



Northampton International Academy



Northampton
International Academy

Applicants' Pack



If developing a world class international academy with outstanding teaching and leadership interests you, then join us in our mission.



+ From the Executive Principal

Dear Applicant,

Northampton International Academy

I'm very glad you are interested in this post. I am delighted to be the first Executive Principal of the Northampton International Academy (NIA) and I am really keen to attract talented, innovative and outstanding teachers and leaders to work with me in this brand new all through academy that will open to new pupils in both Reception and Year 7 in September 2016.

This pack will share information regarding this role and the new Academy. The Academy will grow and develop annually; you will be one of the founding staff, a truly unique opportunity.

Developing the success and happiness of every pupil is at the heart of NIA's purpose. We are passionate about great leadership and teaching, that demonstrates integrity of purpose through high aspirations for every pupil.

I believe in developing a child's capacity to learn so that they become more and more independent as they progress. Pupils who are engaged in their learning achieve high levels of success. I also believe that pupils learn more efficiently when they have the opportunity to lead learning themselves and therefore this style of teaching will be a regular feature at NIA. Our partnerships with local industries will support with developing practical skills for learning, offering local, national and international opportunities.

Northampton International Academy will be a brand new building, opening in September 2017. In Year 1 we will be based in a modular village on the site of NIA. NIA will have modern classrooms, interactive learning with the latest technologies and will offer pupils the very best teaching facilities, designed for 21st century learning. It will maximise opportunities for its pupils and young people, presented by our innovative site. It will transform the lives of children in Northampton town centre and spearhead the future regeneration of the Castle and Semilong areas of Northampton.

I believe we hold a pivotal position in delivering a World Class educational experience for pupils from the local community. We are committed to excellence; we embrace change and no matter what the starting point we are committed to providing the best for every pupil.

We are seeking exceptional applicants for this unique opportunity. If you are as excited as we are and are up for the challenge, we look forward to receiving your application. Be part of an outstanding, innovative team and help our pupils reach their full potential. Please return completed forms to the above address by **midday on Monday 14th March 2016**.

If you would like to find out more about Northampton International Academy and the exciting educational journey ahead, please visit our website **www.nia.uk.com**, email me at info@nia.co.uk or contact me personally on 01234 880154.

Yours sincerely,



Andy Hardy
Executive Principal





emlc
academy trust

Every child deserves to be the best they can be

+ Our Sponsor: The EMLC Academy Trust

EMLC is an educational charity specialising in school leadership and improvement. It is driven by the strong moral purpose that every pupil has the right to attend an excellent school with outstanding teaching and leadership so that “every pupil can be the best they can be”. It is our passion to create great academies that demonstrate integrity of purpose with high aspirations for each pupil. We set high expectations for our teachers and leaders to support and stretch every pupil in order to ensure they make exceptional progress and build the skills, knowledge and attributes that will prepare them well for higher education, work and life beyond school.

The EMLC Group specialises in school leadership and improvement and is made up of three organisations:

EMLC Leadership Charity (EMLC)

EMLC Academy Trust (EMLC AT)

Third Wave Enterprises (TWE)

Since 2003 it has demonstrated that it is a group of organisations with an excellent understanding of their clients’ needs, formidable commercial flair and business expertise together with a passion and track record for making a significant difference to schools. The Leadership Charity has a relentless focus on great leadership and is a nationally recognised expert in identifying, developing and assessing talented leaders. With a history of working and delivering national contracts for the National College of Teaching and Leadership, since its inception in 2001, it currently holds the national contract with the NCTL for the final assessment of the National College’s suite of qualifications for middle and senior leaders and for the National Professional Qualification for Headship. It works with outstanding school leaders from some of the best schools in the country, benchmarking leaders against national standards and placing them on an improvement trajectory to outstanding and exemplary with a personalised action plan and tailored support.

Third Wave Enterprises, our school improvement arm, works with the very best schools and those in need of support to bring the two together to build capacity and capability at a pace, especially in teaching and learning and to achieve exceptional school improvement. We are proud of the contribution that TWE made to the success of the London Challenge 2008 -11 and the national work it undertakes for OLEVI. TWE trains teachers, leaders and Teaching School Alliances to deliver the highly regarded teaching and Learning Programmes: Improving Teacher Programme (ITP), the Outstanding Teacher Programme (OTP), and the Outstanding Facilitator Programme. TWE has worked with Teaching School Alliances in different parts of England, especially Two Mile Ash Primary Academy in Milton Keynes and Nicholas Hawksmoor Primary School in Northamptonshire. EMLC knows from its own academy work that successful delivery of these coaching and modelling programmes leads to consistently high quality teaching and leadership with outstanding outcomes and progress for all pupils.



The EMLC group believe that the talent, dynamism and power of outstanding local schools can play a vital role in energising and revitalising sustainable and cohesive communities. We are passionate about creating great leadership and academies that demonstrate integrity of purpose through high aspirations for every pupil. We set high expectations for our teachers and leaders to support and develop all children, in order to ensure they make exceptional progress and build the skills, knowledge and attributes to become members of a fair and just society

EMLC Academy Trust: Vision and Ethos

EMLC Academy Trust began its mission in September 2012 in Milton Keynes with two sponsored academies: Orchard Academy and Shepherdswell Academy. Both have demonstrated excellent progress since their conversion, with Orchard having been judged Good with Outstanding features by Ofsted in 2014 following superb improvements in Key Stage 2 SATs results – moving from 37% Level 4 and above in Reading, Writing and Maths in 2011 to 93% - whilst Shepherdswell still retains its Outstanding judgement with over 90% of pupils achieving Level 2 in every subject in 2015.

The next three academies to join the EMLC Academy Trust family were Castle Academy, Hardingstone Academy and Stimpson Avenue Academy in Northampton. Even though each academy only joined the Trust in 2014, they have made incredible progress and are awaiting their first Ofsted visits as academies to validate the improvements made. Between the summer of 2014 and 2015 the academies made a combined improvement in the percentage of children achieving Level 4 or above in Reading, Writing and Maths at Key Stage 2 of 71% across the three. These improvements have led the Trust average to rise above the national average and EMLC Academy Trust is determined for every academy to continue on this upwards trajectory.

In September 2015 the Trust, began sponsoring Prince William School in Oundle, which became the first secondary school of the group.

Key elements of our vision

We will:

- Rapidly become a world class academy trust with a national and international voice
- Establish world class academies and schools that are centres of excellence for leadership, teaching and learning and are flagships and centres of learning for other academies and schools
- Be driven by a moral purpose to transform opportunities and change life chances of children and young people who live in challenging times as well as challenging places.
- Work in partnership with learners, their families, communities and businesses, to raise aspirations, foster great expectations and achieve ambitious goals

As the sponsor for the Northampton International Academy (NIA) – an all-through school operating on a site on Barrack Road in Northampton. This will be a new Free School based in the refurbished Post Office Sorting Office, opening in September 2016.

Consequently EMLC Academy Trust will shortly have 5 primaries, one secondary and one all-through school in its Trust.

Jan Marshall
EMLC Chief Executive Officer

+ NIA – The Vision

We are driven by a strong moral purpose that every pupil has the right to outstanding teaching and leadership. We will ensure that NIA demonstrates integrity of purpose through high aspirations for every pupil and young person.

We will ensure that the outstanding leaders and teachers of NIA:

- **Support and stretch every pupil to ensure they make excellent progress**
- **Provide open access to high quality curricular and extra-curricular opportunities**
- **Secure personal and sensitive guidance**
- **Build the necessary skills, knowledge, qualities and attributes**
- **Ensure pupils obtain the qualifications to prepare them for higher education, employment and a better choice of lifestyle**

NIA will be a centre of excellence offering an academic curriculum at primary and secondary levels based on the new Early Years Foundation Stage/National Curriculum, and the English Baccalaureate. At Post-16, it will also offer the International Baccalaureate Diploma, in addition to A Level and Technical qualifications. It will maximise the gain from its innovative campus and commercial opportunities.

The NIA will set high expectations and ambitions for all its pupils and be culturally inclusive with an international outlook, whilst emphasising traditional British values of self-discipline, respect for the law, democracy, equality, fairness, and tolerance of different faiths, beliefs and communities. It will also promote active citizenship at a local, national and international level, encouraging a competitive spirit, a love of the arts, a passion for adventure and an entrepreneurial culture in its children and young people. It will ensure the NIA campus and its young people increase the social capital of the town centre communities and networks.



Achieving the Vision



EMLC Academy Trust's vision for the NIA will be realised through the key principles that drive its work with all its academies, as well as capturing the unique international ethos of the academy.

These key principles are:

High aspirations and expectations:

All children can succeed and make exceptional progress with the right learning support, teaching, help and challenge. The Academy will set very high expectations for our teachers and leaders in order to support and stretch pupils' knowledge as they move through our 'all-through' academy to ensure they make excellent progress and realise their full potential.

Inspirational leadership, governance and teaching:

The importance of high quality leadership and teaching is well established. The Trust will appoint, support and develop outstanding leaders and teachers. The leadership and teaching will be informed by the needs pupils and students, together with information and data about their progress and development, in order to close gaps and ensure that all succeed. Skilled and experienced governors, drawn from business, education and local government will help drive the vision and strategic planning for the new international academy, as well as hold its leadership to account.

Strong values driving exemplary behaviour and active citizenship:

This academy will be characterised by scholarship and the pursuit of knowledge, skills and character, learning being tailored to meet individual needs, respect for each other and our learning environment, with pupils and staff being active members of the school and the wider community.

A rich and varied curriculum:

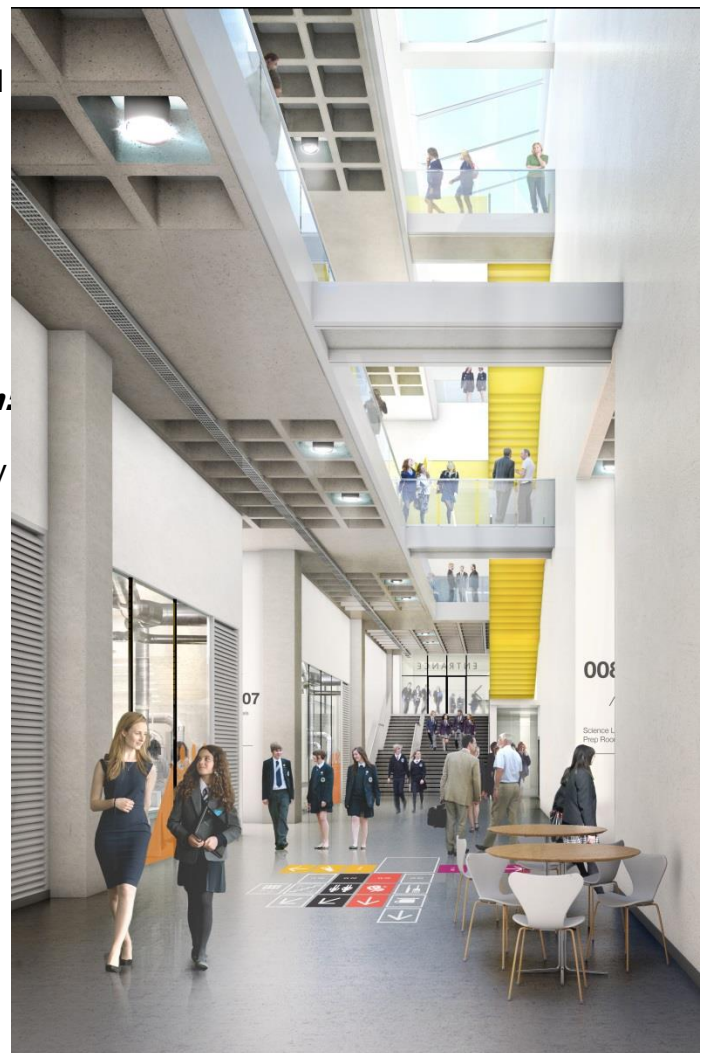
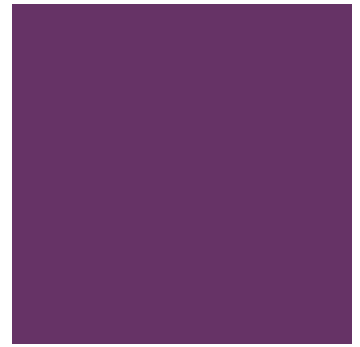
The focus will be on depth before breadth in all subjects, with more time to learn through our extended and enrichment curriculum.

An international dimension and languages specialism.

This will excite, inspire and engage our pupils by capitalizing on many of their existing linguistic skills and natural curiosity about the wider world in which they live. It will also be a gateway to wider higher education, training and employment opportunities both in the UK and in foreign countries.

Partnerships:

The Trust will develop partnerships at several levels to widen opportunities and raise aspirations for children and young people. The ambition is that parents will be active partners in their children's learning especially in literacy and numeracy. The Trust and NIA will build strong partnerships with local community groups, both in the use of campus facilities and in the contribution they can make to children's learning, for example, as mentors and coaches.





+ The 21st Century Building

Northampton International Academy

We are proud to be the country's largest ever school conversion. We are transforming a derelict Royal Mail sorting office into a modern 21st century school for four to 19 year olds. The £30 million development is on track – pupils will begin their education in state-of-the-art facilities from September 2016

We are building for our children's future. From modern and spacious classrooms, interactive learning to the latest ICT and new technologies, our new school will offer pupils the very best teaching facilities, purpose built and designed for 21st century learning.

It will have a commercial restaurant linked to food technology, a motor mechanic workshop and building and construction workshop will enhance our pupil's technical skills. There will be fully equipped music rooms with space for performances to support a vast amount of musical talent.

Our students will be able to show dedication and focus not only in the classroom but also in the sporting arena. Our new school will boast a fully equipped gymnasium and sports hall complete with five badminton courts and facilities

In Year 1 we will be based in a modular village, although a temporary building, it will be a fully equipped school. It will have big many opportunities to visit the new Northampton International Academy building and influence a number of design elements.

The Curriculum

1. Strong moral purpose - providing an outstanding education for all

Children and young people – and our ambitions for them - will always be at the heart of our thinking and at the forefront of our actions.

2. High expectations – for, and by, all pupils, staff and members of the community

We will expect all our pupils to work hard, make good or outstanding progress and achieve. These expectations will shine through day-to-day school practice. We will also expect all pupils, their families and members of the community to have similar expectations and, importantly, we will expect families and the community to have high expectations of its school.

3. Excellence – achieving high standards of behaviour, learning and attainment

We will demand excellent standards from teachers, staff and pupils in all aspects of our work and will put systems and processes in place to ensure these standards are met. Increased rigour and accountability will heighten the challenge of achieving academic success – we will offer pupils a balance between engagement, stretch and support.

4. Open access – providing opportunities for all, irrespective of their personal characteristics

There will be no curriculum barriers - all pupils will have access to all opportunities and, where there is choice, they can select appropriately, and with guidance, according to their ambitions, abilities and needs.

5. Inclusivity – promoting tolerance, respect and acceptance of differences

Through our curriculum and our behaviours, we will create a tolerant, inclusive ethos in which there is a respect and acceptance of differences and where, through discussion, these differences will be better understood.

6. Cohesion – achieving peaceful and vibrant communities

Through our curriculum, leadership and staff behaviours we will model and promote British values in order to create and sustain peaceful and vibrant communities of learning.

7. Self discipline - demonstrating responsibility, trust and co-operation

With strong school systems, clear boundaries, rules and appropriate sanctions, we will expect all our pupils to manage their own behaviour, take responsibility for their actions and to work co-operatively with others within an environment of openness and trust.

8. Cultural curiosity - showing openness to innovative approaches, different cultures and new experiences

The curriculum will draw on opportunities arising within NIA's learning campus to offer a broad range of local, national and international experiences which develop intellectual and cultural curiosity and a spirit of adventure so pupils raise their ambitions and extend their existing horizons

9. Enjoyment - celebrating learning and achievement

Learning can be, and should be, “fun” – when individuals are enjoying learning it has a greater impact. We will offer timely and realistic activities / events to celebrate achievements and provide positive feedback and so reward successes and enhance morale.



An Academic Curriculum with an International Dimension and a Focus on Languages

The Primary and Secondary curriculum will excite and motivate, offering a vision of future opportunities. There will be an emphasis on languages, links with schools internationally, partnerships with other dynamic institutions and local businesses will widen opportunities, enrich the curriculum and help prepare our pupils for the future. Linguistic abilities and talents will be recognised and will enhance the learning experience of all of the school community. Building a reputation as a centre of excellence for modern and foreign languages with an international outlook will attract, excite, inspire and engage our pupils. We will exploit the linguistic talents of pupils in our new school. Focusing on modern and foreign languages, NIA will provide a distinctive new opportunity for parents and pupils

Inspiring Young Minds

We want all our pupils to have an exciting and stimulating experience. We put a strong emphasis on personal development and want to help your pupil to access the best in British culture, arts and sport.

International links and exchanges, clubs, sports, arts and recreational activities.

From team sports to debating societies, from photography to cookery and a wide range of theatre visits, exhibitions, shows and events, we will offer a busy social calendar with a wide range of activities for pupils to choose from.

Active citizens, community links and opportunities.

We think that it is important for children and young people to invest in the development of their local and wider communities, so our pupils will be encouraged to become active citizens.





The 3E Curriculum Experience

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Our **curriculum** will be designed to nurture your child's emerging and developing passions and as well as the core academic curriculum our extended and enrichment curriculum will enable your child to explore their personal interests, whether they are in Reception, Year 7 or Sixth Form.

Entitlement Programme

Our entitlement programme will offer a broad and balanced curriculum, covering national curriculum core subjects, along with a range of other subjects and disciplines. Its purpose will be to provide a challenging programme with depth to develop knowledge, skills and behaviours needed for success in life.

Extended Programme

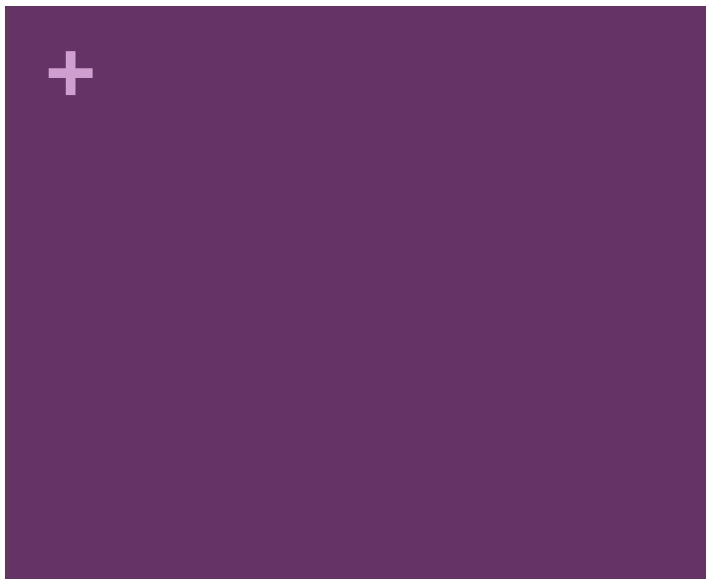
The extended programme at all key stages provides additional subjects (for example second or third language), higher level and learning in-depth (including for more able pupils), extra "catch up" time for intervention and targeted learning where required. The extended programme will be delivered by the teaching staff whose contracts and remuneration will provide the flexibility for a longer teaching contact time.

Enrichment Programme

Its purpose will be to provide pupils with access to voluntary opportunities to develop their interests and skills, so they "love learning and life" and contribute positively to their communities. Whilst voluntary for pupils, we will strongly encourage involvement. This programme will be staffed by community members, older students and business volunteers.

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We can be found on Facebook



Twitter: @NIA_Northampton

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