



ORMISTON  
DENES ACADEMY



APPLICANT PACK . SENCO

# Welcome

*Dear applicant,*

Thank you for your interest in working at Ormiston Denes Academy, a proud member of Ormiston Academies Trust. At Ormiston Denes Academy, we recognise the significance of finding the right job that aligns with your values and aspirations. We are confident that our school, known for its commitment to excellence, will resonate with your professional goals and personal values.

This is the perfect time to become a part of Team Denes. Our Academy has been tenaciously driving improvements for our students and our staff, and this was recognised in March 2025 when Ofsted rated us as “good” in all categories and commented that “staff are highly positive about working here”.

Our dedication to academic achievement, exceptional pastoral support, and fostering a community built on the values of aspiration, integrity, and respect make Ormiston Denes Academy an inviting, fulfilling and rewarding workplace. Our academy is not merely a place where lessons take place; it is a thriving community dedicated to ensuring that each day surpasses the previous one. We firmly believe that there are no bounds to potential and that, with the right guidance and support, every individual can overcome challenges and become the best version of themselves.

Our primary mission is to equip each young mind with a comprehensive range of qualifications, enabling them to emerge as well-rounded individuals ready to tackle the next stages of their lives. Like Nelson Mandela, we share the belief that "education is the most powerful weapon we can use to change the world." Our aim is to nurture active global citizens who make informed choices to shape a brighter future for the next generation.

We run an extensive range of lunchtime and after-school enrichment activities for students to choose from. All students are encouraged to participate in as many clubs and activities as possible. This is both to broaden experiences – providing students with additional opportunities to discover something new, and to strengthen understanding – spending additional time on a subject they are interested in or need extra support with.

Our unwavering commitment to high aspirations is reinforced through everything we do. Our personalised approach is supported or complemented by high-quality *or* good quality teaching throughout the academy, and we expect our staff to inspire and make a meaningful contribution in the lives of our students.

As part of a large multi-academy trust, we provide an extensive programme of professional development opportunities and bespoke leadership development opportunities. Our staff can also access a range of employee benefits, including pension schemes, car schemes, cycle-to-work programs, and leisure discounts. Staff wellbeing is paramount, and we have established a dedicated wellbeing group and regularly review DfE best practice on reducing workload, which has led to a reduction in assessments. We also use a live marking policy alongside an email usage policy.

In conclusion, I would like to say thank you for considering Ormiston Denes Academy as your potential workplace, as we have so much to offer you. We look forward to hearing from you *or* receiving your application.

The words of one of our students sum up the impact of our dedicated staff: "You have helped me so much and have made it so easy to learn. Thanks for making the lessons enjoyable."

Thank you for your interest, and please do not hesitate to reach out if you have any questions or require further information.

Yours faithfully,



Mrs Kate Williams  
Principal

# OAT - about us?

## OUR VISION

Our vision is a school system where every child can thrive.

## OUR MISSION

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.

Our values At Ormiston, we have five values:

- **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 AMBITION

By 2030, we will have:

- **Thriving pupils.** Outcomes are high and pupils enjoy school. Teaching is expert and the curriculum and enrichment are of consistent high-quality. Every pupil belongs and is cared for, behaviour is excellent.
- **Thriving staff.** We attract, develop and retain great people in our Trust. All staff are engaged in high-quality professional development and enjoy working as part of a 'values-led, performance-driven' culture.
- **Thriving schools.** All schools are 'great Ormiston schools', with Ofsted good as the floor and not the ceiling of our ambition. Every school delivers excellence for pupils, is popular with parents and works well with its local communities as civic institutions.
- **A thriving trust.** We run great schools and are known nationally for our impact on disadvantaged pupils, professional development and inclusion. We are a learning organisation, passionate about how we can continually improve and achieve more together.

## OUR EDUCATION PRIORITIES

We believe that each school has its own unique identity and is part of its local community which serves children and families. As a group of schools we have several shared priorities which we work on in collaboration, to enable each school to deliver for its community.

- An excellent education with great outcomes for all pupils
- High-quality curriculum delivered through expert teaching in all subject areas for all pupils
- School cultures with high levels of behaviour and pastoral care for all pupils
- A broad, rich and targeted enrichment programme for all pupils

## OUR COMMITMENT TO YOU

Work where it matters most, achieve what matters more.

We are all 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 – 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

You can view our full strategy for 2025—2030 [here](#).

# Ormiston Denes Academy



*Lowestoft Secondary School  
circa.1930*

*Ormiston Denes Academy - 2024*

## Our Academy

Ormiston Denes Academy has been through several stages on its route to today. The school first opened its doors in 1910 as Lowestoft Municipal Secondary School. In 1920 the school was renamed Lowestoft Secondary School. After the war, the school changed status to Lowestoft Grammar School and in 1950 became Lowestoft County Grammar School. It remained as a grammar school until 1970 when it became Denes High School.

The school was extended to accommodate 1,250 students. In 2004 the Denes became a specialist school in business and enterprise. In 2013 Ormiston Academies Trust (OAT) was chosen by the governors to become the umbrella organisation and Denes High School became Ormiston Denes Academy.

Ormiston Denes Academy is now a Year 7 to Year 11 academy, welcoming students from the surrounding area. The buildings are very different from 1910, having been extended many times but the site still retains huge playing fields. The main building, fronting onto the road, is still as beautiful as when it was built and is a listed building.

In terms of facilities, the school has a community sports centre which is located within the grounds of Ormiston Denes Academy. The Community Sports Centre is designed as a dual-use complex offering first class facilities for students and the local community alike. Facilities include a sports centre, dance studio, grass pitches and gymnasium.

At our school, we firmly believe that for students to achieve their full potential, they must feel safe, supported and challenged. Consequently, we have invested in a broad and experienced team who are dedicated to supporting young people and their families to remove any barriers to learning they may face – from form tutors, heads of year to our academy counsellor and academy nurse. The framework of pastoral care at Ormiston Denes ensures that at every stage, each student's development is monitored and fully supported.

This is a fantastic time to join Ormiston Denes Academy. We are an exciting and forward thinking comprehensive academy with high expectations for all its students and staff.

## SEND

Ormiston Denes Academy will ensure that the necessary provision is made for any student who has special educational needs or disabilities, and those needs are made known to all who are likely to teach them.

The academy will provide SEND students with full access to the curriculum and activities, within the available resources.

You can view the current SEND information report for Ormiston Denes Academy [here](#).

## CURRICULUM

At Ormiston Denes Academy, we are passionate about ensuring students leave us having fulfilled their potential in a broad range of subjects and have the opportunity to succeed at the highest level. As such, the curriculum we offer gives the balance of a wide curriculum base in Year 7, 8 and 9 before allowing students to specialise in the subjects they enjoy the most in Year 10.

PSHE, RE and PE are ingrained throughout the curriculum. We aim that all aspects of our school life inspire students to have aspirations and be ambitious. We enhance our students' life choices and create social justice by ensuring our curriculum is designed for all students to have rigorous academic challenges, whilst enabling all our students to make positive life choices so they are healthy, polite, and respectful.

You can read more about our curriculum offer [here](#).

## WHAT WE OFFER

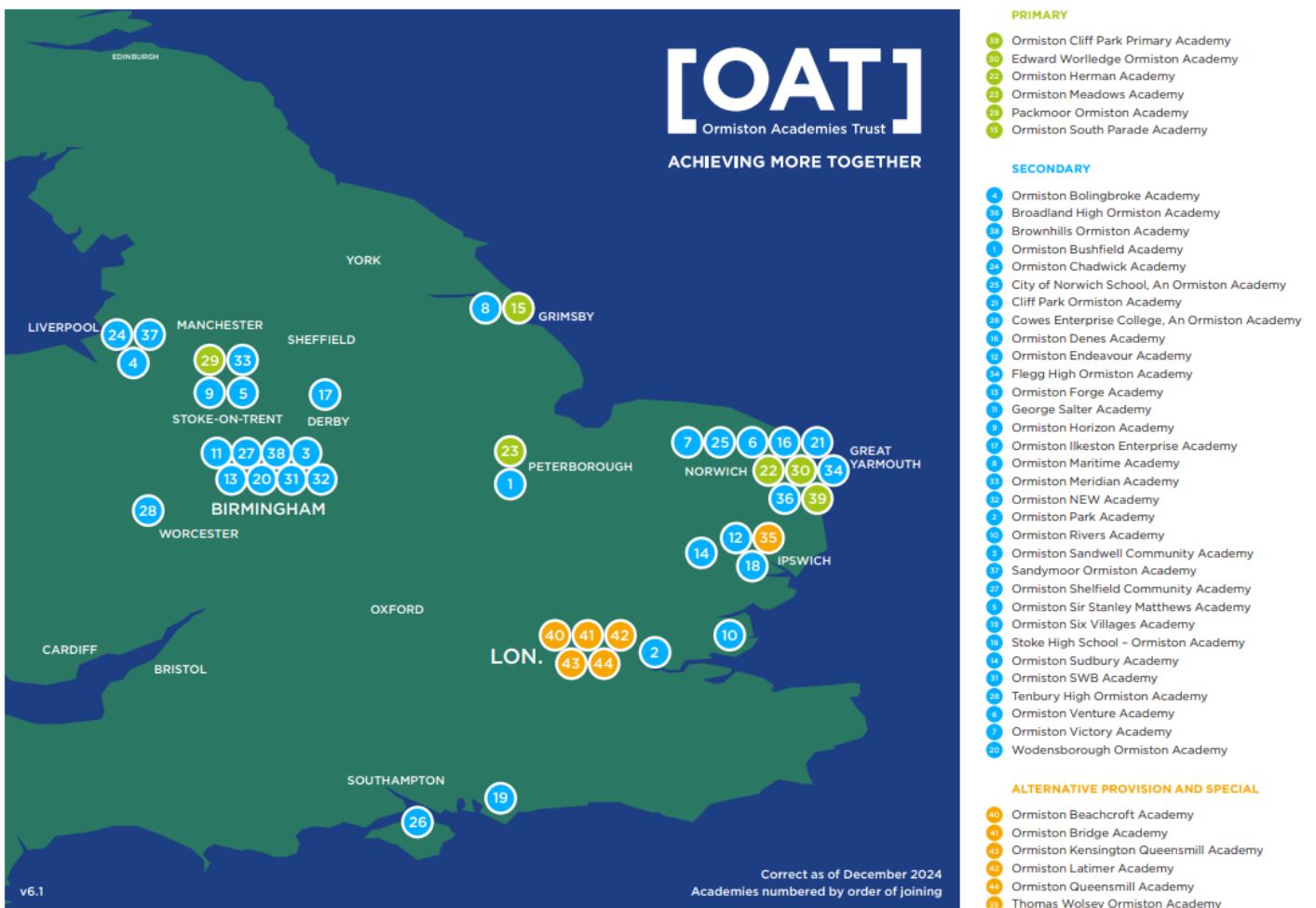
- The opportunity to join a rapidly improving Academy and a supportive working environment, where staff are valued and where your voice is heard.
- A high-quality range of professional development, including NPQs, NVQs and Apprenticeships.
- Career pathways for all members of staff.
- Competitive salary and generous annual leave entitlements for applicable roles.
- Pay progression, plus cost of living pay increases.
- Generous pension schemes for both teaching and support staff.
- Access to the Vivup reward and discount scheme.
- Access to the NHS Wellbeing Service, pre-employment health checks and counselling provision.
- A cycle to work scheme and car benefit scheme.
- Ample free onsite parking.

# Our location



## OAT Academy Network Map—2025/2026

Ormiston Denes Academy is Located in Lowestoft, the most easterly point in the UK and is part of the 'East' groupings of OAT schools in East Anglia.





ORMISTON  
**DENES ACADEMY**

Yarmouth Road  
Lowestoft  
NR32 4AH  
Tel: 01502 574474

[www.ormistondenescos.co.uk](http://www.ormistondenescos.co.uk)



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ASPIRATION • INTEGRITY • RESPECT