



Candidate Pack

Welcome to Plympton Academy. We hope this pack will give you some basic, useful information on what happens at the Academy.

Plympton Academy

Moorland Road, Plympton, Plymouth, PL7 2RS

Principal: Ms Lisa Boorman

Telephone: (01752) 338373

Email: enquiries@plympton.academy

www.plympton.academy



WELCOME

Thank you for your interest in a role at Plympton Academy. I hope that this pack will provide you with all of the information needed to complete your application.

I am proud to be Principal of Plympton Academy. Proud of our students and proud of my staff. Due to our growing popularity and increased student numbers, we have the need to increase our staff number.

The ethos within our Academy is a very positive one and it is a good place to be. Staff are very supportive of each other, believe they work in a good Academy and are extremely proud of all their achievements. Our most recent OFSTED report (January 2016) judged the Academy to be good with many strengths. I am so pleased that the hard work and dedication of students, staff and governors has been recognised.

I would like to encourage you to have a look at our prospectus which can be found, along with other information, on our website, www.plympton.academy

Plympton Academy is a single Academy trust, with a view to becoming part of a multi-Academy trust in the near future. This is a very exciting time for the Academy.

We are looking for the best staff to work with our students, because this is what they deserve. It is my role to find, recruit and develop our staff fully. So, if you are excited by the idea of playing a vital role in helping the Academy achieve its ambitions, then I look forward to receiving your application.

If I can be of any further help to you please do not hesitate to contact me via my PA, Mrs T Overton, on overtont@plympton.academy

If you do not hear from us you may assume that, on this occasion, your application has been unsuccessful, in which case may I take this opportunity to wish you well with your future career aspirations.

Kind Regards,

Lisa Boorman
Principal

ABOUT THE Academy

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Website: www.plympton.Academy

Plympton Academy is a single Academy trust in Plympton, Plymouth, England. **Plympton**, in south-west Devon, is a populous, north-eastern suburb of the city of Plymouth. It was an ancient stannary town: an important trading centre in the past for locally mined tin, and a former seaport.

Plympton still has its own town centre (called the Ridgeway), and is itself an amalgamation of several villages, including St Mary's, St Maurice, Colebrook, Woodford, Newnham, Langage and Chaddlewood.

The Academy has a sports centre, which includes a fitness gym, dance studio multiple sports hall, rugby pitch, and in the summer, an athletics grass circuit. The sports hall has been renovated last year (2015). The sports hall and gym is open to the public for a small fee. We are in the planning stages for an all-weather 3G pitch and a Multi-Use Games Area.

The Academy has a brand new a state-of-the-art Performing Arts block. This new theatre can seat an audience of 180 people and the purpose built dance studio and music rooms, including a recording studio, provide opportunities for students, and staff, to develop their creative talent.

The Academy also has an internal 6th form department which accepts students from all other schools.



OUR CORE PRINCIPLES AND VISION

Teaching and learning:

Students love the challenge of learning and are resilient to failure

Leadership:

Leaders inspire a culture of success for all

Community:

We are the cornerstone of a thriving community that is stronger through collaboration

Learning environment:

A learning setting that stimulates, fosters innovation and promotes opportunities

The Person:

Individuals are equipped to achieve their dreams and take pride in their success





THE Academy DAY

The basic day for full-time teaching staff is from 10 minutes before the start of the morning session until its end (i.e. 0830 to 1300) and from the start of the afternoon session until 10 minutes after its end (i.e. 1340 to 1510). The length of the basic staff day is therefore 6 hours and 05 minutes. Teaching staff are expected to be on the premises during those times.

Supervision of students in particular areas is carried out during the 10 minutes before and after the Academy day and at break time according to a duty rota. Staff carry out these duties each week.

Staff not on duty on a particular day exercise general care and supervision of students at these times as persons in loco parentis. In addition, all staff not on duty attend the morning Briefing Meetings at 0830. These are full staff briefings on Mondays, Tuesday, Thursday and Fridays, and alternating Department/Year Teams on Wednesdays.

At lunchtime, supervision of students is in the charge of the Senior Leadership Team and some middle leaders. There is therefore no obligation on other staff to remain on the premises at this time (1300 to 1340). However, if they do so they retain their "in loco parentis" responsibilities.

The student day is as follows:

08.40 – 09.40 Period 1

09.40 – 10.40 Period 2

10.40 – 11.00 Break

11.00 – 12.00 Period 3

12.00 – 13.00 Period 4

13.00 – 13.40 Lunch

13.40 – 14.40 Period 5

14.40 – 15.00 Tutor/Assembly

ASSEMBLY DAYS

The Assemblies are in line with the assembly rota and alternate between the Head of Year assembly and the SLT assembly. Further details will be provided at the start of each term.



Academy OPERATING PROCEDURES

Whole School Expectations for Success

Expectation	Explanation
All staff and P16 students to wear their identification badges at all times whilst on site	Safeguarding of students and staff. ID badges must be visible and if they are not seen then that person should be challenged about their business on site. If staff need to leave site then they should sign out.
Site safety	P16 gate should be kept locked throughout the day. All gates to be locked/unlocked within 5 minutes of the bells at the start and end of day.
Registers, for every session, must be taken on SIMs – this includes Y11 extra tuition	Using SIMs registers should be taken within the first 10 minutes of every lesson. If SIMS access is not available then a paper register should be taken and sent, via a student, to the attendance officer for manual inputting.
Punctuality	All staff and students should be ready to learn at the start of each lesson, when the bell goes. No one should be late or allowed out of lessons within the first 10 minutes. All lateness should be recorded on SIMs and HoAP followed up as per policy.
Mobile phones	Students are only allowed to use their phones at break time and lunch time. Any student seen using their phone should be challenged and the phone confiscated. Refusal to hand the phone over results in isolation for non-compliance. Staff should model the use of mobile phones.
Uniform	Students should arrive and leave school wearing their uniform in the correct manner. During school, if a student is not wearing it appropriately, then they should be challenged as per the school uniform policy. Refusal to wear the correct uniform will result in the student being isolated for non-compliance. Check uniform at the start and end of the lesson.
Language	Students and staff should use respectful language at all times. Where inappropriate language is heard this should be challenged with the student. If staff are heard talking inappropriately or talking in an inappropriate place this should also be challenged or reported to a member of SLT.
Promotion of respect	Where respect is seen this should be rewarded with a thank you and possible distribution of vivos. Students should be greeted at the start of every lesson with politeness and conversation
Growth mindset	GM should be encouraged in all aspects of school life using positive language that supports the GM philosophy of not giving up.
Behaviour	Poor behaviour should be challenged in all areas of the school day. The school behaviour system should be followed and any poor conduct reported in SIMs

Classroom Expectations for Success

Expectation	Explanation
Punctuality	Students should be punctual to the lesson. Lateness should be challenged and recorded on SIMs. All students should be greeted as they enter the classroom with polite conversation. Students should not be allowed to leave the lesson within the first 10 minutes.
Start of lesson Lining up outside Uniform	There should be a formal start to the lesson, indicating to students that their learning is starting and that expectations around behaviour for learning are high – this may take the form of a starter activity, the register or an introduction to the learning objective. Students may be asked to stand in silence to signal the start of the lesson. If so this should be consistently applied to every lesson. The date should be written in the exercise book and underlined using a ruler. Where students are lined up outside this should be quietly and orderly. Students should enter the classroom in an appropriate manner. Students should be appropriately dressed without outdoor clothing on. This should be checked at the start of the lesson and before dismissal.
Lesson objective	The lesson objective should be visible to all students and communicated as appropriate. This should be copied into books to remind students the objective of the lesson.
Seating plans	All students should sit in their designated space in the classroom. Seating plans should be made available for all supply teachers
Equipment on the table	All equipment and planners should be on the table. Students should come to the lesson with the correct equipment (pen, pencil and ruler as a minimum). Parents should be contacted if this is not happening regularly.
During the lesson – Pace, progress, challenge	There should be aspects of learning conversations between students and between the teacher and students; personalised learning; kagan approach to collaborative learning; differentiation
Homework	Relevant homework should be set according to the school's homework policy
Food & drink	No food should be consumed in lesson time. Only water should be drunk during lessons. Any fizzy drinks should be confiscated.
Behaviour for learning	If there is poor behaviour for learning then the behaviour policy should be followed and any incidents recorded on SIMs. Similarly good behaviour should be recognised awarding vivo points if the behaviour fits the necessary criteria. Work level should be challenged to ensure good progress is made by all.
Review of learning	Before the end of the lesson there should be a review of the learning that has taken place including a review of the learning objective
End of lesson	Teachers should emphasise that the lesson finishes when the teacher indicates not when the bell is rung. Non-compliance to this should be challenged and students told to wait. Packing up and tidying away should form the end of every lesson. Students should stand in silence waiting to be dismissed in an orderly fashion by the teacher.
Classroom presentation	All classrooms should be left tidy at the end of every lesson. Computers should be locked or logged off to avoid any unauthorised access.