



Welcome from the Headteacher

Thank you for considering joining us at Broadway Academy.

Broadway is a successful Academy with an inclusive 'can do' attitude which supports all young people in achieving their ambitions. This is captured in our motto: "Our Children, Our Community, Believe it can be done!"

Our Academy develops, in partnership with parents, rounded, responsible, caring young adults who live the school's values and contribute to the society that they live in. This is achieved by encouraging students to live out and practice the Academy values of Integrity, Respect, Optimism, Responsibility, Appreciation, Aspiration, Generosity and Inclusivity.

Our curriculum is tailored to the particular needs of our community and designed so that all students maximise their academic potential so that they can flourish, both whilst at school and throughout their lives, as pro-active British citizens. We have a particular emphasis on ensuring that students who come from disadvantaged backgrounds excel in all aspects of Academy life.

We provide a safe, caring and inspirational learning environment based on high quality learning, exceptional pastoral support and a stunning co-curricular programme.

You can find more information about our school on our website <https://www.broadway-academy.co.uk/>

If you want to be part of the Broadway team, we are looking for an outstanding practitioner to join us. We can offer you:

- A highly competitive teaching salary for the right candidate
- Excellent CPD to support and develop you as a teacher
- Access to management and leadership development programmes
- Innovative practice in pastoral care and curriculum
- A laptop for every teacher
- Employee wellbeing support including access to counselling
- Excellent conditions in a new building

If you decide to apply, I look forward to meeting you.

Ron Skelton
Headteacher

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Headteacher: Ronald J Skelton Med B Phil Bed(Hons) NPQH LLE FRSA

Broadway Academy, Perry Barr, Birmingham, B20 3DP

Phone: 0121 566 4334 | Fax: 0121 566 4331

Website: <http://www.broadway-academy.co.uk>





About Broadway Academy

Broadway School opened in September 1972 with 760 students on roll. It has gradually expanded over the years and we now have approximately 1,300 students enrolled between the ages of 11 and 19.

The school has a Sixth Form (Year 12 and 13) of about 150 students. The school, which underwent a £21million rebuild in 2011, is situated on The Broadway, Perry Barr.

We converted to an Academy in September 2013.

Broadway Values

Whilst we want our students to succeed, we also want them to be happy, to thrive, to enjoy coming to school and to participate fully in all that we have to offer, both in lessons and in the wider curriculum. Our values underpin everything that we do:

Integrity, Respect, Optimism, Responsibility, Appreciation, Aspiration, Generosity and Inclusivity

We ensure that all students have a good understanding of the values through weekly values sessions in form time and regular assemblies. Broadway Academy's values focus has led to our working nationally on the interrelated issues of British Values, School Values and Communities against Extremism.

We also want our staff to be excellent role models for students in their appearance and behaviours, in what they say and how they live the Academy values. Our values shape a set of core behaviours for school staff and leaders.

Curriculum

Over the last two years, we have spent time on reflecting, visiting outstanding academies and planning to ensure that we are on track to become an Outstanding educational establishment.

Although in many Academies the curriculum has become very narrow and rigid, designed with the sole purpose of getting a good progress 8 score, Broadway's curriculum is much more than this – it is a medium to broaden horizons, create tolerance and respect and, to develop decent human beings who will enhance society and the local community.

It is the breadth of the curriculum - including the superb Drama Department, excellent extra-curricular Sports, the D of E, Technology and Art, Citizenship, RE and Humanities as well as a strong core of Maths, English, Science and Languages supplemented with the many additional trips – which all combine to develop a unique Broadway experience. The current curriculum has undergone 13 reviews to create a polished and successful, extremely well designed and cost effective curriculum.

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Our curriculum is designed to inspire and challenge, to promote academic rigour along with health and fitness, to develop leadership skills and develop our students into well rounded citizens. The School Values and British Values are a central part of everything that we do at Broadway. These are developed through our Personal Development Programme, along which includes work related learning, enrichment and extra-curricular activities.

In Years 7 and 8 Broadway Academy students study a range of subjects including English, Mathematics, Science, Computing and PE. Beyond this core, Geography, History and Religious Education are taught to all. Every student also studies a modern foreign language from French, Spanish or German. Creative skills are developed through Art, Drama and Music. Food Technology, Graphics, Resistant Materials and Textiles are delivered through our Design Technology programme. In addition to these academic studies students are encouraged to take up a wide range of extra-curricular activities, participate in hillwalking, take a junior leadership award and develop their public speaking skills by studying for an oracy qualification.

In Year's 9, 10 and 11 all students study GCSE's in English, Maths, Science, History or Geography and Religious Studies. They also choose additional optional subjects and take either Computing or a Modern Foreign Language. To further develop character and improve leadership skills, all students also take a Duke of Edinburgh qualification.

Extra Curricular

In addition to offering a broad and balanced curriculum Broadway provides an extensive 'Out of Hours Learning' programme of activities. We offer a wide variety of extra-curricular and enrichment activities, including out-of-hours and holiday programmes, such as the Year 6/7 and Gifted and Talented Summer Schools. Our students also benefit from an extensive range of local, national and international visits to places of historical, geographical and cultural interest.

Other out of hours' activities available include; Football, Netball, Table Tennis, Badminton, Rowing, Cricket, Rounders, Duke of Edinburgh Award Scheme, English, Maths, Science, French, Spanish, Graphic Design, History, Cooking, Art, Textiles.

Pastoral care

At Broadway Academy we believe that the sense of one's identity as an individual, and as part of society, is developed throughout the period of the student's Secondary education. Guidance is provided not only from teaching staff but also from a strong student support structure across the school.

There are tutor groups within each year group, led by a Student Support Manager who is responsible for the personal and academic development of the students in his/her care. Form tutors see their student groups every day and are best placed to build supportive relationships with the students in their care. Broadway Academy's pastoral structure ensures that the students can learn and the teachers can teach. We provide a caring, respectful environment in which students can flourish.

We pride ourselves on being a caring school and value open working partnerships with the parents/carers of our students. We believe that two-way communication is the key to this relationship and encourage the involvement of

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parents/carers involvement at all the stages of their child's education.

Community

Broadway Academy is more than a school; we are committed to serving our community. We do this by working with over 80,000 community members on an annual basis.

We have world class facilities with our Community Centre, which opened in January 2011, offering users a lively, exciting venue with top class facilities catering for a whole range of uses or events.

The outstanding amenities offer facilities for sports, drama, dance, workshops, seminars, weddings, conferences, parties, celebration events and many different local activities, including Scouts, youth forums, homework clubs and spiritual or faith groups.

Broadway Academy Safer Recruitment Procedure

Broadway Academy is committed to safeguarding and promoting the welfare of children and young people. To meet this responsibility, we follow a rigorous selection process to discourage and screen out unsuitable applicants.

Disclosure and Barring Service

An Enhanced Disclosure and Barring Service Certificate will be required for all posts.

Shortlisting

Only those candidates meeting the right criteria will be shortlisted.

Interview

Those shortlisted will take part in an in-depth interview process.

Candidates will be asked to address any discrepancies, anomalies or gaps in their application form. Evidence of qualifications should be brought to interview.

Reference checking

References from the previous and current employer will be taken up for shortlisted candidates, and where necessary employers may be contacted to gather further information. In all instances references will be requested prior to interviews unless specifically requested by candidates not to do so.

Equal opportunities

Broadway Academy recognises the value of, and seeks to achieve, a diverse workforce which includes people from differing backgrounds with different skills and abilities. Broadway takes positive steps to create an employment culture in which people can feel confident of being treated with fairness, dignity and tolerance irrespective of individual differences. This commitment extends beyond the relationship between employees and potential employees, to the whole community and others connected with it. Broadway is committed to the elimination of unlawful discrimination and to the promotion of good relations between all.

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General Data Protection Regulations

Personal data provided on your application and for equal opportunities monitoring, is required to enable Broadway Academy to operate and monitor its recruitment and employment procedures. Data is kept secure and accurate, and disclosure is restricted to those people within the organisation who have a need to access it. Personal data supplied by applicants is destroyed within prescribed time limits unless appointed, in which case the data supplied will form the basis of the individual staff record.

The information that you provide to us will be processed in accordance with the requirements of the General Data Protection Regulations. For further details of how we use the information provided, please refer to our privacy notice located on the Broadway Academy website: www.broadway-academy.co.uk.

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