



## **A message from the Headteacher**

Thank you for your interest in applying for one of our posts at Sawtry Village Academy.

We seek to recruit outstanding people who are committed to offering the best possible education to the young people in our care. All staff have high expectations of their students, colleagues and own practice and as such we welcome applications from people who support this ethos.

At Sawtry we are strongly committed to ensuring that all our staff are given access to continuous development and improvement to ensure everyone is involved in the direction and success of the Academy both now and in the future.

I hope that when you have read the details about the post, and the school, you will want to submit a formal application. I would be delighted to answer any questions you might have in person or via email. If you would like to meet with me, or would like to visit the academy please do get in touch to arrange a convenient time.

I look forward to meeting you in the future and hope that you will join us in achieving the aim of knowing and supporting every student to achieve and enjoy their school experience.

We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. All new staff appointments will be subject to an enhanced DBS disclosure and reference and medical checks.

Simon Parsons  
Headteacher

## **ABOUT US**

Sawtry Village Academy is an 11-18 mixed comprehensive school with 850 students (approximately 160 in the sixth form) situated in a rural village community. Our catchment extends beyond the village into 6 neighbouring villages and benefits from excellent links to the A1/A14 to the North, Peterborough, and to the South, towards Huntingdon and Cambridge.

Our conversion to single Academy status took place in August 2011, however following a change of leadership and governance, we joined a larger multi-academy Trust in April 2015, becoming the fifth secondary school to join CMAT. The Trust was formed with a simple and clear vision: “to ensure high quality education at the heart of the community”.

In 2018, the academy was graded Good with an Outstanding Sixth form by Ofsted.

At Sawtry, we believe that educational success stems from aspiration and a personalised approach to learning where we guide students into making the right choices for their future. We invest time in developing positive relationships with students so they have the skills and attributes that enable them to respect each other, be tolerant of differences, care for the environment and be responsible and successful members of society.

## **OUR VALUES**

Sawtry Village Academy has high expectations of all its students and in return offers a high-quality education at the heart of its local community. We will develop our students into successful, confident, responsible and employable citizens. The school will be a supportive hub for its students, their families and the community.

The academy is supported by the ethos and values of the Cambridge Meridian Academies Trust (CMAT), described by Ofsted as: ‘an absolute belief that every child matters. The core of this philosophy is:

- Achievement for all
- Valuing People
- A high quality learning environment
- The pursuit of excellence
- Extending the boundaries of learning

We truly value the success of every child and place the sharing of excellent education practice at its core. We are dedicated to maintaining our core principles and focus as we grow.

## **OUR CURRICULUM**

We have an uncompromising commitment to ensure that every child achieves their academic potential at Sawtry Village Academy. Our curriculum has been carefully designed to secure the best possible outcomes for our students and to create well-rounded and cultured individuals.

### Year 7 curriculum

Year 7 students at the Academy will follow a new and exciting curriculum designed to help settle them into secondary education. This means that they will study English, History, Geography, PE, Music, Languages, Technology, ICT/Computing, Core studies, Science and Mathematics.

### Year 8 curriculum

By Year 8, the transition has been completed and the students immerse themselves in an exciting curriculum where English, Maths and Science are the core focus. At Sawtry Village Academy students follow the KS3 curriculum for two years. This means that during Year 8, students choose, with the guidance of their form tutors and parents, their key stage 4 programmes of study.

#### Year 9, 10 and 11 curriculum – Key Stage 4

Students begin their GCSE studies in Year 9, which provides time to develop breadth and depth before preparing for examinations in Year 10 and taking them in Year 11.

Our guided choices programme allows students to access the creative and technical subjects, such as Art, Music, Physical Education, Product Design, Textiles, Business Studies, Computing and Food Technology, alongside a curriculum that focuses on developing students' achievements in the core subjects: English, Maths, Science, History, Geography, Modern Foreign Languages, Core Studies (PSHE and RE) alongside practical PE.

The essence of the curriculum is to ensure that every child achieves his or her maximum potential in the pursuit of striving for excellence across all subjects.

#### Year 12 and 13 curriculum – BTEC and A Level

The Academy is proud to have a very successful Post-16, commended in 5 consecutive Ofsted reports where it has now been graded as Outstanding. Our curriculum and broader pastoral provision continues to offer courses that best suit our students, with the aim to set students up for both higher education, apprenticeships and careers in a variety of fields.

### **EXTRA CURRICULAR ACTIVITIES**

The Academy offers students a wide variety of extra curricular opportunities through a timetabled programme over the year. These encompass activities such as sports, film making, music and additional subject support. The Academy day extends to 4pm for those students who wish to stay for after-school activities or additional curriculum assistance - these are called Session 6's.

### **THE HOUSE SYSTEM**

Sawtry Village Academy has four main school houses and an additional 6<sup>th</sup> form house. The Houses provide crucial support and guidance where the needs of every student are acknowledged and understood by their tutor, senior tutor and support assistant. The House system enables individual progress to be monitored much more closely and the House is the key focus of the relationship between the Academy and families.

The House offices are a great base for students and parents to find the support and assistance they may need. Each House has a dedicated member of the senior leadership team, a senior tutor and a student support assistant. There are 9 tutor groups per House, with each comprising of approximately 24 students ranging from Years 7 to 11.

### **ACADEMY PLEDGES**

In order to support our curriculum, we have developed and invested in a set of Academy Pledges that students are expected to complete during the course of their time at the Academy, at Bronze, Silver and Gold levels.

Pledges are an awards system, which offer students a range of character building opportunities that enhance their learning and development. The Pledges system aims to encourage and support many important qualities in students, such as responsibility, expectation, intuition and citizenship, all of which are crucial for giving students skills and brighter futures.

There are also Pledge awards for staff along the same lines as the student system.

## **ARRIVING AS AN NQT**

Our support programme includes:

- Bi-weekly meetings with a focus on teaching and learning and meeting professional standards
- A preparation day to take you through all you need to know
- Observations of outstanding teachers
- Developmental observations and classroom support
- Weekly sharing of best practice by experienced staff
- Full day CPD events run by the County Council and CMAT to support the Induction programme. These events also provide NQTs with the opportunity to meet and network with other NQTs in the Trust/County.
- A designated mentor to guide and structure weekly planning through a designated 1:1 timetabled hour
- NQT meetings to stretch pedagogical thinking and application in the classroom

## **SENIOR LEADERSHIP TEAM**

The Senior Leadership Team (SLT) consists of the Principal, a Vice Principal and 2 Assistant Principals. The Assistant Principals each have a specific whole school responsibility as well as managing a House(s) and associated departments.

## **STAFFING**

There are 50 teaching staff and 40 other staff members (including teaching assistants and support staff). Teachers are well qualified and teach their subject specialism. There is a good balance of age and experience within teams, and staff enjoy working at the school. We recruit excellent staff and retention is high.

## **STAFF DEVELOPMENT AND PROGRESSION**

We are committed to a staff led approach to professional development focused on sharing and embedding best practice across the school. On Tuesdays after school, staff are involved in a variety of Teaching & Learning sessions. Training is led by departments, Academy teaching staff as well as drawing on expertise across other Trust schools.

Other staff are offered job specific training opportunities.

## **STAFF BENEFITS**

A laptop for teaching staff to assist with planning and teaching  
Employer pension contribution  
Free on-site parking  
Dedicated staff area with free tea and coffee  
Access to weekly recreational staff football  
Staff well-being sessions  
Access to the Employee Assistance Programme