



Nova Hreod Academy

The best in everyone™

Part of United Learning

SCHOOL INFORMATION PACK



www.novahreodacademy.org.uk

WELCOME FROM OUR HEADTEACHER



I'm delighted that you have an interest in working at Nova Hreod Academy. Nova is the school of choice for many families in Swindon because they value achievement and standards in a school with strong values and a traditional ethos.

We are looking to appoint committed, enthusiastic and talented teachers who relish the opportunity to be involved in a fast-paced and innovative environment, making a significant difference to the lives of young people.

Rated as 'good' by Ofsted in November 2022, inspectors described Nova as a "friendly and welcoming school." They praised our calm and purposeful learning environment, SuperNova enrichment programme and the fact that "children are able to enjoy a rich and ambitious curriculum."

As part of United Learning, the largest Multi Academy Trust in the country, we look to bring out the best in everyone through a strong package of Professional Development opportunities.

If you are excited about the prospect of a fresh challenge within an environment where effort and innovation are rewarded, come and join the revolution with a group of staff and students committed to continuous development.

Sonja Unwin
Interim Headteacher

THE NOVA VISION

We bring out the best in every one of our students, empowering them to achieve academically and personally.

Our students become happier, healthier and more responsible during their time with us. They have a strong sense of belonging in our school and are committed to the development of our community and the wider world.

We will achieve this through:

- ✔ A curriculum which is ambitious, sequenced carefully, principled, inclusive, research informed and enriching with excellent teaching for all students to bring out the best in everyone.
- ✔ A warm-strict culture, with a thorough commitment to pastoral care and the personal development of every child.
- ✔ An inclusive environment, where we have respectful, productive and fun-filled interactions with each other; diversity is celebrated; and we stand together as a community.



DEVELOPING THE BEST IN EVERYONE

Everything that we do at Nova Hreod Academy is centred on the development of our four DISC values which are underpinned by United Learning's Framework for Excellence. These form a pathway to all-round success: excellence in academic achievement and excellence in ethos, character and culture.

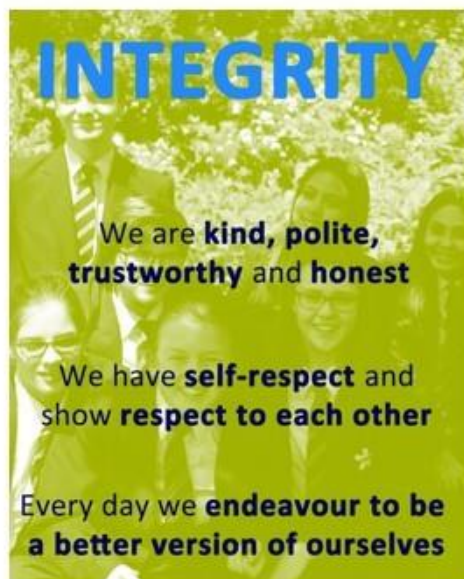


DRIVE

We are **ambitious, hardworking** and **determined to improve**

We **bring out** the **best from everyone**

We **persevere** and **break down barriers**



INTEGRITY

We are **kind, polite, trustworthy** and **honest**

We have **self-respect** and show **respect to each other**

Every day we **endeavour to be a better version of ourselves**



SCHOLARSHIP

We are **curious**, developing the habits of **successful, life-long scholars**

We **debate with openness** and **question with humility**

We express ourselves with **precision and flair**



CONTRIBUTION

We **participate** and **give 100%**

We are **just and fair**. We understand **our rights** and **our responsibilities**

We **take on leadership roles** in our school, our community and the wider world

UNITED LEARNING

Nova Hreod Academy is part of United Learning.

United Learning is a group of schools which aims to provide excellent education to children and young people across the country.

We seek to improve the life chances of all the children and young people we serve and make it our mission to bring out the best in everyone - students, staff, parents and the wider community. We are uniquely united across both the state and the independent sectors; we make learning and improvement our focus. Together, we are one of the country's leading education providers, currently educating over 60,000 students and employing over 9,000 members of staff including over 5,000 teachers.

We provide a broad education, which prepares young people to progress in learning and to make a success of their lives. We focus sharply on the evidence of what makes it more likely that young people will progress and succeed, apply that to our practice and continue to learn and develop our schools. We make it a priority to provide teachers with excellent professional support and development, so that every child receives an excellent experience.

Through being a group, we can offer more to both staff and young people than any single school could offer alone. The growing range of outstanding group-wide activities that we can provide will mean that more young people will have truly exceptional and inspiring experiences. Already, we believe that our group contains the most developed relationships and practical interaction between independent and state schools in the country, creating benefits for all the schools involved.



OUR STAFF

At Nova Hreod Academy, we pride ourselves on having a team of staff who are supportive, friendly, and dedicated to providing the very best teaching and learning for our students. Staff across the academy set a culture of high expectations and continuous improvement for students which, in turn, is reflected in the emphasis we place on Continuing Professional Development (CPD) for our staff.

What do we do for our staff?

- ✓ Our staff have more than 10% PPA time (currently 20%) which is more than other local schools.
- ✓ Our staff have protected planning, preparation and assessment time and cover supervisors are employed to minimise unexpected cover.
- ✓ As a school team, we are transparent and collaborative with our school calendar and timetable – giving as much notice as possible to any changes.
- ✓ We have reviewed our reporting and marking systems to maximise impact and reduce workload.
- ✓ Staff have access to a confidential care line and wellbeing support through United Learning and yearly flu jabs, to support their health during winter months.
- ✓ Our SLT pride ourselves on being “visible” throughout the day to support our staff.
- ✓ We have centralised detentions, which supports our staff and with our simple behaviour system and reduce administration.



TESTIMONIALS

“ I must say I couldn't think of anywhere better to work. The support from staff within the departments and right across the school is second-to-none, every member of staff is more than happy to have a chat, and as with all teacher conversations pedagogy is always a hot topic. ”

Working here at Nova instils a real drive to make yourself the best that you can be, it would be hard not to get swept into the fantastic ethos of educational research and striving to provide our fantastic students with the best education possible.

Kathryn, science teacher

“ I found that I settled into my new role very quickly and this was helped with the excellent induction I received and the staff being so friendly, I felt that I fitted in immediately. The best part of working at Nova Hreed for me has to be to the clear strategy we have for school and that we all have a role to play, whether that be support office role or teaching – we all contribute to the pupils' success and positive experience that they have at Nova. ”

Amanda, finance officer

“ I have met with so many opportunities since joining Nova, allowing me to not only train to teach but also grow in my roles over time. The support within department is fundamental to our working ethos, making it a truly enjoyable workplace. ”

I have had so much support in my teaching development leading me through my teacher training and into middle leadership roles. The best part of working at Nova for me is the high standards placed on not only the scholars but on the staff as well, driving us all to be the best we can so we can achieve and flourish in our school community.

Eleanor, science teacher

BENEFITS AND PERKS



Perkbox

United Learning has teamed up with Perkbox to offer over 250 exclusive benefits, all through their easy-to access platform and mobile app. Featuring a huge range of perks, from discounted cinema tickets and holidays, to money off meals out at restaurants and savings on food, gym memberships, technology and clothes shopping. They also offer salary sacrifice schemes such as Cycle to Work - which offer tax and NI savings on new bikes.



Staff wellbeing

Whether you are a teacher, support staff or member of the central office team, United Learning are committed to providing a working environment that promotes the good health and wellbeing of all employees, encouraging everyone to have 'Good Days at Work'.

Wellbeing can be influenced by many things: a satisfactory balance of work and home life, as well as mental and physical health. Whether you are a teacher or member of a support team, we want to ensure that our work has a positive impact on your health and wellbeing.

Staff have access to resources covering physical health, mental health and information about how to get Confidential Care from Employee Assistance Programme which offers free emotional and practical assistance, such as support for life events, work/life balance and legal information, available 24/7.



Car lease scheme

We have partnered with SG Fleet providing staff with access to great discounts on car leasing through a direct debit scheme. You can also exchange a portion of your gross salary in return for any lower CO2 emission car of your choice. This creates tax and national insurance savings and means a new car can be driven for significantly less than before.

BENEFITS AND PERKS



Eye care vouchers

The costs of eyesight examinations for staff that are required to operate Display Screen Equipment (DSE) will be reimbursed by the Group. The Group will also contribute to the costs of spectacles or contact lenses required for DSE use.



Discounted gym membership

Our Staff can access a range of gym membership discounts at over 3000 sites across the country.



Life insurance

Our Staff can access a range of gym membership discounts at over 3000 sites across the country.



VIRTUAL TOUR

To view our virtual tour, please click on the link below:



CONTACT



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