



CANDIDATE INFORMATION PACK

OPPORTUNITY

ACHIEVEMENT

KINDNESS



*Together we grow
great schools...*



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Welcome from the CEO

At OAK we're proud of the role we play in supporting the lives of our pupils and students. We know we're part of a community, and we're proud that parents entrust their children to our care – it is something we never forget, and our promise is that we will do everything we can to help create Opportunities, encourage Achievement and to act with Kindness every day.

Our staff are passionate, and engaged in working together, not only across our Trust, but with partners outside our group of schools as well. I'm delighted that our Trust is one where colleagues can flourish and grow their careers, we have two schools where our Headteachers started their careers as NQTs with us.

We currently operate schools across the age range from Foundation through to Key Stage 4, and have some of the highest performing outcomes in the country. This doesn't happen by chance, and it is to the credit of all the hard work that goes into this, from not just students and their teachers, but also from family commitments as well, and we really value the partnership that we have with our families and wider community.

Our vision is a group of schools that offers incredible opportunities to our students, where everyone achieves to the best of their ability, is inspired for their future, and has the doors opened for their next stage of life, whatever that may be. Our role is to ensure that we can deliver that for our young people.

Andrew Wilson



Our Family of Schools



Brookside Primary School

Copse Close Oadby Leicester LE2 4FU
Tel: 0116 271 3680
Email: office@brookside.leics.sch.uk

[Visit Website](#)



Manor High School

Copse Close Oadby Leicester LE2 4FU
Tel: 0116 271 4941
Email: admin@manorhigh.leics.sch.uk

[Visit Website](#)



Overdale Infant School

Eastcourt Road, Knighton, Leicester LE2 3YA
Tel: 0116 2883736
Email: reception@overdale-inf.leicester.sch.uk

[Visit Website](#)



Overdale Junior School

Eastcourt Road, Knighton, Leicester LE2 3YA
Tel: 0116 2883736
Email: admin@overdale-jun.leicester.sch.uk

[Visit Website](#)



Woodland Grange Primary School

Beaufort Way, Oadby, Leicester LE2 4TY
Tel: 0116 2720401
Email: office@woodlandgrange.leics.sch.uk

[Visit Website](#)

Our Vision and Values

OPPORTUNITY ACHIEVEMENT KINDNESS

We live by our values and strive to keep getting better every day.

We believe that all children should be given the opportunity to achieve their potential and be supported in unique and bespoke ways to do so. Every child is unique, and our approach is tailored to advancing their own learning journey.

Our learners are ambitious, for themselves and for society. We nurture that ambition by providing a wide and varied curriculum that is experiential, rich, and looks at the 'art of the possible'. OAK schools are based in knowledge rich learning practices. We want all children to be confident in their knowledge, to be able to apply skills to any situations they face, and to be sure of their learning and how they can use it to support their lives, and those of others. Our pupils and students demonstrate an intellectual curiosity that means learning isn't a function of school, but a matter of every day life.

We are kind. We work hard to 'do the right thing' and ensure that teachers and pupils alike feel safe, valued and supported.

OAK will support schools and children wherever we can add value. We are not precious about structures, but seek to work in collaboration for the bettering of our education system.

'Together we grow great schools.'

We Are OAK

Our values guide us

O Opportunity

A Achievement

K Kindness

Why choose OAK?

Here at OAK we offer the opportunity to work within a forward-thinking multi-academy trust offering an inclusive workplace culture, personal and professional development of our staff and excellent opportunities.

We do not take our outcomes for granted. We recognise the power of feedback and our Steplab Hub status supports us in providing all classroom practitioners with Instructional Coaching. Our 1:1 iPad programme, FRONTIERS, not only furthers our ability to prepare our pupils for the next phase in their education but it also provides equity and accessibility in the classroom. FRONTIERS dramatically reduces staff workload and colleagues tell us that they 'could no longer work anywhere that didn't have 1:1 devices!'

We regularly review our benefits package to ensure it remains attractive and motivating. Employee wellbeing is at the heart of our culture. OAK provides a range of wellbeing initiatives, including mental health resources, wellness programs, and access to professional support services through an Employee Assistance Programme. We also know the positive impact of recognition; we have established platforms for acknowledging the hard work and contributions of our staff, from informal thank-you notes to formal awards.

Our leadership team is committed to transparency, collaboration, and open communication. They lead by example, providing clear direction and fostering a culture of trust and respect. Our leaders prioritise staff development and actively seek input from employees to shape the future of the Trust.

OAK is recognised for its excellence in education and its commitment to staff development. Our reputation as a leading Trust attracts top talent, and we are proud to be known as a place where educators thrive and students succeed.



Employee Benefits



Annual incremental pay opportunities



Continual Professional Development



Generous Pension Scheme



Employee Assistance Programme



Employee Health and Wellbeing Services



Discounted wraparound care for employees' children attending Trust schools



GP Phone and Video Consultation



Eye Test Vouchers



Lifestyle Savings including Blue Light



Annual Flu Vaccination



Gym Membership Scheme



Cycle to Work Scheme

Director of School Improvement

About the role

As the Director of School Improvement (Primary), your main responsibilities are:

- Lead the day to day operation of Overdale Infant School
- Drive high-quality teaching and learning
- Lead and develop staff
- Support collaboration across the Overdale schools
- Contribute to school improvement across OAK Trust

About you

We are looking for a strong primary leader who:

- Has a proven track record of improving outcomes
- Can lead and develop others
- Has high expectations for all pupils
- Is committed to inclusion
- Is ready for headship or close to it

You will be resilient, reflective and committed to making a positive difference

How to Apply

If you're committed to teamwork, safeguarding, continuous improvement and share our Trust values, we'd love to hear from you.

Closing date: 11th May 2026

Interview process:

Stage 1 - 14th May 2026

Stage 2 - 15th May 2026

To apply please complete the application form by selecting *apply now*. A copy of the full job description and person specification can be downloaded from the job advert.