Dear Colleague,

It is with great pleasure that I welcome you to Northampton Academy. You have made an excellent decision to pursue your career here and I promise that we will find ways to support and develop you.

We are part of a group of academies, primaries and independent schools called United Learning. Many opportunities can lie ahead for you within our group and we encourage our staff to make links with colleagues in other United Learning schools at their earliest opportunity. The United Learning motto is 'The Best in Everyone', and we wholeheartedly subscribe to this philosophy.

Here at Northampton Academy, we live and breathe our three core values:

- Respect – showing consideration for the views, opinions and beliefs of others;
- Determination – never giving up;
- Ambition – aiming high; not just for what you want to be, but also for who you wish to be.

We periodically work with additional values. In 2018 these are:

- Tolerance - willingness to accept behaviour and beliefs that are different from your own, although you might not agree with or approve of them;
- Integrity – the quality of being honest and having strong moral principles.

To this extent we include them in every job interview, every policy, every rule for students and every opportunity we create for staff and students. We regularly hold ourselves to account against these values, accept things which are in-line with them and quickly reject things which are not. We are a child-centred organisation and every decision is taken in the best interests of the students.

At Northampton Academy we are firmly committed to safeguarding and promoting the welfare of children. To achieve our commitment, we ensure continuous development and improvement of robust safeguarding processes and procedures that promote a culture of safeguarding amongst our staff and volunteers.

Leadership skills at every level are vitally important for young people. In developing leadership qualities, they develop the persuasive ability to influence others in a positive fashion; they also improve their confidence and ability to sell themselves at interview and in selection processes. We have made a promise to the young people of Northampton Academy that is enshrined on the plaque in the main reception:

"Leadership opportunities for every student, every year."

We systematically track and monitor to ensure that every student has had such an opportunity, however modest and encourage our staff to contribute to this end by offering leadership opportunities within lessons and through extracurricular activities that you can become involved with.

As a staff, we are a close-knit team and there is a strong sense of 'collective responsibility'. We have found that we can accomplish really challenging things when we all work together. Our teaching-development strategy does not involve prescribing how you teach your subject: you're the expert at that. But we will give you a set of expected practices that should be present in every lesson- a

Worldwide House
Thorpe Wood
Peterborough
PE3 6SB
t 01832 864444
e admin@unitedlearning.org.uk
www.unitedlearning.org.uk

United Learning comprises: UCST (Registered in England No: 2780748. Charity No. 1016538) and ULT (Registered in England No. 4439859. An Exempt Charity).
Companies limited by guarantee. VAT number 834 8515 12. Registered address: United Learning, Worldwide House, Thorpe Wood, Peterborough, PE3 6SB

framework to hang your planning off. We will also provide a rich, exciting and teacher-driven CPD programme that is the envy of many other schools and academies. If you experience a few issues: we will provide a structured programme of support to ensure you can get back on track quickly.

All schools are busy, exciting and sometimes tiring places to work, and Northampton Academy is no exception. You will obviously be keen to do your best and make your mark in the academy, but we will always encourage you to try to retain a good work-life balance and ensure you find time for your families and loved-ones. The wellbeing of staff is of great importance and feedback from staff on this front is always welcome, and often results in changes being made. For example, in November 2018 we had 'quiet November' when we completely cleared the calendar of any distractions to teaching. This came as a response to feedback from staff that felt this was one of the most pressured times in the school year.

Student behaviour is not something that is allowed to distract from teaching at Northampton Academy. Teachers are asked to consistently use our 'Warn-Move-Remove' system but after removal all responsibility for detentions, liaising with parents, chasing and following up passes to the senior and pastoral teams. This ensures teachers spend their time most usefully doing what they do best: planning and delivering great lessons for the students. No teacher is ever judged by the number of removals they make and all teachers, from the most junior to the most senior (including myself) are expected to use the system consistently and robustly. Every student is owed disruption-free lessons and every teacher is owed the same. I am proud that this is what we almost always get.

There are many hierarchies within the academy, and you will find help and support at every level. But if there is a problem you simply cannot solve or nobody else has been able to help you with: my door is always open. You can find me in the corridors and in the playground every day, or if your issue is more confidential then book some time with me through my PA. I consider it my job to help you to be excellent for the young people; to remove any obstacles that prevent you from giving them the very best possible education and to look after you as valued members of staff at the Academy.

When I first started working here, a colleague said to me "The kids here get under your skin, in a good way." And I have come to realise just how true this is. There is a diversity and vibrancy here that is greater than any other school I have worked in or experienced. I can guarantee that by the end of a holiday, you will be looking forward to coming back here and seeing our students again; you will be confident that you are making a great difference to the young people of Northampton.

I wholeheartedly commend Northampton Academy to you.

Yours,



Nat Parnell
Principal

Worldwide House
Thorpe Wood
Peterborough
PE3 6SB
t 01832 864444
e admin@unitedlearning.org.uk
www.unitedlearning.org.uk

United Learning comprises: UCST (Registered in England No: 2780748. Charity No. 1016538) and ULT (Registered in England No. 4439859. An Exempt Charity).
Companies limited by guarantee. VAT number 834 8515 12. Registered address: United Learning, Worldwide House, Thorpe Wood, Peterborough, PE3 6SB