



Mill Chase Academy

Ambition, Courage, Excellence

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Dear Colleague

Thank you for your interest in MCA, which is a "Good" school that is rapidly improving and will become an outstanding academy very quickly.

The students are most welcoming to new staff and clearly proud to be part of MCA. Students enjoy very positive working relationships with their teachers and the support staff. Every classroom is calm and purposeful with students keen to engage with their learning. This is very much an academy where teachers can teach and students can learn without lessons being disrupted.

In October 2016, Ofsted inspectors reported that, "Pupils have consistently positive attitudes to their learning and parents, pupils and staff recognise good behaviour as a strength of the school. Pupils are polite and respectful towards each other and their teachers as they move around the school."

Whilst behaviour in the academy is excellent, the real challenge is to raise the aspirations of all students. By encouraging students to develop a greater appreciation of what they are learning, we can help them achieve beyond their perceived capability.

One of the most important roles I have is to ensure that the very best teachers remain at MCA whilst appointing high-quality, talented staff.

Following our recent Ofsted inspection, inspectors wrote, "Pupils are safe, happy and well looked after. Teachers are passionate about doing their best for the pupils they teach and pupils are making increasingly good progress and standards are rising because of improvements to teaching." I am heartened that the inspection team recognised the high calibre and commitment of staff working at our school and you would be joining a highly professional team of colleagues.

There is a strong Senior Leadership Team which comprises a Principal, two Assistant Principals, a Senior Leader and a Business Manager. Fixed term TLR3 roles allow staff the opportunity to gain experience of working closely with the SLT as a professional development opportunity and a stepping-stone to middle and senior leader roles.

There are rich and growing professional development opportunities, overseen by one of the Assistant Principals. The Academy is committed to bespoke provision for every member of staff to develop their expertise as a practitioner and their career. We make use of individual staff talents and expertise by inviting colleagues to deliver INSET and run twilight training to share and embed excellent practice.

Our staff care very much about the community and are ambitious for the Academy in terms of learning and enrichment opportunities for the students.

I would welcome applications from colleagues who are equally ambitious for our students and are prepared to make a significant difference to young people's aspirations and achievements during their education at Mill Chase.

If you would like to have a discussion with me about the role or would like to visit the Academy, please contact my colleague, Corinne Tutton, on her direct line 01420 470329 or c.tutton@millchase.hants.sch.uk.

Yours sincerely

Paul Hemmings
Principal