



Aston Manor Academy

part of Equitas Academies Trust

Information for candidates





Letter from the Executive Headteacher

Dear Applicant

Thank you for your interest in this vacancy.

Aston Manor Academy has become a successful school with a strong reputation both within the community and further afield. We are heavily oversubscribed in years 7 to 11 and numbers in the Sixth Form have increased year on year for the past three years. Currently we have 173 students in years 12 and 13 but this is set to rise to 200 in September 2017.

Within this brochure you will find further information about Aston Manor Academy, along with instructions on how to apply for the post, together with the various stages of the selection programme.

I do hope you will take the opportunity to visit the Academy and I hope your visit will inspire you to apply for the post.

Please telephone the HR Department on 0121 359 8108 to arrange a visit or to seek any clarification.

I look forward to hearing from you.

Yours sincerely,

Heather Roberts
Executive Headteacher



Information about Aston Manor Academy

Aston Manor Academy is a good school with outstanding leadership and management, and behaviour and safety (Ofsted 2013). It serves the inner city areas of Aston and Nechells which are both located in the Ladywood constituency, one of the most socially and environmentally disadvantaged constituencies in the UK. Aston Manor became a Foundation school in 2007 and converted to an Academy in 2011, then became a sponsor Academy in 2012.

Half of our students (323) are eligible for free school meals although the percentage of students who have had any period of eligibility for free school meals is 546 (Autumn Census 2016).

Aston Manor is in a unique position in having a well-balanced culturally diverse intake of students with no dominant ethnic group (see RAISE online). There are at least 44 heritage groups represented in the school population. The school currently has 22 students with EHC plans. Attainment on entry is low (see RAISE online) with students in all years having a significantly lower KS2 APS than is found nationally. The gender balance is relatively even in both KS3 and KS4.

Outcomes for individuals and groups of students are outstanding overall and value added at KS4 is currently 0.69, second highest in the city and places us in the top 2% of schools nationally.

Our Sixth Form vocational results have always been exceptional and currently have a value added score of over 1 but our academic courses have not historically been as strong. However in 2016 academic courses have a positive value added score for the first time and we are predicting an even stronger set of results in summer 2017.

Aston Manor is heavily involved in Initial Teacher Training (ITT) through the Titan SCITT and also has very strong links with a significant number of universities across the Midlands. We have utilised these links to maximum effect and appointed some exceptionally strong members of staff through these training programmes, some of whom are now members of the Senior Leadership Team.

The very strong Leadership Team comprises of the Headteacher and:

Jill Sweeney:	Deputy Headteacher
Stacey Lander:	Deputy Headteacher
Neil Turner:	Assistant Headteacher (Teaching and Learning)
Sandra Coleman:	Assistant Headteacher (Lead DSL and SEN)
James Forbes:	Assistant Headteacher (KS4)
Shagufta Hussain:	Assistant Headteacher (KS3)
Daniel Preston:	Assistant Headteacher (Sixth Form)
Zoe Jones:	Assistant Headteacher (Literacy and Numeracy)

Information about Aston Manor Academy

Student Voice is very strong at Aston Manor and is used in all appointments, all teaching and learning reviews and in supporting us in our drive to continue to improve the experiences for all of our students. Behaviour is generally outstanding with very little disruption to teaching and learning, however we are a school of over 900 students and there are always areas in which we can improve. Staff are exceptionally committed to improving the outcomes and experiences of our students and will go the 'extra mile' without exception. Parents are usually very supportive in what we are trying to achieve and Parents Evenings are, on the whole, well attended (80 – 90%).

In order to continue to move the Academy forward Trustees have identified the following key priorities:

- To secure improvement in student progress and attainment at Key Stage 4 with a particular focus on high end attainment
- To maintain a relevant, engaging and inclusive curriculum that enables successful outcomes for all students
- To narrow any gaps between the performance of different groups of students through effective intervention
- To ensure the recruitment and retention of high quality staff while maintaining financial stability in a volatile climate
- To continue to improve the reputation of the Sixth Form by ensuring academic courses achieve in line with vocational courses





The Application Process

Information for Potential Applicants

Please note that your application will be copied and distributed to the Selection Panel.
It is important that any communication with us is clear and concise.

How To Apply

Please complete the application form available on the Aston Manor Academy website:
www.astonmanoracademy.com/vacancies. You can also request an application pack from the Human Resources department by phone : 0121 359 8108 or via email : jobs@astonmanoracademy.com

The application should be accompanied by a letter of application. The letter should enhance, but not repeat the information given in the form. The letter should be of no more than two sides of A4.

You should take each of the criteria found on the person specification and, wherever possible in your written application, demonstrate how and why you meet these criteria. This will assist in shortlisting, so you can clearly see whether you meet their requirements. You must give relevant examples. Also, please ensure that in the application form you give details of professional referees.

Returning the Application Form and Letter

These should be returned to the Human Resources department by the closing date.

Please send the completed application form and letter to jobs@astonmanoracademy.com

Or to the Academy address:

Aston Manor Academy,
Phillips Street, Aston,
Birmingham,
B6 4PZ



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