



# Recruitment Pack

Whitley Academy, Coventry  
West Midlands



National Teaching School  
designated by  
  
National College for  
Teaching & Leadership

[www.whitleyacademy.com](http://www.whitleyacademy.com)

# Welcome from Chair of Governors

**'A place to be the best you can be'**

**On behalf of our Governing body, I would like to thank you for your interest in the position at Whitley Academy.**

Our view of education is a simple one: that each student should be given the support and opportunities needed to help them to maximise their potential. Inclusivity is central to our philosophy and practices, and our inclusion work has been recognised as outstanding by Ofsted.

I have been a parent governor at the school for the last nine years, and it has made me very proud to see the rise of Whitley in that time to become one of Coventry's leading, and most respected, schools. The dedication and quality of our staff is exceptional, and their hard work has created an environment in which our students have been able to flourish. According to Ofsted Data (2013), we are amongst only 3% of secondary schools in the 40-50% FSM band that have recently been judged as 'Outstanding', a reflection of the high aspirations and achievements of our students.

We recognise the importance of being able to offer fresh challenges to talented staff. Our governing body fully supports a progressive approach to teaching practices (for example, our Opening Minds curriculum at KS3), and we are committed to the continued sharing of best practice through our significant outreach work. This is set to be consolidated through Whitley's partnership with two other 'Outstanding' schools from our RSAA 'family' to create a recently established Teaching School. A key benefit of this activity is the development opportunity afforded to senior and middle leaders, and one of the consequences has been the accelerated career progression of three senior staff in recent years in to headship roles in other schools.

Our website and this recruitment pack contain further information about the school, and hopefully give you a flavour of the vibrant atmosphere at Whitley.

Tim Downing

**Chair of Governors**





# Welcome to Whitley Academy, RSA

**'A place to be the best you can be'**



Whitley Abbey was originally an Elizabethan or Jacobean hall and never actually occupied by monks. The house was given the name abbey for extra status and was one of just one of just two grand mansions which were prominent in Coventry during the 18<sup>th</sup> century. The Abbey was occupied until 1920 when it started to fall into decay.

The school was rebuilt and opened on 13 October 2000, replacing the former Whitley Abbey Comprehensive School built in the 1950s, which was one of the first comprehensive schools in Coventry.

In July 2007, Whitley Abbey Community School gained specialist status in Business and Enterprise and was renamed Whitley Abbey Business and Enterprise College. In July 2011, Whitley Abbey Business and Enterprise College became an Academy and was renamed "Whitley Academy".

Whitley Academy is an innovative and inclusive school of approximately 820 students and 118 staff. We are committed to delivering high quality education for the community we serve. We value everyone that we work with, regardless of their differing needs, abilities and backgrounds. This ethos influences all that happens within the school – our mantra of 'deeds not words' supports all students to be the best they can be.

Our aim is to ensure each child develops into a

responsible young adult with high self-esteem, excellent examination grades and the skills and competencies to equip them for success into the future.

As an Academy our expectations are high, attendance, punctuality, behaviour, uniform and attitude to learning should be excellent. In return Whitley Academy provides a safe stimulating environment with high quality teaching designed to ensure motivated and effective learners.

As an RSA (Royal Society for the Arts) Academy we are proud to be a leading school within the family of Academies, sharing their ethos of equality for all and social justice. We are also an 'Opening Minds training school and enable other schools to deliver high quality provision and gain accreditation.

Our track record of success in the last few years is impressive: excellent examination success and progress for our students with an Ofsted judgement for overall effectiveness of 'Outstanding' in September 2010 and 2013. We are recognised as a centre of excellence in our local community and have a growing reputation regionally and nationally for excellent outcomes.

**Whitley Abbey in 1966**



**Whitley Academy in 2016**

PROTECT – INSPECTION  
School report



# Whitley Academy

Abbey Road, Whitley, Coventry, CV3 4BD

## Inspection dates

12–13 December 2013

Overall effectiveness	Previous inspection:	Not previously inspected	
	This inspection:	<b>Outstanding</b>	<b>1</b>
Achievement of pupils		Outstanding	1
Quality of teaching		Outstanding	1
Behaviour and safety of pupils		Outstanding	1
Leadership and management		Outstanding	1

## Summary of key findings for parents and pupils

### This is an outstanding school.

- GCSE results have improved since the academy was established and students make outstanding progress in their academic and personal development.
- Teachers have high expectations of students and develop excellent working relationships in the classroom. Students have very positive attitudes towards their learning.
- Teachers make sure that work is well matched to students' needs, enabling them to gain skills, knowledge and understanding rapidly.
- Teachers provide first-class feedback to their students in class about how they can improve their work. Comments in books are not so well focused on helping students to improve.
- Students are proud of their academy. They feel safe and say bullying is uncommon. Students behave extremely well in lessons and around the academy site.
- Excellent provision and guidance for students' spiritual, moral, social and cultural development are central to the school's work.
- The academy has a strong commitment to working with and supporting other schools.
- There are very effective systems in place to check the academy's work. Students' progress is checked regularly and those not making the progress they should are provided with the extra support they need.
- Leaders develop teaching well and staff performance is very effectively managed. Staff are provided with excellent professional development opportunities and this helps to improve their effectiveness.
- The sixth form is good and students make good progress on their post-16 courses. Students receive helpful information, advice and guidance which help them to make well-informed decisions about future employment, education and training.
- The Principal is very ably supported by the senior leadership team. School leaders have a strong track record of improving teaching and achievement.
- The very experienced governing body is exceptionally effective. Governors provide a high level of both support and challenge for the school and are committed to its continued improvement.



# 'Outstanding' report for Coventry's Whitley Academy - December 2013



## Coventry Telegraph

School inspectors have given Coventry's Whitley Academy an "outstanding" report. They praised pupils for their good behaviour and described teachers as "excellent".

Education watchdog Ofsted declared the secondary school "outstanding" after inspectors spent two days at the 820 pupil school in Abbey Road, Whitley, Coventry, in December. It is the second time running the school has been judged outstanding.

The inspection report says pupils are positive, behave well and make outstanding progress. It also says that teachers are experts in their subjects, get on well with pupils and expect them to do very well in exams.

Principal Lorraine Allen was singled out for praise. The report says she is determined and knows exactly how to improve the school.

The inspectors were impressed with the way senior teachers at the school help other secondary schools improve. Good exam results last summer also impressed inspectors.

Just over 61 per cent of pupils achieved at least five GCSEs at C and above including maths and English. There were 95 per cent with at least five GCSEs at C or above in any subject.

At A level there was a 100 per cent pass rate. Just over half of all entries were graded B or above. The A level and GCSE results were the best ever for the school.

Mrs Allen said: "We are of course over the moon with the Ofsted judgement. Staff, students, governors and the Royal Society of Arts (RSA) are all very proud of our achievement. Whitley continues to go from strength to strength."

Tim Downing, chairman of governors, said: "This latest report by Ofsted reinforces that Whitley Academy is one of the outstanding schools not only in our area but nationally. The result is a tribute to hard work and determination of our fantastic staff and students. "I am very proud that all my children have been at Whitley."

Mrs Allen is a National Leader of Education which means she advises other schools on improving exam results.

The school became an academy in 2011 sponsored by the Royal Society of Arts. Becoming an academy was the next step chosen by the principal and governors after becoming a trust school. Whitley Academy is one of four in the West Midlands sponsored by the Royal Society of Arts.

**Our full Ofsted report can be found on our website**

# What we offer

'A place to be the best you can be'

We offer the following opportunities for staff that join our learning community:

- The school provides a modern and well equipped learning environment.
- Academy status has brought new resources in improvements to the site and ICT infrastructure. All curriculum areas will benefit from the additional funding. ICT underpins all of our work. All staff have a laptop and are expected to communicate electronically.
- We have a four court sports hall that was opened in January 2009. We are constantly seeking funds to enable the curriculum experience to be enhanced.
- Our internal CPD programme is of a very high standard and meets a range of needs from newly qualified staff to established Curriculum leaders seeking whole school responsibility.

There is a collaborative, positive and purposeful atmosphere amongst the team of staff at the school. All Staff expect each other to be the best that they can be.





# An RSA Academy

'A place to be the best you can be'

## Who is part of the RSA Family of Academies?



### 1 RSA Academy, Tipton, Sandwell

RSA Academy, Tipton is a secondary school for pupils aged 11–18 (Years 7–13) which opened to students in September 2008.



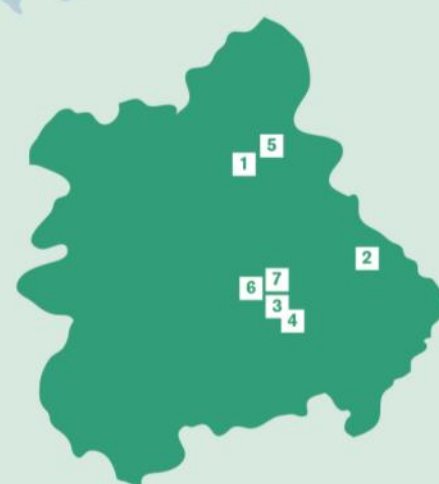
### 2 Whitley Academy, Coventry

Whitley Academy is a secondary school for pupils aged 11–18 (Years 7–13) and joined the RSA Family in July 2011.



### 3 Arrow Vale RSA Academy, Redditch, Worcestershire

Arrow Vale RSA Academy opened its doors in September 2012. The school is a high school for pupils aged 13–18 (Years 9–13).



### 4 Ipsley CE RSA Academy, Redditch, Worcestershire

Ipsley is the most recent school to join the Family, opening as an RSA Academy in January 2013. Ipsley is a middle school for pupils aged 9–13 (Years 5–8).



### 5 Holyhead School, Birmingham

Holyhead is a secondary school for pupils aged 11–18 (Years 7–13) and joined the RSA Family in September 2014.



### 6 Church Hill Middle School Redditch, Worcestershire

Church Hill is a middle school for children aged 9–13 (Years 5–8) which opened in January 2016.



### 7 Abbeywood First School, Redditch, Worcestershire

Abbeywood is a first school for children aged 3–9 (Reception–Year 4) opened in January 2016.

We are delighted to be an RSA Academy. This builds on our RSA Training School status and supports our excellent outreach work, built on a great track record of school improvement.

Matthew Taylor - Chief Executive Officer, Royal Society for the Arts said "I am delighted that Whitley Academy in Coventry will be the first "outstanding" school to join our family of academies focussed on school to school improvement. I look forward to an innovative and successful partnership between the RSA and Whitley, helping to improve the life chances of young people".

# National Support School

## 'A place to be the best you can be'

The school became a National Support School in 2009. Since then the school and staff have built up a significant and extensive level of expertise in supporting other schools to improve, many of which have been in a 'Ofsted Category' and have subsequently improved their outcomes to secure good achievement. Whitley has worked with both primary and secondary schools in Birmingham, Leicester, Redditch, Warwickshire and Westminster.

Whitley is now a Teaching School within the RSA Academies' Teaching School Alliance and is developing CPD and teacher training opportunities with Holyhead, Birmingham and Arrow Vale, Redditch.

Leaders of all levels have and are currently working with schools to lead school improvement. The Principal has also been deployed recently as an Educational Consultant by the DFE helping schools through their Academy conversion process.

Whitley is the School Improvement Partner for the sponsored RSA Academies in Redditch, Ipsley and Arrow Vale. The schools are working together with confident leadership modelling a 'deep and robust' partnership that will enable long lasting improvement through activities such as joint practice development.

Whitley is a strategic partner in the Castle Phoenix Teaching School Alliance in Coventry and takes the lead to also develop succession planning and talent management. The alliance supports local primary and secondary schools.

The capacity of the team at Whitley and expertise in the school means there is the ability to support a number of schools with their improvement. This can be at many different levels including coaching and mentoring, support for departments, subjects, senior teams, principal level, individuals and support staff.

**RSA Teaching School Alliance**  
**Sally Allen**  
**Director of Inclusion**

Over the past 6 years I have been instrumental in developing an outstanding team to support our students and families.

I am the Director of Inclusion at Whitley Academy and coordinate the SEMH support at the school including managing the provision at The BASE, the extended learning centre (ELC), the counselling service, as well as managing KS3/4

I have been observed as Outstanding by the Principal delivering a KS4 Protection Behavioural group session and observed as Outstanding by KS4 Inset sessions to the students delivering a KS4 Inset session to the students working within our Extended Learning Centre (ELC). I was observed in teaching a GCSE (non PEU) lesson in November 2014. I regularly observe members of the Citizenship lesson to KS4 pupils in November 2014. I ensure consistency of quality intervention. I have won 'Support staff of the year' awards for my work at Whitley Academy.

Although a manager of a large team, my passion still lies in the work I do with our most disadvantaged/vulnerable students and families. I am also passionate about progressing my staff professionally and maintaining the core values of the inclusion team.

**Relevant Training includes:**  
Level 2 Safeguarding Children, Safer Recruitment, CAF, Team Teach, Psychology of self-harm and behaviour, Quality Circle Time, Trained Learning Mentor, Family Group Conference, Attachment, Managing Conflict and Aggression, Sexualisation, Managing Conflict and Aggression, Mental health issues, Parental Involvement.

I have a proven track record of consistency working with other schools in Coventry, Warwickshire, Leicestershire and Redditch to help in setting up their inclusion units and to share outstanding practice.

I am the person within the Academy responsible for SEMH and wellbeing. I am also a designated Child Protection officer at Whitley

**RSA Teaching School Alliance**  
**Kathryn Wright**  
**Senior Vice Principal**  
(BA Hons, FRSA) **Specialist Leader of Education - Teaching & Learning**

As Senior Vice Principal at Whitley Academy, I have strategic responsibility for Curriculum planning, Timetabling and Teaching and Learning which reflects my dedication to improving standards of attainment for pupils.

Our successful track record and improving trend, has been supported by my work leading whole CPD and creating training and development opportunities for teachers through lesson observations and other reflective practices. I am an SLE, an outstanding leader who leads by example and I have recently completed the OFSTED Professional Qualification for School Leaders.

I am an effective and logical thinker and have an ability to work pro-actively and conscientiously. I have a proven track record for managing change and direction setting and a strong background in monitoring and tracking student progress. I have supported a number of other schools including feeder primary schools to improve teaching and learning practices in the classroom and develop/implement progress tracking systems.

I have developed a 360° feedback resource to challenge outcomes for senior teams. I am currently completing my MA - Leadership in Education and have a particular interest in team dynamics and influence.

**RSA Teaching School Alliance**  
**Marc Skelton**  
**Specialist Leader of Education - Maths**  
(BSc. Mathematics, MSc. Mathematics Education)

I have taught Mathematics at Whitley Academy for 8 years.

During my time at the school I have been graded as Outstanding by Ofsted in 2010/11 and 2013/14. During the most recent inspection my classroom teaching was also graded as Outstanding.

Prior to teaching I had experience working both in the UK and abroad in a range of work environments. I hold a BSc. in Mathematics from the University of Leeds and a Masters in Mathematics Education from Warwick University. I also have strong links with research in mathematics teaching in secondary schools. Previously I have written an Ofsted report on mathematics teaching in secondary schools. I have also completed training for the National Centre for Excellence in Teaching of Mathematics (NCETM), the National College for School Leadership (NCSL), as well as being a designated Specialist Leader of Education for Mathematics (SLE) in 2014.

Whilst at Whitley Academy I have overseen improvement in KS4 examination results and progress levels from KS2. These results have been the product of the department's primary focus on excellence in mathematical explanations, and our belief in teaching for understanding. Taking mathematics strongly encouraged from the first lessons in mathematical thinking is a versatile and transferable skill.

Within our department we have a number of outstanding practitioners and an ethic that Mathematics should be an explorative and enjoyable subject for all students of all levels. I have experience of writing schemes of work for all year groups ranging from a year 7 scheme to a KS4 scheme which has combined the need for examination rigour with mathematical understanding and gaining skills needed for working life. I also regularly run CPD with staff at the school and to external audiences on a variety of topics which have previously included: deepening mathematical thinking and understanding; the use of data to inform departments and teachers; how to share best practice within a department; best practice for supporting non-specialist mathematics teachers.



# Teaching School Alliance

'A place to be the best you can be'



Three schools in the RSA Family of Academies were selected to become National Teaching Schools as part of a new RSA Academies Teaching School Alliance.

Whitley Academy in Coventry, Holyhead School in Birmingham, and Arrow Vale RSA Academy in Redditch are three of only 60 schools in England to be granted teaching school status in the latest round.

Introduced in 2011, Teaching Schools are all rated as "Outstanding". They work with partner schools in an alliance to ensure high quality school-led initial teacher training and professional development opportunities for teachers at all stages of their career.



**RSA Teaching School Alliance**

**Realise potential  
Achieve excellence  
Broaden opportunity**



**RSA Academies' Teaching School Alliance**

The recruitment of high quality teachers is a key priority for the RSA Academies' Teaching School Alliance.

The Alliance is a partnership of schools from across the West Midlands with an outstanding track record in providing excellent outcomes for students and therefore uniquely placed to improve the life chances of the young people in our communities.

Our mission is to recruit, develop and retain exceptional professionals by offering leading edge, initial teacher training across our diverse family of schools.

**How to apply**  
[www.rsaacademiesteachingschool.org.uk](http://www.rsaacademiesteachingschool.org.uk)  
or Twitter @RSAATeach



**Realise potential  
Achieve excellence  
Broaden opportunity**

## Training Routes

Our training combines invaluable classroom experience with expert tuition and a wealth of support and resources from a major HEI provider.

If you are interested in a career in teaching we offer the following routes:

### School Direct (Salaried)

- English
- Maths
- Science

### School Direct (Training)

- Art
- Biology
- Chemistry
- Computer Science & ICT
- English
- Geography
- History
- Modern Foreign Languages
- Music
- Performing Arts
- Physical Education
- Technology

## How to apply

The application window for September 2016 opens Autumn 2015.

For more information, including entry requirements, please visit our website [www.rsaacademiesteachingschool.org.uk](http://www.rsaacademiesteachingschool.org.uk) or Twitter feed @RSAATeach.

They raise standards through school-to-school support, engage in research and development, and ensure that the most talented school leaders are spotted and supported to become successful headteachers. The RSA Academies Teaching School Alliance will benefit all schools in the RSA Family, including the RSA Academy Tipton and Ipsley CE RSA Academy, as well as working with other local schools in Coventry and the West Midlands.

**Lorraine Allen, Former Principal of Whitley Academy said:**

*"I am delighted that Whitley Academy has been granted teaching school status as part of the RSA Academies Teaching School Alliance. This will enable us to extend and develop our work in the West Midlands and beyond, to support teachers at all stages of their career."*

### Comments from our latest Ofsted Inspection (December 2013)

The Governing Body is highly strategic and business like in its operation. It seeks for the school to remain outstanding and is involved in the business plan that includes sponsorship of other schools (The RSA Pyramid, Redditch).

The Governing Body is highly effective: it fulfils its statutory responsibilities and has developed good practice for its own self-evaluation and is influential in agendas for meetings and the role of the governors.

Governors are knowledgeable about the work of the school and link in to a committee structure and school areas for development according to their individual skills and strengths – this is mapped out by self-audit each year when governors self-evaluate their own performance, training and recruitment responds to the needs identified.

Governors are familiar with the schools contextual barriers to learning, benchmarking and the context of the schools performance relative to local and national comparisons. They are closely involved in the target setting process and support the high level of challenge within whole school targets.

Governors link directly with strategic priorities for the school, and visit staff and departments to become aware of issues and engage in constructive dialogue.

### HMI in March 2013 "1 – Outstanding"

"Governance is outstanding and they hold leadership fully accountable for their responsibilities. Members of the governing body have an excellent understanding of the students' achievement. They are also totally up to date with the staff's performance management. The way the Academy's confidential information about performance management is presented is excellent preparation for Ofsted. Governors make a significant contribution to the Academy's outstanding capacity to improve. They also ensure that safeguarding requirements are fully met. There is a very strong focus on aspects such as health and safety and risk assessments. High quality policies are in place and appropriate training is accessed".

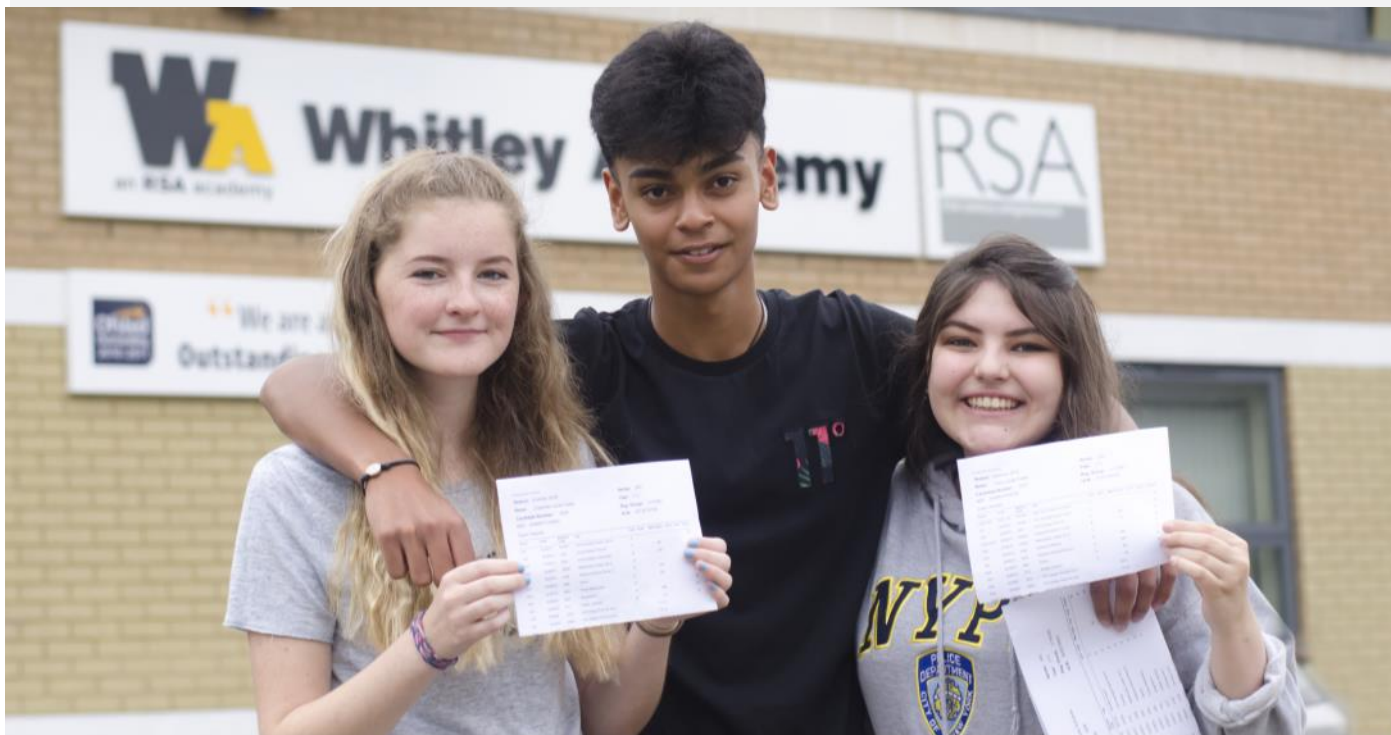
### Ofsted Quote December 2013

*"The very experienced governing body is exceptionally effective. Governors provide a high level of both support and challenge for the school and are committed to its continued improvement".*





## Whitley achieves best ever GCSE results in 2016



- 77% of students achieved C grades or higher in English and Maths, a rise of 19% since last year.
- 38% of students achieved the Ebacc combination of subjects
- 71% achieved 5 A\* - C inc English and Maths.
- Progress 8 score is 0.17
- Attainment 8 score is 52.7
- 92% of pupils stayed in education or went into employment after Year 11.

All of our Post 16 students passed their exams in 2016, with 100% also achieving either a place at university, starting an apprenticeship, or employment.

- 100% A-Level pass rate.
- 57% A - C grades.
- 100% positive leaving destination (university, employment, or apprenticeship).
- 100% university application success rate.

**Congratulations to all our students!**

'A place to be the best you can be'



# Recent Highlights

**'A place to be the best you can be'**



## **Whitley Academy collects British Council's International School Award**

On Monday 14th November 2016, Mr Purslow and Mrs Nguyen collected the British Council's International School Award at a ceremony in London, on behalf of Whitley Academy.

This is a very prestigious award which recognises our school's rich network of international partner schools, and their impact upon our students learning, confidence, and life experiences.

## **Whitley pupils quiz the Governor of the Bank of England in live BBC broadcast**

On Friday 16th September 2016, Whitley Academy hosted the visit of Mark Carney (Governor of the Bank of England) in a live BBC television event.

This was an invaluable experience for our students, who were given the chance to observe the BBC live production team, work with BBC reporters and presenters, and quiz Mark Carney on issues impacting their families locally.



## **Whitley pupils tour the battlefields of Ypres**

On September 23rd 2016, Whitley Academy pupils set off for the town of Ypres, Belgium, to visit the site of the most intense and sustained battles of the First World War.

This was an invaluable experience for our pupils, who were given the chance to visit the town's historical monuments, and the remnants of the Somme's trenches.



# The Curriculum

**‘A place to be the best you can be’**

Whitley Academy ensures that “all students do their best” through delivering a relevant, challenging and exciting curriculum. We organise our staff, resources and lessons carefully to deliver academic success.

To ensure the above is achieved by all students the Learning Support Team intervenes to identify barriers and enable students to overcome them. Stimulating opportunities are provided to extend everyone.

Most classes are set by ability to ensure that learning experiences match each individual student’s ability. Lesson activity needs to be accessible and challenging.

At Key Stage Three (Years 7 – 8) the curriculum is a broad experience, building on Primary School experiences. It is designed following National Curriculum requirements and also the RSA’s 21st Century Curriculum, “Opening Minds”.

At Key Stage Four (Years 9 – 11) the curriculum allows students to select courses with a view to their future needs. Students are expected to follow English, Maths and Science, and then select from a range of academic and vocational courses at the right level for their ability.

Post 16 students will have a broad and inspirational range of subject choices either A Level or Vocational.

We ensure that all students pursue courses that will create clear pathways into further education, university, modern apprenticeships, and more.



## Enrichment

**Whitley Academy provides a rich variety of activities alongside normal lessons. Many of these take place after school and some during the school day instead of timetabled lessons. All students are expected to be challenged in something above and beyond the normal day.**

At the end of the day, at the weekend and in the holidays there are activities planned. Our staff are willing to go that little bit extra to make Whitley Academy a special and stimulating place to learn.

All Year 7 students have an additional period on a Monday at the end of the day where they can choose from a wide range of activities



# Opening Minds

'A place to be the best you can be'



Whitley Academy is proudly leading the way in promoting an innovative curriculum delivery – 'Opening Minds'. We are delivering a KS3 curriculum that prepares students for the 21st Century. This will meet all traditional subject requirements but challenges and extends all students through the development of transferable competences and



skills.

These skills are based on the RSA's 'Opening Minds' Curriculum. This is a complementary framework to the National Curriculum which enables students to develop the skills required by employers in the modern world.

We are an RSA Training School and we lead on the delivery of this competence driven approach to learning with our Key Stage 3 students. Teachers and senior leaders from other schools in Coventry and across the country come to learn from our outstanding practice. Our students usually have one or two teachers for two thirds of their lessons and focus on developing learning competences as well as separate subject knowledge and skills. This is our 'Opening Minds' programme.

All evidence points to it providing an easier transition from primary to secondary and a more



coherent learning experience for students.

All students in Years 7 and some students in Year 8 experience this innovative curriculum.

Whitley Academy uses the National Curriculum to provide learning objectives for its students but they are not delivered through individual lessons. 'Opening Minds' teachers plan student learning through thematic work that focuses on developing skills and competences as well as knowledge.

In the remaining periods of study, students go to lessons in Art, Drama, Food Technology, Physical Education, Information and Communication Technology, MFL and Product Design. These subjects deliver the key learning competences too. Their work is also linked to the content of the 'Opening Minds' lessons.

Student learning will meet all traditional subject requirements but each term will challenge and extend all students through the development of transferable learning skills. The curriculum will make perfect sense to students as a coherent experience, rather than a series of disjointed lessons.

*"Our Key Stage Three students make exceptional progress following our curriculum. The 'Opening Minds' team is dedicated and passionate about making the curriculum a unique, motivating and exciting experience."*

**Jo Wilson**

Opening Minds Curriculum Leader



Whitley Academy aims to build an understanding of the skills of leadership and student responsibility through the total curriculum and the many varied activities of school life.

The school will:

- Provide a wide range of participation and leadership opportunities which cater for all students in the school.
- Maximise the number and range of students undertaking leadership roles.
- Provide recognition of all student leadership roles
- Encourage the development of student participation and leadership skills through classroom practice by using OM/Enterprise Competencies across all Key Stages
- Encourage students to differentiate between student participation and student leadership.
- Develop student participation and leadership skills in all students through specific programmes, for example:



- ⇒ Student Council
- ⇒ Student Leaders
- ⇒ Student Reporters Group: debating, public speaking, reporting
- ⇒ Buddy systems – Year 6-7 transition programme
- ⇒ Sport, captaincy in sports teams
- ⇒ Visual, creative and performing arts
- ⇒ Curriculum involvement/activities in the learning environment
- ⇒ Whitley Leadership Diploma
- ⇒ Peer Mentoring Programme
- ⇒ Post 16 Volunteer Job Board
- ⇒ Supporting whole school events:
  1. Open Evening
  2. Charity Events
  3. Whitley Festival
  4. Parents Evening
  5. Staff recruitment
  6. Representing Whitley Academy in the immediate and wider community

# Inclusion

**'A place to be the best you can be'**

The **Base** provides all kinds of support for Whitley Students and their families. We are an experienced team of staff including mentors, learning support case workers, counsellors, teaching assistants, youth workers and home/school liaison officers. The team of staff will work with students to support their needs and a specialised SEN team lead by the SENCO supports specific learning needs.

We work with many students with a range of needs with the aim to enable and empower them to be the best that they can be.

## The Inclusion Team

Everyone at some point needs a bit of extra support whether that be emotional, behavioural or academic support. At the Base we provide that outstanding personalised support. The Inclusion Team mainly consist of non teaching staff allowing us to deal with concerns and problems quickly and efficiently. We use preventative measures and early interventions to promote good mental health, emotional well being and a positive attitude so that students achieve their full potential.

Emotional and behavioural support runs over a 6 week period and includes group sessions including:

- Anger management
- Motivation - raising attitude to learning
- Social Skills
- Healthy Wellbeing
- Attendance Support
- Appropriate Behaviour
- Raising Self Esteem
- Staying Safe
- Transition
- Building resilience

1-1 work will vary in content but be based around motivational coaching. We also have a dedicated team of volunteer counsellors.

At present the team have the following responsibilities:

**Miss Allen** - Director of Inclusion/Child Protection

**Miss Bennett** - Home/School Liaison Officer

**Miss Buff** - Learning Mentor/Deputy Base Co-ordinator

**Mrs Boyne** - Case Worker Year 7/Primary Liaison

**Mrs Stanbrook** - Case Worker Year 8

**Mr Rule** - Case Worker Year 8/Child Protection

**Mr Hudson** - Case Worker Year 9

**Mrs Wheatley** - Case Worker Year 10/LAC

**Mrs Harrison** - Case Worker Year 11/Work Related Learning

**Mr Byrne** - HLTA inclusion/PLP Co-ordinator

**Mrs Welch** - Counsellor

**Ms Kynoch** - Counsellor

**Mr Boulton** - Inclusion Keyworker





### Community Objectives

- To ensure all students recognise and respect other cultures, languages, backgrounds, and integrate fully into the life of the school.
- To ensure deprivation does not impact on attainment.
- To increase community involvement, local residents, businesses, potential stakeholders.
- To achieve engagement, equity and excellence through the curriculum and enrichment and extended services provision.

### Community Engagement

- Adult learning programmes are delivered by the school at 2 of the local community centres (book-keeping and return to work).
- ICT sessions have been delivered to 5 feeder primary schools.
- Enterprise learning was delivered in 5 feeder primary schools.
- Dance festival involved over 120 primary students and over 200 parents autumn .

### Extended Services

- Successful earlier festivals have been run at the school for Whitley and feeder primary students.
- The school's Sports Co-ordinator works very successfully at increasing sporting opportunities for Whitley students and students from partner primary schools, including:-
  - ⇒ Dance festivals
  - ⇒ Primary football tournament
  - ⇒ Whitley students coaching athletics in feeder primary schools
  - ⇒ Whitley students completing the Kielder challenge with special needs students locally
- Breakfast and lunch clubs help support some students. These are run by the Inclusion and SEN teams.
- The Wellbeing Mentor, Youth Worker and counsellors based at the base are available for students and parents.



# Post 16

**'A place to be the best you can be'**

We offer students a wide range of courses that are suitable to individual learning pathways. We ensure that all our students can access nationally recognised training and learning opportunities to support them in their career paths beyond school whether that is employment, apprenticeships or higher education at University.

We believe that choosing the right course is important if students are to enjoy their time in Post 16 and achieve success. We encourage all prospective students to think about their strengths – which subjects they enjoy, are successful with and their preference in terms of assessment. Students will have opportunities to talk to teachers, tutors, Post 16 students as well as parents for advice.

Students in Whitley Academy Post 16 are very successful. For the last 4 years 100% of students have passed their exams (including BTEC), and 57% of students achieved A - C grades in 2016. Students in Post 16 are supported and guided through their studies by high calibre staff. The last Ofsted judgement was 'good' for Post 16 provision.

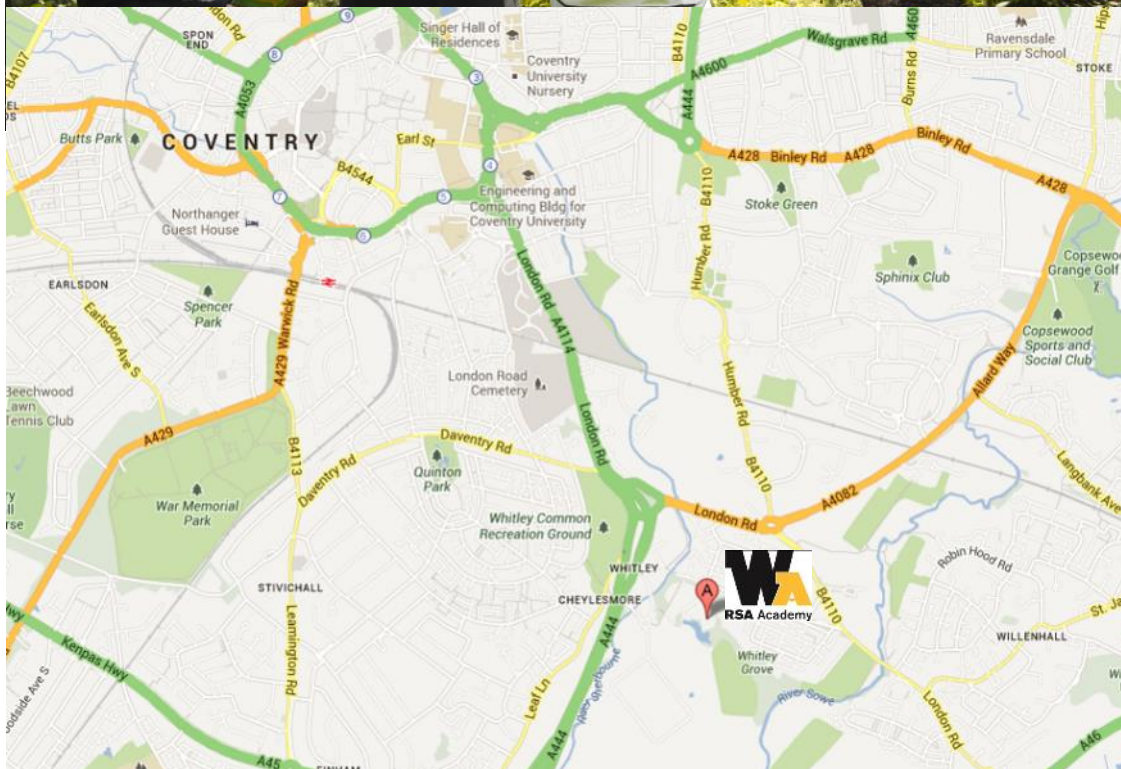
*"Post 16 students make an outstanding contribution to the life of the school and wider community. They mature into articulate, thoughtful young adults and provide excellent role models for younger students". Ofsted 2013*





# Contact

‘A place to be the best you can be’



## Whitley Academy

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Whitley Academy is an exempt charity and a Company Limited by Guarantee whose Company Registration Number is 07657794