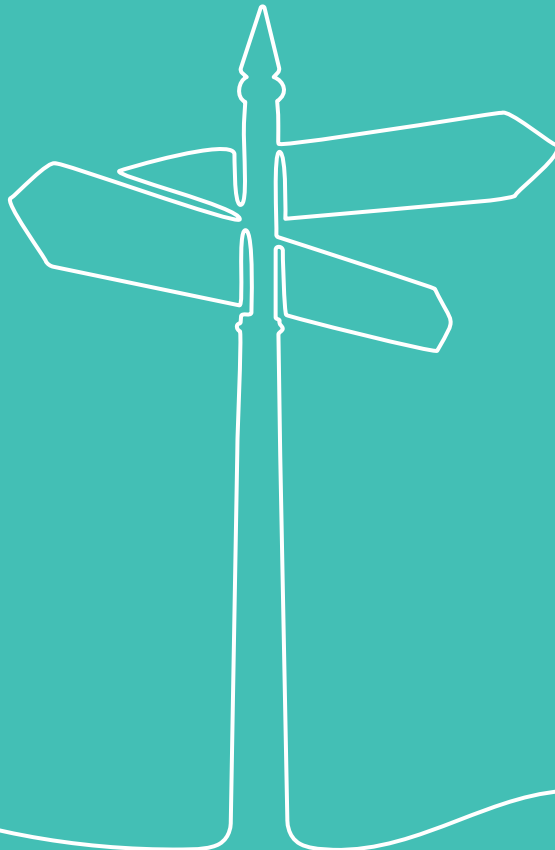


Head of School

Recruitment information pack



[OAT]
Ormiston Academies Trust
ACHIEVING MORE TOGETHER



COWBS
ENTERPRISE COLLEGE
AN ORMISTON ACADEMY

Welcome

Thank you for the interest you have shown in the position of Head of School at Cowes Enterprise College, An Ormiston Academy. I hope this information pack will be helpful and clearly convey what we are looking for: an exceptional leader who shares our vision and is fully committed to excellence in all aspects of curriculum, teaching and learning, and pastoral care, for the benefit of all our students and their families.

Cowes Enterprise College is based in Cowes on the Isle of Wight. The school is an 11-19 co-educational academy with 1,164 students, including 185 students in the sixth form. The proportion of students with special educational needs is just above the national average, and the number of students eligible for Pupil Premium funding is broadly in line with the national average. The school has secured strong outcomes at key stage 4, although we remain ambitious for these to improve further. The sixth form offers an academic curriculum and performs consistently well, securing excellent destinations for our students, including progression to some of the best universities in the country.

This is an exciting time to join the vibrant and caring learning community at Cowes Enterprise College. Our focus on our mission statement, "Educate for life", ensures that we provide a safe and secure learning environment where all students can succeed and reach their full potential.

Our broad, balanced and aspirational curriculum, combined with strong pastoral care, supports students to become successful and responsible 21st century citizens and lifelong learners. Cowes Enterprise College became an academy and joined Ormiston Academies Trust in September 2014.

The school works closely with the Trust on its own school improvement journey, while also actively collaborating with other Ormiston academies nationally on a range of projects and initiatives to improve outcomes and life chances for students.

All students have access to a wide range of extracurricular activities, and everyone is encouraged to engage fully in the wider life of the school. Opportunities include the Combined Cadet Force, sport, performing arts, links to the local maritime industry, and social action projects. Cowes Enterprise College sits at the very heart of its community and works hard to build positive relationships between students, the local community, and parents and carers.

I hope you enjoy reading about Cowes Enterprise College and, if you feel you can deliver what we are looking for, please submit your application by **9am on Wednesday 6 May**. 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.

Rachel Richards
Chair of Governors



Welcome from the students

We are proud to attend Cowes Enterprise College, an Ormiston Academy that puts academic rigour at the heart of everything it stands for. Our supportive network goes above and beyond to ensure that every student and staff member strives to achieve our motto of 'Educate for life' and embodies our three core values of responsibility, resilience and respect.

Our academy encourages inclusivity in the treatment of all members of our school community. This is supported by our excellent pastoral care, which promotes equal respect and tolerance, alongside enrichment opportunities across all year groups, that provide an exciting backdrop for our learning.

Built on this strong foundation of kindness and community, students and staff feel comfortable and supported. This enables us to overcome challenges in our work and school life, learning the power of resilience in the face of obstacles.

The ability to be both respectful and resilient, no matter the level of challenge, applies not only to school life but also provides us with valuable life experience that can be applied to future opportunities.

Our academy is actively involved in local traditions, such as maritime events, festivals including the literary festival at Northwood House, and the annual Poppy Appeal for Remembrance.

As such, a strong sense of responsibility to both our Cowes community and our school community is integral to the experience at Cowes Enterprise College.

By proudly demonstrating our three core values, we help raise a generation of young people who feel confident to put themselves forward and do good in the world, while recognising the core qualities that make a skilled and good person.

We wish you the very best of luck with your application and hope to see you soon.



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 responsibility

- 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
- 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 underperformance within policy frameworks.
- Experience working with external partners (e.g., 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

- Strong understanding of secondary curriculum planning and adaptive teaching for students with a wide range of additional 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

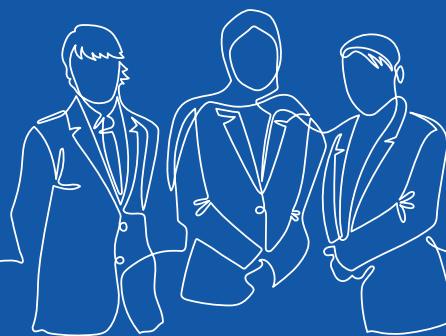
- Ability to provide visible, confident and ethical leadership that inspires trust and motivates others.
- Ability to implement consistent routines, systems and expectations to secure an orderly and purposeful environment.
- Ability to analyse data accurately to inform decisions, improvement priorities 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.

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.

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



The curriculum

At Cowes, our curriculum isn't just a framework, it is the heartbeat of everything we do. Ambitious, high-quality teaching underpins a rich, coherent and balanced learning experience for every child.

As Head of School, you will shape and influence a dynamic learning experience that empowers every student to thrive across a broad and inclusive curriculum: from core academic disciplines to languages, humanities, creative and practical subjects, and physical education.

As part of our ambitious and forward-thinking Trust, Cowes is working alongside our other schools to develop a common Trust curriculum. Through our Common Curriculum Project, we are developing a shared, high-quality curriculum model and aligned examination boards across all of 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 students, 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 students and community. At Cowes, this means continuing to build on our distinctive identity and local context.

Our setting is truly unique. Overlooking the Solent with panoramic views of the New Forest and Portsmouth, we have developed an award-winning Maritime Futures curriculum that connects learning to our local environment and thriving maritime industry. Drawing on the rich history, geography and economic opportunities on our doorstep, this curriculum gives learning purpose, relevance and real-world impact, whilst still aligning with the Trust's core curriculum principles.

Inclusivity sits at the heart of our vision. Every student, regardless of background, can access the full richness of our curriculum as intended. Complementing this, our Student Charter guarantees a wide range of exceptional experiences that bring learning to life.

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 leaves Cowes prepared to succeed in an increasingly complex and global future.



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.

“ 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.

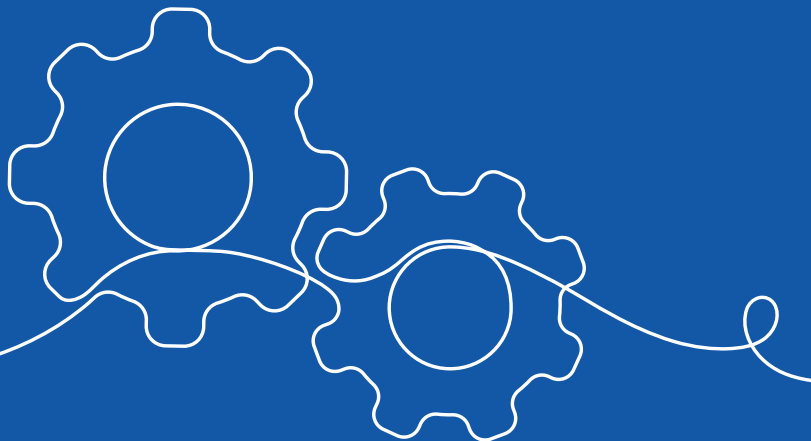
The senior team has a proven track record of delivering high quality education at national, regional and institutional

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.

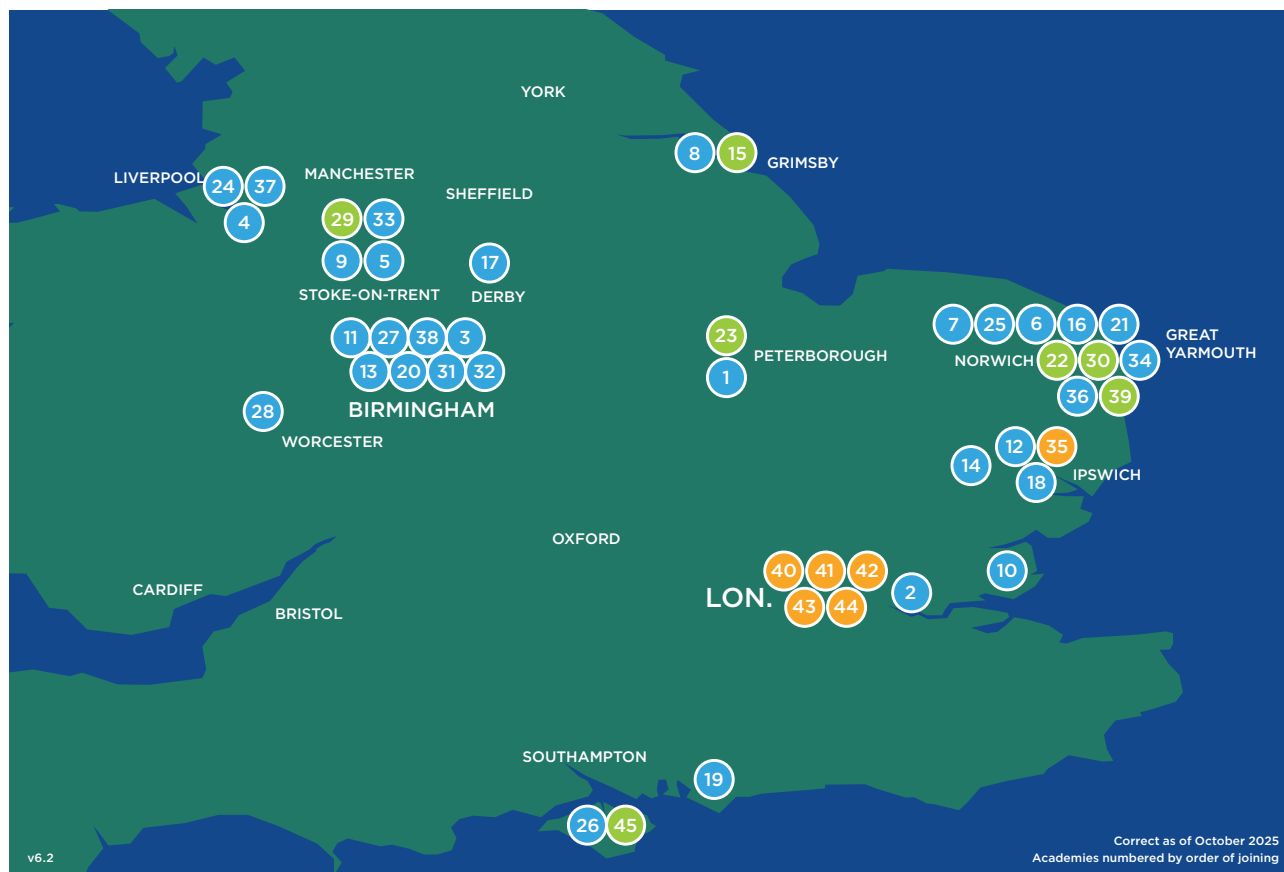
Please [visit the OAT website](#) for more information.

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 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



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.

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.

How to apply

Location: Cowes Enterprise College, An Ormiston Academy, Isle of Wight

Reporting to: Executive Principal

Start date: September 2026

Closing date for applications: 9am on Wednesday 6 May

Interview date(s): Tuesday 12 May

Salary: Leadership L27 - L31, £98,106 - £108,202

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 our recruitment partner, **Chris Gartner** from Think Leadership on **07454 679 918** or via email at chris.gartner@thinkrecruitment.co.uk.

Applicants can also arrange a tour of the academy by contacting the Principal's PA **Louise Iorio** at lorio@cowesec.org or by phone on **01983 203103** (main academy phone line).



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ACHIEVING MORE TOGETHER

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