments will be subject to suitability checks in accordance with KCSIE, including identity, Right to Work, qualifications, online searches, prohibition check, two references and enhanced DBS check including Children's Barred List.

Job Description

Key Responsibilities

Specific responsibilities of the post will be agreed on appointment reflecting the experience and expertise of the successful candidate and the needs of the academy. The general responsibilities are outlined below.

The Assistant Principal will work collaboratively and closely with the other members of the Senior Leadership Team to lead on central aspects of the leadership and management of the academy.

All members of the Senior Leadership Team are expected:

- to be an excellent classroom practitioner
- to be responsible for the welfare and safety of students and staff
- to participate actively in the full life of the Academy
- to be highly visible and a role model for staff and students alike
- to ensure the day-to-day management of order and discipline so that high levels of behaviour and courtesy are maintained
- to line manage curriculum areas and pastoral staff
- to meet with the Senior Leadership Team as required for planning and review purposes
- to deputise for other members of the Senior Leadership Team if and when required

Safeguarding Responsibilities

- Demonstrate a commitment to keeping all children and young people safe
- Report any safeguarding concerns in the workplace to the appropriate person
- Maintain an awareness of Trust and school policies in relation to safeguarding.

Leadership of teaching and learning

- Provide an excellent role model of challenging, successful and enjoyable teaching
- Maintain a whole academy consistent focus on high expectations and excellent student progress which shapes all teaching and learning
- Promote a culture of accountability and engagement in staff and students to foster independence and the taking of personal responsibility for success
- Initiate, encourage and support action research and debate to improve practice, harnessing the best of the new technologies to support learning
- Support and help to develop staff, by attending meetings and regularly visiting their teaching areas
- Support the assessment framework and target setting processes across the Academy
- Lead in the monitoring of student progress, using performance data to motivate staff and students to improve and to inform parents of progress in 'real time' reporting, utilising Academy systems

Assessment and Reporting

- Ensure that staff effectively use a robust tracking and target setting system for pupils in line with Academy expectations
- Ensure that regular and meaningful student progress reports are written and shared with both students and their families
- Provide information and analysis of data collected according to the requirements of the self-review process each term

Academy culture

- To create a strong academy community, characterised by consistent, orderly behaviour and caring, respectful relationships by maintaining a presence around the academy
- To help develop an academy culture and ethos that is utterly committed to achievement
- To demonstrate a commitment to equality of opportunity for all members of the academy's community

- To actively promote the academy at all times
- To contribute to the writing and implementation of the Academy Improvement Plan
- To be active in issues of student welfare and support

- Development and implementation of policy across the school
- Leadership and training at whole school level
- To develop and maintain strong partnerships and ensure regular and productive communication with parents.

Other

- Make a significant contribution to the academy's Self Evaluation process
- Make a significant contribution to the development, evaluation and review of all policies that relate to learning and teaching across the academy
- To undertake the main professional duties of a teacher as set out in the OAT pay and conditions of service document
- To meet the expectations of all staff as laid out in the Staff Code of Conduct
- To uphold all academy policies with consistency and diligence
- Undertake any other professional duties as set down in the OAT Academies pay and conditions of service document, and as directed by the Principal
- To undertake continuous professional development

Person Specification

Qualifications criteria	Essential/ Desirable	Assessed through
Qualified to degree level and above	E	Application/certificates
Qualified to teach and work in the UK	E	Application/certificates
Appropriate national professional qualification	D	Application form
Safeguarding training	E	Certificates
Knowledge & Skills		
Current and relevant knowledge of best practice in school leadership and management	E	Application/interview
Knowledge of national changes, curriculum, assessment and Ofsted	E	Application/interview
Understanding of outstanding teaching and learning strategies, ability to observe and assess lessons and identify improvement strategies	E	Application/interview
Knowledge of a range of strategies to raise attainment	E	Application/interview
Knowledge of the barriers to achievement and how to overcome them	E	Application/interview
Knowledge and understanding of self assessment and quality assurance procedures		Application/interview
Ability to gather information, create systems and process, rigorously monitor, review and analyse	E	Application/interview
Experience		
Experience of delivering consistently outstanding lessons to students of all ages and abilities	E	Application/interview/references
Experience of having led, or significantly contributed to, the success of a school through its leadership, vision/ethos, teaching and learning and results	E	Application/interview/references
Successful leadership at middle or senior level with evidence of strong student outcomes	E	Application/interview/references
Experience of establishing a high achieving department/team	E	Application/interview/references
Experience of supporting students of all ages and abilities to make excellent progress and achieve impressive examination outcomes	E	Application/interview/references
Experience of leading, coaching and managing staff	E	Application/interview
Experience of having designed, implemented and evaluated effective, imaginative and stimulating Schemes of Work	D	Application/interview
Experience of creating, monitoring and tweaking 'fit for purpose' assessment systems	D	Application/interview

Leadership Behaviours		
Effective and motivational management style that encourages participation, innovation and confidence	E	Interview
Ability to lead, coach and motivate staff within a performance management framework, including professional development and effective management of underperformance	E	Application/interview
Ability to develop the leadership skills of others	E	Application/interview
Strong interpersonal, written and oral communication skills	E	Application/interview
Takes personal responsibility for their own actions	E	Interview
Resilience and motivation to lead the academy through day to day challenges while maintaining a clear strategic vision and direction	E	Interview
A firm and constant belief in the unlimited potential of every student and a commitment to inclusive educational provision	E	Application/interview
Effective team worker and leader	E	Interview
Acts as a role model to staff and students	E	Interview
Excellent communication, planning and organisational skills	E	Interview
Leading External Relationships		
Can skilfully manage and maintain effective working relationships with parents and other stakeholders	E	Application/interview
Safeguarding and welfare		
Experience of overseeing robust safeguarding procedures	E	Application/interview
Commitment to the safeguarding and welfare of all students and providing equality of opportunity	E	Application/interview

About Ormiston Academies Trust

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.

Ormiston, where 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 – being part of 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

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.

Our Trust values are woven through everything that we do:

- **Ambition:** we believe everyone can achieve and we aspire for excellence in all we do
- **Learning:** we are always learning and see development as the route to improvement
- **Perseverance:** we embrace challenge and learn through doing difficult things
- **Collaboration:** we achieve more through working together
- **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, which include updates from our CEO
- A focus on collaboration, best practice and sharing of expertise

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 service
- 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 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:

- National conferences with inspiring speakers and workshops
- Access to subject experts and lead practitioners who share best practices 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.

Ready to join us?

If you're passionate about making a difference and want to thrive in a values-led, performance-driven environment, we would welcome an application from you. To apply for the role, please submit an application via the link. Please note that CVs are not accepted.

***“Leaders and staff set high expectations for pupils’ learning, including those pupils with special educational needs and/or disabilities (SEND)...the school is a calm, orderly place... there is a strong sense of community in this friendly and inclusive school...pupils learn to become responsible, respectful citizens”
Ofsted, November 2022***

“If we can create a culture where every teacher needs to improve, not because they are not good enough, but because they can be even better, there is no limit to what we can achieve..”

Dylan William

Your CPD

High quality Continuing Professional Development is at the heart of Ormiston Six Villages Academy where staff feel nurtured, developed and can contribute to the development journey at the Academy.

We aim to develop our staff professionally and personally and our CPD is highly tailored to developing or enhancing the skills, knowledge and professional practice of each individual member of staff. A dedicated senior leader tracks the CPD and evaluates its impact to ensure that the needs of colleagues are met.

We believe that staff should have access to supportive and nurturing CPD at every stage of their professional career that adds value to the individual and their contribution to the academy. We actively promote and encourage staff to pursue:

- research engaged learning and development opportunities
- peer to peer networking with local teaching alliances
- online courses, for example webinars and podcasts
- observations - we highly encourage an open door culture where best practice is shared through a collaborative team approach
- attending conferences
- regular teaching and learning training sessions and workshops which are highly engaging and tailored to the needs of the teaching body; staff are also encouraged to lead sessions.
- supportive and thorough induction for ECTs and all new staff ensuring a smooth transition into Six Villages