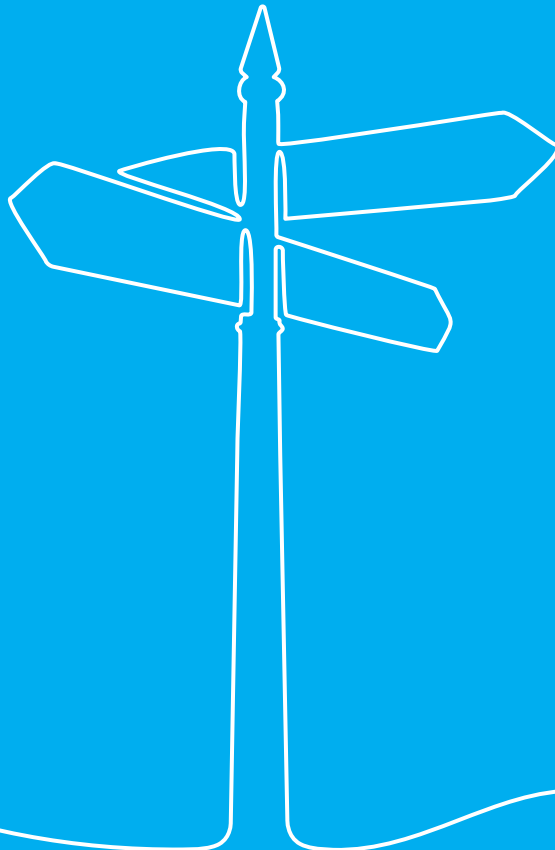




Head of School

Recruitment information pack



[OAT]
Ormiston Academies Trust
ACHIEVING MORE TOGETHER



Welcome

Thank you for your interest in the position of Head of School at Ormiston Latimer Academy. We are seeking an exceptional leader who shares our ambition for every child to succeed and is committed to excellence in curriculum, teaching and learning, and pastoral care. This is a significant opportunity to lead a highly regarded alternative provision and to make a tangible difference to the life chances of young people and their families.

Ormiston Latimer Academy, based in the Royal Borough of Kensington and Chelsea, is a well-established alternative provision academy commissioned to deliver high-quality education for students who require a different approach to succeed. The academy currently operates across three distinct provisions, each offering tailored pathways:

- Alternative Provision (AP): Supporting up to 60 secondary-aged students at risk of exclusion or permanently excluded, with a focus on re-engagement, reintegration, and successful transition to post-16 education, employment or training.
- Freston Junction (Specialist Resource Base): Providing specialist education for students with Education, Health and Care Plans (EHCPs).
- Kensington and Chelsea Education Centre (KCEC): A short-term offsite intervention provision (up to five weeks) supporting students who are struggling to cope in mainstream settings.

From September 2026, the academy will also take on leadership of a new primary alternative provision, extending its reach and placing it at the centre of local authority decision-making and SEND/AP strategy.

Following a strong outcome at its most recent Ofsted inspection (November 2025), the academy has a secure foundation and clear trajectory for further improvement. Leadership and governance are strong, inclusion is central to the academy's work, and there is a relentless focus on improving outcomes for all students.

The curriculum is broad, balanced and purposeful, combining a strong academic core with carefully structured

pathways. Reading is prioritised across the academy, supported by targeted intervention and high-quality teaching. Students are well prepared both for reintegration into mainstream education and for success in qualifications where they complete Key Stage 4 with us.

As part of Ormiston Academies Trust, the academy benefits from high-quality support and challenge, rooted in a shared commitment to improving behaviour and culture, strengthening teaching, raising attainment and embedding a strong reading culture. Collaboration across the Trust provides access to regional and national expertise and a strong network of school improvement.

We are now looking for a Head of School who will build on these strengths, providing clear, confident leadership and bringing their own experience and perspective to drive the next phase of development. The successful candidate will play a key role in shaping provision, strengthening practice and ensuring consistently strong outcomes for students.

If you believe you have the leadership, drive and commitment required, we would be delighted to receive your application and learn more about how you could contribute to our continued success.

For further information or to arrange a visit, please contact Grant Monaghan, Executive Principal Designate, at gmonaghan@olamail.co.uk.

Thank you again for your interest. We look forward to receiving your application.

Grant Monaghan
Executive Principal Designate



Welcome from the students

Our school stands out because our staff go above and beyond to help every student to thrive. As we welcome a new Head of School, we hope for someone who leads with ambition, drives success, and embodies our values to ensure every student leaves the academy ready to take the next steps in their educational journey and into the wider world.

We are proud to attend this academy and feel privileged to have such supportive staff that go above and beyond for us every day.

Our academy's vision and ethos are focused on strong relationships and tailored support that helps us to reach our full potential so that we can thrive personally, socially and academically and take our place in the wider world.

Our academy's core values of **Relationships**, **Aspiration**, **Inclusivity**, **Support** and **Empower** are at the heart of the school and foster a strong sense of belonging throughout our school community.

At Ormiston Latimer Academy, our teachers work hard to support us to become determined, engaged and effective learners with high aspirations. 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 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 personal development and wellbeing programme. These include opportunities to engage in activities that harness our talents and interests, whilst also helping us to understand the work around us.

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!



About the role

The Head of School is responsible for the day-to-day leadership and operational management of the academy, ensuring that the school runs effectively and that students experience a safe, calm and purposeful environment in which they can learn and thrive.

Working closely with the Executive Principal, the Head of School will lead the implementation of the academy's improvement priorities, with a particular focus on the quality of education, behaviour and attitudes, attendance and safeguarding.

The Head of School will ensure that systems and routines across the academy are implemented consistently, and that staff are supported to deliver high-quality teaching and care for students.

Key responsibilities

- To support the Executive Principal to secure success and school improvement, ensuring all students have access to high quality education and improved standards of learning and achievement.
- To work alongside the Executive Principal to ensure that policies and practices take account of national and local initiatives
- To provide visible leadership that ensures that the academy operates in a calm, orderly, and purposeful manner that supports effective learning.
- To oversee the daily management of students, staff, resources, and the school environment.

- To work with the Executive Principal to implement the academy development plan and deliver agreed improvement priorities.
- To ensure all academy policies and procedures are always implemented consistently and fairly.
- To work closely with our stakeholders to ensure that the academy provides a responsive, high-quality offer that meets the needs of our partner schools and the local authority.
- To work with the Executive Principal to manage the academy budget, always ensuring value for money.
- To maintain a highly effective safeguarding culture.

Operational responsibilities

- Lead the day-to-day running of the academy, ensuring that systems, routines and expectations are consistently implemented.
- Ensure the academy operates in a calm, orderly and purposeful manner that supports effective learning.
- Oversee the daily management of students, staff, resources and the school environment.
- Work with the Executive Principal to implement the academy development plan and deliver agreed improvement priorities.
- Ensure all academy policies and procedures are implemented consistently.



Leading, learning and teaching

- To lead on the delivery of outstanding teaching, learning, and assessment across the academy.
- To plan and lead collaborative CPD so all learn from the very best each has to offer, whilst aligning with Trust priorities.
- To lead on the design and implementation of curriculum design and delivery.
- To coordinate a planned annual cycle of assessment, monitoring, evaluation and reporting.
- To manage a consistent and continuous school wide focus on student achievement using data and benchmarks to monitor progress.
- To analyse and interpret information on student progress to inform planning for improvement.
- To ensure that all students receive access to high-quality careers education, information, advice and guidance (CEIAG).

Leading and managing staff

- To support and maintain the ethos and culture of the Trust, promoting staff wellbeing and the highest standards of courtesy and mutual respect.
- To deploy staff appropriately, managing their workload to achieve the vision and objectives of the school.
- To maintain effective strategies and procedures for staff induction.
- To promote and coordinate professional development for all staff in line with the academy/Trust improvement plans.
- To implement successful performance management processes for all staff.
- To address staff underperformance effectively, in line with relevant policies.

- To develop the school leadership team, reflecting the Trust vision and values.
- To encourage initiative, teamwork and the development of leadership across the Trust.
- To regularly review own practice, set personal targets and take responsibility for own personal development.

Accountability

The Head of School is accountable to the Executive Principal, Local Governing Body, parents/carers and the broader school community. Key accountabilities include:

- Creating and maintaining an effective partnership with parents and carers to support and improve students' achievement and personal development.
- Implementing positive strategies for promoting equality, for challenging prejudice and for dealing with harassment.
- Presenting and delivering regular monitoring reports to the Executive Principal.
- Working with the Executive Principal to develop systematic procedures for school self-evaluation and use the outcomes of evaluation to further improve the school.
- Developing and presenting coherent and accurate accounts of school performance to a range of stakeholders including the Executive Team, Trustees and parents and carers.
- Meeting all statutory reporting requirements including attendance, behaviour and safeguarding.
- Coordinating the school website and ensure compliance.
- Maintaining detailed understanding of the Ofsted Education Inspection Framework and maintain a range of strategies to demonstrate the school's achievements.
- Ensuring individual staff accountabilities are clearly defined, understood and met.



About you

Qualifications and training

Essential

- Qualified Teacher Status (QTS).
- Degree-level qualification.
- Evidence of recent, relevant professional development in leadership, behaviour, SEND, safeguarding or curriculum.
- Strong understanding of statutory safeguarding requirements and safer recruitment practices.

Desirable

- NPQH or willingness to complete

Experience

Essential

- Successful senior leadership experience within a school, alternative provision, or specialist setting.
- Demonstrable track record of improving teaching, learning and student outcomes.
- Experience leading whole-school systems, routines and culture to secure a calm, orderly learning environment.
- Experience in curriculum planning, assessment cycles, and data-driven school improvement.
- Experience line-managing staff and leading performance management processes.
- Experience successfully addressing staff under-performance within policy frameworks.
- Experience working with external partners (eg. local authorities, partner schools, safeguarding agencies).

- Experience contributing to and implementing school development and improvement plans.
- Experience leading safeguarding practice and maintaining high safeguarding culture.

Desirable

- Experience managing budgets or contributing to financial planning.

Knowledge and understanding

Essential

- Clear understanding of the role of Alternative Provision and its place within the wider education system.
- Knowledge of curriculum design and adaptive teaching for students with diverse and complex needs.
- Understanding of safeguarding principles, Keeping Children Safe in Education (KCSIE), and safer working practice.
- Understanding of how to use data and benchmarking to drive student progress and evaluate impact.
- Knowledge of statutory reporting requirements (attendance, behaviour, safeguarding, census).
- Understanding of effective strategies for staff development, CPD planning and building professional cultures.

Desirable

- Understanding of local education priorities and partnership working with LAs and referring schools.



Skills and abilities

Essential

- Ability to provide visible, confident and ethical leadership that inspires trust and motivates others.
- Ability to implement consistent routines, systems and expectations to secure an orderly and purposeful environment.
- Ability to analyse data accurately to inform decisions, improvement priorities and reporting.
- Excellent communication skills and the ability to build strong relationships with staff, students, families and external partners.
- Ability to lead high-quality teaching, learning and assessment across a school.
- Ability to coach, develop and hold staff to account.
- Ability to manage sensitive and challenging situations with professionalism and integrity.
- Ability to present clear and coherent reports to senior leaders, governors and stakeholders.
- Strong organisational and decision-making skills, with the ability to balance strategic priorities and operational demands.

Desirable

- Ability to innovate and evaluate new approaches to AP, engagement, behaviour and SEMH development.

Personal qualities

Essential

- A strong moral purpose and unwavering belief in the potential of all students, including those with complex needs.
- High levels of resilience, emotional intelligence and professional conduct.
- Commitment to equity, inclusion and challenging all forms of prejudice.
- Reflective practitioner committed to continuous improvement and personal development.
- Calm, consistent and relational in approach, modelling high expectations at all times.
- Able to work flexibly and collaboratively within a wider trust structure.
- Commitment to high-quality AP that positively impacts students, families and partner schools.



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 National Leadership Group, 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.

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.

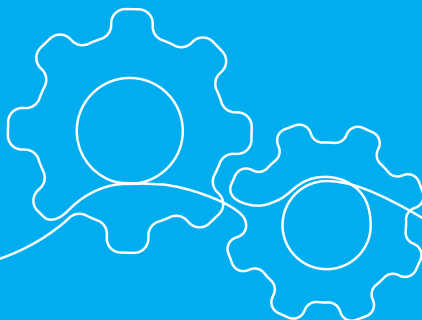
The senior team has a proven track record of delivering high quality education at national, regional and institutional

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.

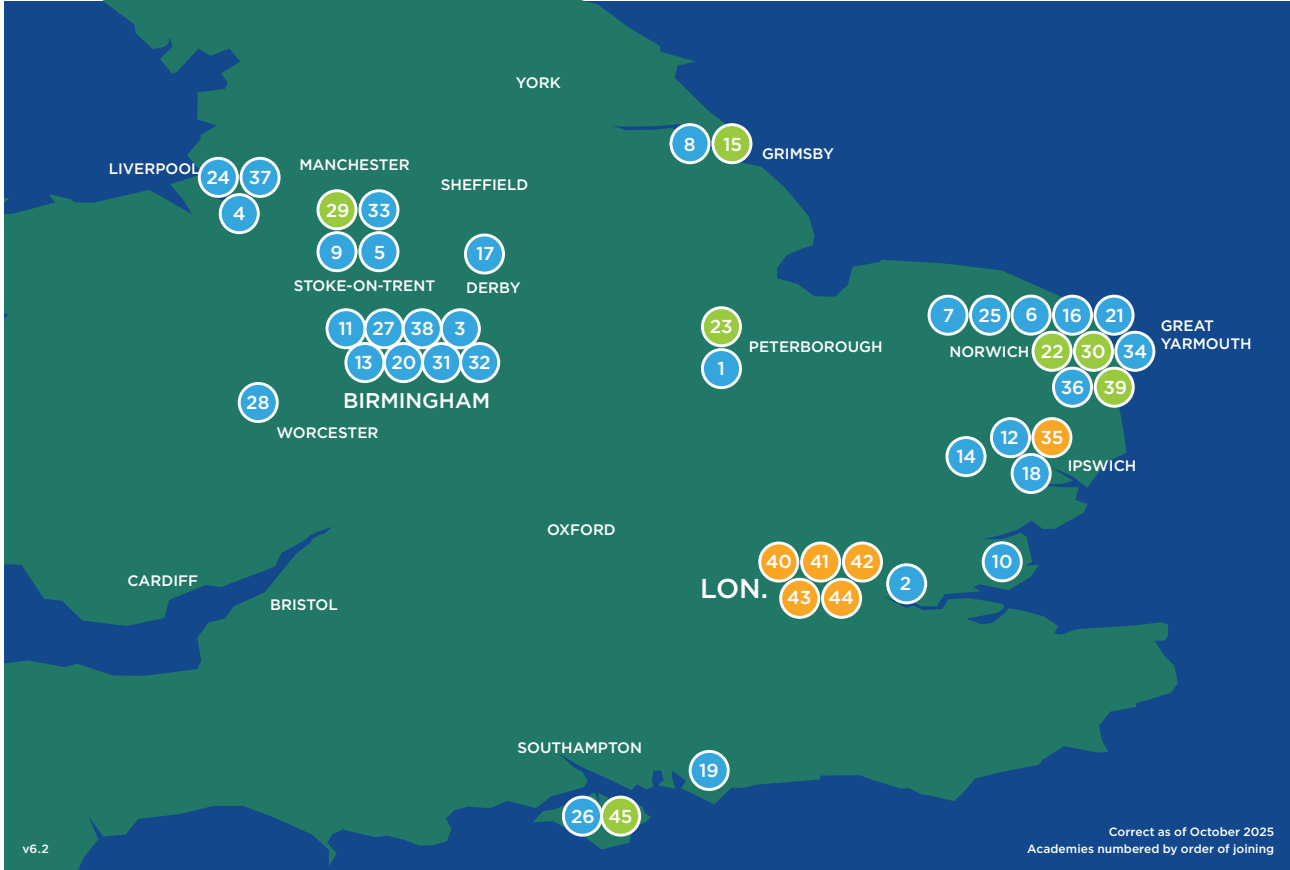
Please [visit the OAT website](#) for more information.

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 Worlledge 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

How to apply

Location: Ormiston Latimer Academy

Reporting to: Executive Principal

Start date: September 2026

Closing date for applications: 5pm on Tuesday 12 May

Interview date: Wednesday 20 May 2026. Shortlisted candidates will be notified by Wednesday 13 May.

Salary: Leadership L19 – L23, £90,446 – £98,737 (London)

Other benefits: STPCD, membership of TPS and excellent CPD opportunities. Relocation assistance may be available to support the successful candidate.

For further information about this exciting leadership opportunity or to arrange a tour of the academy, please contact **Grant Monaghan, Executive Principal Designate**, at gmonaghan@olamail.co.uk.



ORMISTON
LATIMER
ACADEMY

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[OAT]
Ormiston Academies Trust

ACHIEVING MORE TOGETHER

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