



BRAMPTON MANOR ACADEMY TEACHER INFORMATION PACK

SUCCESS THROUGH EFFORT AND DETERMINATION

WELCOME

TO BRAMPTON MANOR ACADEMY

As Executive Principal of Brampton Manor Academy, I am delighted that you have expressed an interest in teaching at Brampton Manor Academy. We are a dynamic and successful 11-18 school serving the Newham community. We have a comprehensive intake and we have students of all abilities and from a wide variety of backgrounds, all of whom contribute to the richness and diversity of our school population. We believe this is a strength of the school and this diversity is also echoed in our teaching and non teaching staff. Our teaching staff are motivated to make a difference to the lives of the young people that they teach and see teaching as a vocation rather than a job.

We are a very successful school because we focus very strongly on what really matters; the quality of teaching and learning and its impact on student outcomes. As a result, our students make outstanding progress relative to their starting points.

We teach a broad and balanced curriculum, which consists of a blend of academic and vocational qualifications, all supported by fantastic learning resources including a state-of-the-art theatre, outstanding sports and fitness facilities, as well as modern, generously equipped classrooms, studios, workshops and laboratories. All areas are served by excellent ICT facilities. This is coupled with excellent care, guidance and support for both students and staff. Due to our success, Brampton Manor Academy is already the most oversubscribed school in Newham and continues to go from strength to strength. All teachers benefit from excellent career development, professional dialogue and continuous training.

Our school motto 'Success Through Effort & Determination' underpins all that we do, and our mission is simple: to ensure that all our children succeed to the best of their ability. As a member of staff at Brampton Manor Academy, you will play a key role in ensuring that all our students reach their potential. All staff at Brampton Manor Academy are committed to this. For us there is no limit to what our students can achieve.

I look forward to receiving your application and welcoming you to the Brampton Manor Academy community.

Dr D. Olukoshi, OBE
Executive Principal



BRAMPTON MANOR ACADEMY

PROFESSIONAL VALUES

1. HIGH STANDARDS

- We strive for the highest standards in everything that we do as teachers and insist on them for our students. We deliver teaching of the highest quality and in turn expect students to work hard in the classroom and outside of it. We demand that students behave impeccably at all times. For us it is important to remember that students only have one chance at their education and that every day and every lesson matters.
- At Brampton Manor Academy high standards are important because they lead to fantastic progress and attainment for all our students. Our role is to remove any barriers that stand in the way of our students achieving their potential. As teachers we should be positive role models and embody the high standards that we wish to instil in our students.
- We know that teaching is a demanding profession. We accept this and enjoy the rigors of the job because we see teaching as rewarding. Rewarding to our students, who benefit from high quality teaching. Rewarding to our staff, who enjoy rising to the challenge and rewarding to the wider community, who benefit from the social good performed by schools.

2. INTEGRITY

- Personal and professional integrity means distinguishing between what is right and what is wrong and doing the right thing when faced with challenges. It requires you to hold yourself accountable for your actions and demands courage and confidence.
- At Brampton Manor Academy staff demonstrate the highest integrity. This means that we share our professional judgements with each other in a candid, supportive and professional manner. We also share our judgements with students and their families, even when those judgements may be unpopular, rather than having the 'easy' conversation instead. For us, honesty and integrity drive change and positively develop our community. Integrity is key to our success.

3. RESPECT

- We respect all members of the school community, no matter their position within the school. Students, support staff and teachers all have an important role to play in the success of Brampton Manor Academy. We value people based on what they contribute to the school not on who they are or what position they hold. We treat new ideas on their merits and encourage all staff to constructively challenge and improve our practice.

- We treat people with consideration and recognise that respect requires truthfulness and empathy. At Brampton Manor Academy we treat staff and students in an open, straightforward and honest way. We reward the performance and hard work of our staff. We expect members of our Senior Leadership Team to lead by example.

4. DIVERSITY

- We see our diverse workplace for the strength it is. All our staff and students promote our ethos that all can succeed, and all have a place at Brampton Manor Academy, regardless of age, disability, gender, identity, ethnicity, sexual orientation, religion or creed. We have zero tolerance for any form of discrimination. Brampton Manor Academy is committed to being a school where success comes from effort and determination, not one's background.

5. A BROAD AND BALANCED CURRICULUM

- We believe that a broad curriculum, which enables all students to flourish, is key. All students should have the opportunity to explore the arts and find areas of the curriculum which they can excel in. We encourage staff and students to engage with our extracurricular offer. We aim to educate the whole child. Whilst academic attainment clearly matters, everyone deserves the broadest possible education, not just one which is tailored to league tables.

6. STUDENT ACHIEVEMENT

- Our students' success is our success. We make our decisions as an organisation with the students and their progress foremost in our minds. We are very aware that from the moment a student joins us their education is our responsibility and that their future opportunities are moulded by their experiences at school; by their progress and attainment. As such we leave no stone unturned in our pursuit of outstanding student outcomes. We put our students' best interests first.
- Outstanding teaching creates outstanding progress and attainment. As teachers it is our responsibility to ensure that our teaching creates good outcomes and progress. We are not precious in our approach and evaluate everything we do from the perspective of what works and what drives good outcomes. We hold ourselves accountable for our students' performance.



PROFESSIONAL DEVELOPMENT AND WELLBEING

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All teachers at Brampton Manor Academy benefit from continuous professional development and you will be supported to become a highly skilled practitioner and an outstanding teacher. We have a bespoke training programme for all teachers tailored to their individual needs and career stage expectations. We are also very adept at ensuring that new entrants to the profession have a rewarding and successful ECT year. Our programmes are delivered both by our own internal coaches and through external providers. We keep our staff informed of the wider context to teaching and our training programmes are guided by current best practice. All staff benefit from mentoring and professional dialogue over the academic year. We are keen to develop staff for the next stage of their careers, the majority of senior and middle leaders in the school achieved their position through internal promotion.

We take the wellbeing of our staff very seriously. There are many initiatives and opportunities in school to support teachers' wellbeing and to support staff in their roles as teachers both inside of, and outside of, the classroom. Not least you will work in a professional environment surrounded by excellent teachers and wonderful students with a desire to learn. You will have all the resources that you need to do your job well. We have large grounds, a school farm and excellent teaching, science, sport, art, drama and music facilities, all of which help contribute to a pleasant working environment. We try to actively reduce workload

whenever, and wherever, possible. At Brampton Manor Academy we feel that it is important for teachers to enjoy coming to work, to love teaching in the classroom and to be proud to work in, and represent, the school: this is only possible if staff feel valued and appreciated for their dedication to the profession and the young people in their care.

BENEFITS

- Membership of the Teachers' Pension Scheme
- Recruitment/retention allowance
- Tax free bicycles through the Cycle to Work Scheme
- Childcare voucher scheme
- Timetable contact time of 76% for ECTs
- Free use of the Academy's fitness suite
- Free training programmes and advice from the School's Fitness Coach
- Transport for London season ticket loan
- A loan to purchase a Laptop or tablet device to assist with teaching
- A Loan to assist with rental/accommodation deposit
- Free lunch & refreshments throughout the school day
- A Relocation package/allowance for staff employed from outside London
- A strong commitment to professional development, with a substantial budget for whole school training and individual courses. Support is given for post-graduate degrees and other relevant qualifications
- Life insurance for those in the Teachers' Pension Scheme



VIEWS OF SOME OF OUR TEACHERS



"What I particularly enjoy about working at Brampton Manor Academy is that students and staff alike work as a team. Students truly appreciate the work their teachers put into their learning, making the classroom a place of enthusiasm and positive energy. There is a true sense of community here, staff within and between departments are endlessly encouraging of one another- continually helping each other to progress in their professional development, as well as making you feel a valued and important member of the team. Being a teacher is a rewarding job by default, being a Brampton Manor Academy teacher however is the most fulfilling job I have ever had. Students from all backgrounds are consistently achieving far greater than their government set target grades. At the sixth form, more and more students are acquiring places at Oxford and Cambridge- all whilst maintaining a humble and appreciative world view. This is an environment where both teachers and students thrive for the betterment of all, and I honestly have a sense of immense pride to be working at an institution that provides students with such an incredible beginning in life."

Alex Ferguson - Former Teacher of Psychology



"I started my NQT at Brampton Manor Academy and 11 years on... I am still here. I think this speaks volumes. I absolutely love my work, and although there have been many changes in my life, marrying, becoming a mother and so on, I cannot see myself in any other career than this one. It no longer seems like a job or a career but something that defines me. Brampton Manor Academy has stretched me and enabled me to grow in so many ways. It has never allowed me to get bored or stagnant in my role. The pupils here are absolutely fantastic; you can see some who really want to achieve and do well but have so many challenges and barriers which stop them. Being able to aid these students, and working in a school which supports you in fulfilling your role, means you're able to see the difference you can make to lives of young people for the better and see them wanting to make similar changes to the lives of others. When students return, many years later, to say 'hello', or 'thank you' or even wanting to work alongside you, it reminds me of why I am here."

Roushon Ali - Teacher of Sociology/Deputy Director of Sixth Form



"Since starting at Brampton Manor Academy, I have enjoyed being a part of such a remarkable institution. The positive rapport I have developed, with pupils and staff alike, have made my experiences incredibly rewarding and gratifying. There are always fresh challenges at Brampton Manor Academy, whether that be through teaching or offering pastoral support to the many pupils I come into contact with. The ethos and expectations of the school have invigorated my teaching practice and helped to ensure that I continuously seek to improve my performance in the classroom. Being exposed to the efforts of outstanding practitioners on a daily basis has benefitted my pedagogy in the classroom and supplemented my development. I have tried to follow the positive example set to me by other teachers and I have tried to contribute to the further progress and success of Brampton Manor Academy; a really outstanding school."

Ryan Ravalier - Teacher of English/Progress Leader



"If you relish a challenge and wish to continuously improve in your area of expertise, then the working environment at Brampton Manor Academy will be perfect for you. When I started here as Director of Maths, I assumed I had almost all the experience needed for the rest of my career. However, four years later, I have gained an incredible amount of knowledge, and I am still learning, in a range of areas (notably in my teaching and leadership). Being dedicated, hardworking and receptive to constructive feedback, there is no limit to the potential skills you can acquire. There is never a dull moment at Brampton Manor Academy and if you believe in the ethos of the school, "Success through Effort and Determination", then you can help students make a tremendous amount of progress and work towards fulfilling their, and your, aspirations."

Sally Ghattas - Teacher of Maths/Assistant Principal



"What has struck me from my first day at Brampton Manor Academy was that this was a school that truly lived its values. From the staff to the students, the commitment to achievement and the community is incredible. One particular highlight of mine is Brampton National, a school festival celebrating the diverse cultures that make up our school. I hope people liked my Welsh cakes! I feel immensely lucky and privileged to work with so many talented practitioners and feel incredibly supported by the school in achieving our collective goals. To be a part of a team that has helped so many students secure places at Oxbridge is something I'm very proud of."

Joseph Cowley - Lead Practitioner in History





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