

Athena

Sixth Form College



Bexwell Road, Downham Market, Norfolk, PE38 9LL

DOWNHAM MARKET
ACADEMY



[Downham Market Academy](#)
[Athena Sixth Form College](#)
[Eastern Learning Alliance](#)



Recruitment information pack

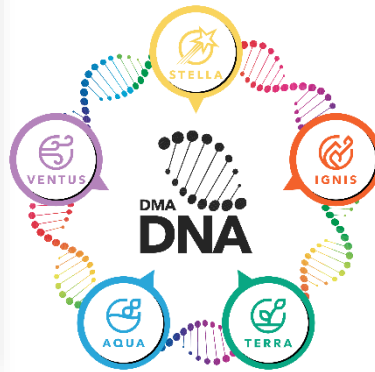


**Passion. Progress.
Perseverance. Pride.
Positivity**





Welcome to our school



**Passion
Progress
Perseverance
Pride
Positivity**

Thank you for your interest in joining Downham Market Academy. We are an ambitious school that has high aspirations and expectations for our students. This is underpinned by our new ethos the "DMA DNA", a set of five core values that were formulated from student, staff and community feedback.

We have planned an ambitious and broad curriculum for the young people in our care who we inspire to become life-long learners, empowering them to be valuable members of society. Every student has many opportunities to enhance their learning through trips and visits and our extensive extracurricular programme provides all students with opportunities to learn new skills and improve on existing ones outside of the normal classroom environment; make new friends and develop life skills.

Knowing each student and member of staff individually allows us to build positive, mutually respectful relationships that support learning and create a culture of academic aspiration where success is celebrated. Promoting inclusivity, equality and diversity is fundamental to our academic curriculum and personal development programme. Our students and staff feel valued, respected and safe and we place great emphasis on their personal development and welfare.

Please visit our [website](#) to find out more on our school which we are incredibly proud of. If you would like to ask any questions or visit the school before you apply, please do get in touch.

Best wishes

Mark Eastwood
Heateacher

Science

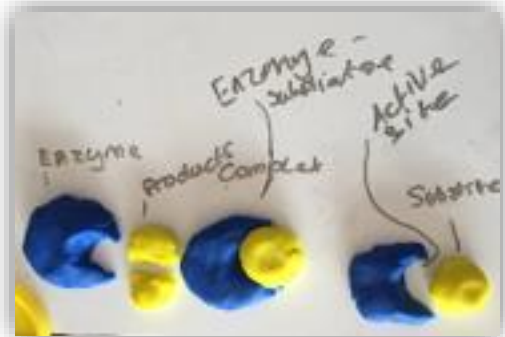
at Downham Market Academy

Our team of specialist teachers and technicians are all passionate about science and passionate about learning. After all, science is what makes the world work and understanding just some of the what, where, when, how and why of science is so exciting and something we are keen to inspire in our students.

We share a well-resourced suite of labs providing plenty of space for theory and practical work, both of which are so important in making our curriculum come to life. Dedicated spaces for teaching A level that provide smaller, seminar-style rooms where students can immerse themselves fully in the subject.

We encourage creativity in our lesson planning but always have a starting point within our schemes of learning and we encourage collaboration between colleagues at DMA and across our Trust. Our lessons are engaging and have a strong focus on knowledge recall and its application into real-life context. No activity is off limits – we celebrate innovation in lesson planning to create immersive experiences that will inspire our students and colleagues. We teach science because of the wonder of the subject, not because we have to!

Our curriculum is enhanced by a timetable of enrichment activities that includes a weekly science club and a varied calendar of trips to enthuse students across all year groups.



Leadership at DMA

**"A leader is someone who
knows the way,
goes the way,
*shows the way"***

Leaders at Downham Market Academy embody this quote.

- We all share the same vision to provide students and staff at the school with an exceptional experience, every day.
- We all work as part of a team where high expectations are maintained across all aspects of our practice
- We are all role models for others in our work ethic and sense of personal pride and accountability

We believe that every member of our school community, both staff and students, has the responsibility to lead. We teach this to our students through PSHE and other lesson activities and to our staff through our extensive CPD programme.

Being part of the leadership team at Downham Market Academy will require you to teach lessons that are consistently of the highest quality such that the outcomes and progress of your students is first rate. You will inspire others to teach with the same passion and pride and you will have the ability to communicate with all audiences to sell your vision and maintain positive relationships. You will be conscientious and tenacious leaving no stone unturned in the pursuit of excellence in classroom learning and beyond in enrichment activities. Implementing proactive measures to ensure the wellbeing of those in your team is paramount as is your ability to collaborate with colleagues within the school and across the Trust.

If you think this describes you and you are excited to join a high-performing and ambitious team of leaders at Downham Market Academy, we look forward to meeting you.

In April 2022, inspectors recognised the improvements made at DMA and judged us as a “good” school for the first time in more than 15 years



“Pupils praise how their teachers take care of them.”

“Pupils enjoy learning... they demonstrate a **deep understanding** of complex ideas.”

“Teachers provide pupils with **support** to help them improve further.”

“(DMA) provide(s) an **ambitious** and broad curriculum.”

“The curriculum promotes **inclusivity, diversity, and equality.**”

“Leaders have also instilled a **powerful ethos** which nurtures and rewards important human values such as compassion, empathy, and resilience. **Pupils are kind.** They work hard and support others.”

You can read the full report [here](#)





At the heart of our school is "Athena", a Sixth Form offering personalised opportunities for learning and development

Students at Athena benefit from a personalised curriculum; they are all well-known and treated as individuals in order to develop both their intellectual abilities as well as helping them to develop as independent learners.

We will ensure students achieve the highest possible academic outcomes through a combination of outstanding teaching in very small classes and the close support needed to thrive in a more independent environment. This support can range from celebration events, enhanced learning tasks or bespoke support contracts to allow students to achieve their very best.

Alongside their studies, students at Athena are offered a wide variety of extra and super curricular activities to engage in as well as trips and visits. The Student Executive Committee work closely with me to provide student with a range of events and opportunities to help them develop their skills, unwind and have fun. We believe it is imperative to develop the whole student, so that they are ready and prepared academically and socially for their future.

We hope that your subject expertise will help to inspire the next generation of brilliant minds who will go on to be authors, doctors, engineers, chefs, teachers and more.

For more information, please visit our [website](#).

George Pettitt
Deputy Headteacher



Living & working in West Norfolk

Downham Market is a thriving town in West Norfolk, ideally situated with excellent road and rail links to the stunning North Norfolk coast; Norfolk Broads National Park and a host of attractions to suit families and thrill-seekers alike.

Within Downham Market itself are many restaurants, bars and pubs as well as sports teams and facilities and a host of community groups.

Within a short drive of Downham Market there are all manner of family attractions ranging from unspoilt countryside providing internationally-important wildlife havens to high-octane activities for thrill seekers.

Ely, Cambridge, Norwich are in easy commutable distance and the bright lights of London are only 90 minutes away on a direct rail service.



Staff wellbeing

We are committed to providing an exceptional experience and opportunities for professional development to all our staff. This includes:

- An aspirational culture where students and staff are encouraged to maintain high standards and be at the forefront of education
- Students who are ambitious, polite and hard-working
- The chance to contribute to planning an inspirational, inclusive and knowledge-rich curriculum and enhanced by opportunities to learn outside the classroom both in school and on educational visits, local and further afield
- A supportive and collaborative staff body that works closely with colleagues in other schools within our Trust using our "ELA Horizons" communities
- Excellent facilities and equipment where all staff have their own laptop; students have their own iPad to use in lessons and at home and where the school community makes excellent use of IT to communicate, collaborate and learn more effectively
- A commitment to providing extensive and tailored CPD that allows all our staff to flourish and a reduced timetable to allow for this
- The opportunity to teach sixth form
- Career pathway opportunities with a culture of looking to promote from within, including responsibility across the Trust
- A comprehensive support programme for new members of staff, particularly Early Career Teachers who benefit from expert advice and mentoring and a significantly reduced timetable
- A staff benefits package including flexible working arrangements, paid annual family day, ticket ballots for high profile events, laptop & mobile phone payment plans, private health care cash plan, subsidised gym membership rates, partnerships with local restaurants and convenience business, cycle to work and electric car lease schemes and a comprehensive mental health service



Overseeing Staff Wellbeing is our Director of Personnel who regularly meets our linked Governor to ensure that all decisions consider the impact on all of our staff.

Working together with other schools in our Trust



The Eastern Learning Alliance is an **innovative and exciting family of schools** in the East of England who all share a set of common goals:

- To provide **world class outcomes** in progress, attainment and development for all
- To **enhance life** for students, staff and parents by working together as a community of schools
- To provide a **wholly inclusive** educational experience – celebrating diversity and understanding individual needs

Led by Lucy Scott, CEO, the Eastern Learning Alliance is a Trust where each school has its own identity, vision and values but all collaborate and cooperate to provide an exceptional education for young people in each of the communities that they serve.

Ofsted inspectors described the contribution of the Trust to Downham Market Academy as “ground-breaking”.

Schools in the Eastern Learning Alliance are as follows:

- Cambridge Mathematics School
- Chesterton Community College and Sixth Form
- Downham Market Academy & Athena Sixth Form College
- Girton Glebe Primary School
- Impington Village College
- Impington International College
- The Cavendish School
- Witchford Village College
- Vista Academy Littleport

You can read more about our Trust and each of the schools within in on the [Eastern Learning Alliance](#) website.

