



ALEC REED ACADEMY

PROUD TO LEARN

Information for Applicants

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General Information and Overview

June 2017

The Alec Reed Academy lies at the heart of the community and we are proud of what the Academy has achieved to raise the aspiration and education achievement of young people in Ealing.

We are now looking for an Assistant Principal to join the Leadership Team and to contribute to the Leadership of the Academy in the next phase of development. The following information provides an overview of the Academy and its recent development.

The Alec Reed Academy was one of the first Academies in the UK and was founded as a special partnership between government and private enterprise by our Sponsor, the entrepreneur Sir Alec Reed who grew up near the Academy.

The Academy continues to reflect Sir Alec's vision and retains both a specialism in Enterprise, a dedication to serving our local community and strong links with the REED groups of companies.

The Academy enjoys state of the art facilities, housed in stunning world class architecture. The main building which opened in 2005 was designed by the world famous Foster and Partners. An impressive Nursery and Early Years building (the Arc) and the specialist Design technology, Art and Design centre (the Quad and Zeppelin) were designed by award winning Architects Co-Partnership and opened in 2012. We believe our 21st century learning environment provides arguably some of the best learning facilities nationally.

The Academy is an exciting place to work and learn and we take seriously the fact that our children and young people only get one chance at an excellent education. To this end we strive to ensure that everyone in the Academy community is able to take advantage of the best available facilities and opportunities during their time with us. We aim to equip our children and young people with the skills necessary for life in an ever-changing, highly technological world whether it be their intention to progress through our sixth form and on to university or into employment and training.

OUR ALL THROUGH OFFER INCLUDES

An all through, co-education multicultural Academy we include:

- 90 place Nursery
- Three form entry Primary School
- Six form entry Secondary School
- Post 16 – 275 students
- Adult Learning Centre – Foundation and Degree Courses
- Community Sports Centre
- The John Chilton Special School has designated accommodation on the Academy site

With over 1500 students and more than 250 (FTE) staff (of which 110 are teachers) the Academy provides a high quality education across the full age and ability range, covering the national curriculum of the High School. The Academy operates a three term year broadly in line with London Borough of Ealing schools.

REFLECTING OUR COMMUNITY

Alec Reed Academy has a local catchment areas and the student population comes from many ethnic backgrounds with a considerable proportion where English is not their first language. The Academy is non selective and seeks to include students from across the full ability range who would benefit from the distinctive style of education provided at all Key Stages. It is this truly multi-cultural and inclusive educational environment which the Academy prides itself on and from which both students and staff benefit.

ETHOS AND VALUES

The Alec Reed Academy has a distinctive positive ethos which guides our work and the education of our children and young people. Preparation for adult life underpins our Academy aims and the well developed culture which is established across all phases and function of the Academy.

This is further reflected through the Academy's values and commitment to:

- provide high quality education and a thirst for life-long learning with an additional emphasis on the Academy's specialism of enterprise
- enable everyone to enjoy success and achievement
- promote confidence, independence and a strong sense of personal worth
- have high expectations which will be reflected in the targets set for staff and students alike
- harness the energies of children, students, staff and parents to establish a genuine partnership with the Academy for the benefit of all
- establish a business-like ethos be beliefs in values and attitudes such as hard work, honesty, integrity, respect and concern for others
- provide quality opportunities for the spiritual, moral, social and cultural development of our children and young people
- ensure that effectiveness of all Academy staff is maintained and developed through considerable investment in continuous professional development
- complement effective systems of behaviour management with an extensive system of pastoral care and inclusion

THE PUPILS

The Academy priority is to provide for all its young people a stimulating, technology-rich education in a spirit of enterprise where they can develop the skills to be self-confident problem-solvers and excellent communicators, equipped to succeed in the dynamic workforce of the future.

The balance of academic and vocational curriculum provision further enhances the Academy's mission and this is enhanced with a range of enrichment opportunities for students in all key stages such as breakfast and after school clubs. Each year group is housed in a 'Pod' area which forms

their base for the start of the day, Tutor lessons, morning break and lunchtime activities, creating a sense of peer and social identity outside lesson times.

ACHIEVEMENT

In recognition of success at GCSE and A Level, the Academy gained the PiXL Award for Outstanding Progress (2014) and the Learning Plus Award for A Level value added (2016).

English Baccalaureate outcomes are above the national average; the Progress 8 measure is in line with the national average.

In the Primary Phase, outcomes at Key Stages 1 and 2 were significantly above the national average in 2016. Pupils with English as an additional language and those in receipt of Pupil Premium achieve highly across all phases.

PROFESSIONAL SUPPORT FOR OUR STAFF

The Academy is committed to high quality continued professional development of all its staff.

Through a range of developmental strategies including Appraisal and Improvement Planning all member of Academy staff are able to identify their training needs and include them in the annual Profession Development Programme.

Through 6 Professional Development Days per academic year, priorities are addressed in lively programmes aimed at developing a high level of understanding and expertise in all Academy staff. These are further enhanced by a programme of calendared twilight session which run throughout the academic year. Each also provides the opportunity for specific teams of staff to work together on areas of development that are specific to the needs of them and the Academy.

The Academy runs a first class Newly Qualified Teacher (NQT) programme. New teachers have weekly training sessions enabling them to get together with experienced member of staff to discuss their experience and receive training from specialists across the Academy.

The most effective personal development takes place on a daily basis through the high level of support staff receive from their line managers and other Academy staff. Each subject area and Phase is led by a Curriculum or Subject Leader who reports directly to a member of the Academy Leadership Team. In this way, new staff are able to work with members of management at all levels through lesson observations, subject teams and Year Team meetings.

ICT is an essential tool of the Academy from electronic registration, the Improvement Planning cycle, the VLE and Online Reporting, assessment, recording and reporting to innovative and exciting lesson delivery and resourcing to enhance the learning experiences of students and ensure administrative efficiency. ICT underpins the organisation of the Academy and the Academy runs its own training for staff and ongoing support programmes to ensure that all staff have the ICT skills that are required within their job.

I hope the above details have been helpful. Further information is available can be found on the Alec Reed Academy website (www.alecreedacademy.co.uk)