



THE HEREFORD ACADEMY



Aspiration, Care, Trust, Resilience and Respect



Prospectus 2023-24



THE HEREFORD ACADEMY

“Seek to do good to one another and to everyone.”

Thessalonians 5:15

Welcome to the Hereford Academy

Dear Parents/Carers

As the Executive Headteacher at The Hereford Church of England Academy, I am excited at the potential within this school. It has a uniquely caring and Christian identity as well as a clear wish to serve the local community, which is evident in its pastoral, as well as academic, care. We believe that the students should be at the centre of everything that we do and that our core purpose is to raise their aspirations and ensure that all our students have the best educational experience possible, which provides them with the outcomes they need to progress in the direction of their choosing.

We are determined to give our students a school and an education which they deserve and can be proud of, and will continue to improve until we reach our aim of becoming an outstanding school. Our students, your son(s)/daughter(s), only get one main chance of an education, one main chance to flourish and prepare for adult life. We strive to give our students the very best because it is what every child deserves.

At THA, the culture is that we care about our school, we respect others, we do our best and we expect our students to:

- work hard and do their school work to the best of their ability
- get involved in all that the school has to offer

both in and out of the classroom.

- attend school punctually, every day and in full school uniform.
- show respect and courtesy to those around them and to our school

Our students are smart, purposeful and courteous. They work with commitment in all aspects of school life. They are supported by a dedicated team of pastoral staff who expect the most from them.

We are pleased offer a wide range of Key Stage 4 courses and are confident that students can choose combinations of courses on which they are most able to succeed. We feel that students should follow a curriculum which suits their preferred way of working, interests, ability and future aspirations. The courses offered at all levels enhance students' learning, attainment and achievement and help them develop the skills required to compete in this changing world and to have the confidence and resilience to succeed to the highest level.

At THA we are a family, a community and we aim to continue to focus on our core values to create an outstanding school for all within it.

Michael Stoppard

Executive Headteacher and Deputy CEO of The Diocese of Hereford Multi Academy Trust





Welcome from the Head of School

Dear Parents/Carers

It is my great pleasure to welcome you to The Hereford Church of England Academy. Our motto is, 'Seek to do good to one another and to everyone', a motto that we believe is the basis of a caring, supportive school, where students excel academically and become valued members of our community.

Every child is special and we believe it is our privilege to work with and nurture our students to be the best they can be. As such, we want all of our students to leave the Academy with 3 things:

- **High aspirations**
- **Confidence**
- **Self-worth**

Every child deserves the opportunity to realise their aspirations and The Hereford Church of England Academy makes this our number one priority. Through high-quality teaching, high expectations of engagement and embedding learning at home, we know our students will be able to leave us with the potential to succeed in further education and careers of their choice.

Having confidence empowers students at the Academy to embrace opportunities, step out of their comfort zone and seize the moment. Through our careers, mentoring and tutoring programmes students are able to identify how to improve and reach their goals; this creates confidence and an ability to

express their opinions whilst still being able to learn from others.

We also want to celebrate what makes students individuals. Being an inclusive school, we work with students from all backgrounds and want every student to feel valued for their contribution to the Academy.

Our pastoral team and tutors work with students to ensure they feel they are part of a family that cares for them. As a Church of England Academy, this is the basis of our church distinctiveness in ensuring every child is supported holistically so any barriers to learning are overcome.

We are a family school that cares for every individual and ensures every child learns in a community that removes any disruption to ensure all can achieve their very best.

This year we have seen significant increases across our GCSE results, with our best results ever. Students, staff and parents were extremely pleased to see their hard work turn into success, with students now able to seize the opportunities available to them. Our high expectations will continue, so that every child in The Academy leaves with GCSE results that provide an excellent platform for the rest of their lives.

We look forward working with you.

Katrina Boyall
Head of School

General Information

The School Day

Monday - Friday		
Arrival	Open Gate	08.45am
Morning Tutor Time	Tutor Programme	08.55 - 09.05am
Lesson 1		09.05 - 10.05am
Lesson 2		10.05 - 11.05am
Break Time	In the Canteen	11.05 - 11.20am
Lesson 3		11.20am - 12.20pm
Lesson 4		12.20 - 1.20pm
Lunch	In the Canteen	1.20 - 1.55pm
Lesson 5		2.00 - 3.00pm
Afternoon Tutor Time	Reading Programme	3.00 - 3.25pm
Exit	Front Gate (Years 7, 8, 9 & 10)	3.25pm
Lesson 6	Year 11 (Mon-Thurs) Exit via Front Gate	3.00 - 4.00pm

Contact Information

School Contact Number: **01432 373570**

Attendance: **01432 373570 Ext:191** or **01432 373588**

Admin Email Address: **admin@theherefordacademy.org.uk**

Admissions

Our Admissions policy is available on the website along with Transfer forms.

Email: **admissions@theherefordacademy.org.uk**



Meet the Teams

The Academy Senior Leadership Team

Executive Headteacher and Deputy CEO of DHMAT	Mr Michael Stoppard
Head of School	Mrs Katrina Boyall
Assistant Headteacher: Curriculum and Data	Mr Ed Snelgrove
Associate Assistant Headteacher: Safeguarding	Mrs Abby Hughes
Assistant Headteacher: Student Intervention and Welfare	Miss Olivia Ireland
Assistant Headteacher: Student Achievement and Attainment	Mr Will Taylor
ECT Manager and Trust Interim Curriculum Implementation Support	Mrs Marj Francis
Head of Finance and Operations	Mrs Judith Morris

The Safeguarding Team

The Governors and staff of The Academy take seriously our responsibility to safeguard children from abuse and inappropriate or inadequate care and to promote the welfare of all children and young people. We recognise that because our staff are in regular and frequent contact with students, they are particularly well placed to observe signs which suggest a child needs protection or support. The Academy is committed to acting in accordance with the Local Authority procedures in all cases.

Designated Safeguarding Lead	Mrs Abby Hughes
Deputy Designated Safeguarding Lead	Miss Zoe Williams
Governor with responsibility for Safeguarding	Rev Anne Dowdeswell

The Pastoral and Special Needs Team

We have a strong pastoral care and support ethos at The Academy. Each House is led by a Head of House, who is supported by pastoral assistants and a dedicated team of tutors. The teams work to ensure all students settle into Academy life and achieve all that they can. The Pastoral Team provide support and guidance to students across the school and are there to help them with any cares or concerns they may have. Similarly, the Special Educational Needs Team is made up staff with a wide range of experience and expertise, under the able leadership of the Special Educational Needs Co-ordinator.

Head of Canterbury House	Ms Abbey Ward
Head of Lincoln House	Mr Aron Williams
Head of Salisbury House	Mr Rhodri Webster
Head of Winchester House	Mr Will Taylor (acting)
Special Educational Needs Co-ordinator	Miss Poppy Hicklin



THE HEREFORD ACADEMY



Our Values

Aspiration

Thinking high, aiming high, achieving high – trying my best in all lessons.

We strive at all times to maintain high standards across all aspects of a student's experience, and encourage them to aim for success. We truly believe that every child should have every opportunity to fulfil their potential.

We expect teaching to be planned to challenge each students' individual strengths and areas for development.

Care

Caring for me, the community and my personal development – looking after all in our community.

Our children are entitled to have access to a high-quality education in a safe, happy, supportive and caring environment. Where concerns do arise, it is our aim to address any issues that parents of students may have in a timely and sensitive matter. We expect parents to contact us calmly, politely and with the respect that all members of our community expect.

Our students, parents and carers are positive about our pastoral support. Our staff ensure that any queries about the life of a child, inside or outside of the classroom are directed to the appropriate person at the right time.

Trust

Being reliable and of good character – being on time to school and lessons.

Education is a partnership involving students, staff and parents/carers. We should celebrate success, accept mistakes happen and build upon experiences to move forward and build on what we already know. Staff at The Hereford Church of England Academy, parents and carers within our community and our students should all feel they can approach us with any issues and trust us to resolve it in a timely and sensitive matter.

Aspiration

Respect

Care

Trust

Resilience

Resilience

Adapting to circumstance and rising above it – saying “I can” when things are hard.

The Hereford Church of England Academy is aware that students are facing new challenges now and in the future. Life is rarely a case of success after success, award upon award; therefore, we are committed to developing resilience. We expect everyone, students and staff, to acknowledge when they could do better, plan their next steps to improve and move on with confidence.

Respect

Being courteous, polite and kind to myself and others – being polite to all.

The Hereford Church of England Academy's vision to develop respect between everyone within our school and community is a crucial factor to help us embrace change, encourage confidence and allowing everyone to flourish.

Politeness, courtesy and manners are key values. Difficult conversations and disagreements should be conveyed and framed within an environment where there is respect between all participants. We encourage people to pause, think, empathise and sympathise before reacting.



“ We support our students to help them achieve their goals and to be the best they can be. ”





THE HEREFORD ACADEMY

Christian Distinctiveness

We are a community-based Church of England Academy, located within the heart of our catchment.

The Academy is sponsored by the Diocese of Hereford Multi-Academy Trust, a Church of England organisation which works in support of education within the Hereford Diocese, supporting students to build bridges which enable them to live a life in all its fullness, develop qualities of character that enable them to flourish together, respect human dignity and with appreciation of the ultimate worth of each person.

As an Academy, we strive to equip all our students to be well rounded and caring citizens who will make a positive contribution to society. We do this by providing the best possible education and serving the whole community of all faiths and none.

Our students have a clear understanding of how the distinctiveness as a Church of England Academy impacts on their development. We have strongly embedded Christian values, which permeate relationships at all levels and have an inspiring provision for collective worship which has an impact on the whole school community. Our students and staff greatly value the Christian ethos of the Academy and are committed to its development.

Students participate in many charitable activities. Cross curriculum opportunities include faith based moral values in teaching and learning, and form tutors use a weekly themed 'On Reflection' resource and connected Bible verses to focus on during tutor time. There is also opportunity to access the Academy's Chaplain, for spiritual support and guidance.

The most recent SIAMS Inspection in February 2023 graded The Academy as "Good" in all areas. Some of the Inspector's many positive comments are shown here.

Quotes from Inspector's

- “ ... pupils and adults full of hope and aspiration. ”
- “ Pupils with additional learning needs are given bespoke support in classrooms to enable them to make good progress. ”
- “ Codes of conduct ensure that the Academy is harmonious. ”
- “ A deeply caring family. ”
- “ Pupils are thriving through learning opportunities that encourage aspiration and resilience. ”
- “ The academy is characterised by mutually strong relationships. ”
- “ Pupils are outward looking and wish to help those less fortunate than themselves. ”



“Our values are inclusive and we strive to have a diverse student body. We welcome people from all walks of life.”



THE HEREFORD ACADEMY

Student Life

Attendance

The Academy expects all students to have 100% attendance. However, we realise that illness occurs, so if your child has to be absent it is essential that parents' and carers' contact the school for each day that their child is absent. If students have an appointment during the school day, a call must be made to the school and medical evidence provided, such as an appointment letter.

Students are expected to arrive at the Academy at **8:45am** and be ready for morning register at 8:55am.

Behaviour

The Academy rewards positive behaviour and promotes praise for students working hard in lessons. We want all students to learn and achieve their best. Therefore, The Academy may set after-school detentions for different reasons, such as incomplete homework, refusal to follow instructions and lack of work in lessons. Parents are notified of the detention via SIMS InTouch.

Uniform

Our uniform policy is designed to instil pride and we fully appreciate the support of parents and carers to achieve this. Full details of the academy uniform policy can be found on our website.

Careers

"The school encourages pupils' personal development particularly well. Personal, social and health education (PSHCE) is high quality. Pupils receive excellent careers education" – Ofsted 2021.

We are committed to providing the outstanding careers education we believe our students need in order to explore their own vocational identity and be prepared for the ever-changing opportunities, responsibilities and experiences of the future.

Our comprehensive programme of careers education consistently supports, engages and challenges each individual student to know what their next best step in life is, and understand how they can confidently raise and achieve their ambitions.

Careers provision exists for all students, with a bespoke schedule of events and experiences planned for each year group, designed to guide them in choosing and pursuing the best possible path, matched to their interests and talents. This includes meaningful encounters with employers and employees via workshops and work experience. It also includes access to further and high education, such as visits and 'taster' sessions at colleges and universities.

Learning about careers is also embedded within our subject curriculum where not only do teachers link content to labour market information but they also promote and develop employability skills to ensure students remain career ready and competitive in a fast-changing world. Our PSHCE programme also delivers a block of specific work-related content to each year group on a range of topics such as financial management and employment law as well as life skills such as practicing interview techniques and writing a CV.

We have an onsite careers advisor who is available to all students for personal guidance in understanding the world of opportunities available and individual support in managing choices, changes and transitions ahead of them.



“The school encourages pupils’ personal development particularly well. Personal, social and health education (PSHCE) is high quality. Pupils receive excellent careers.”

Ofsted 2021

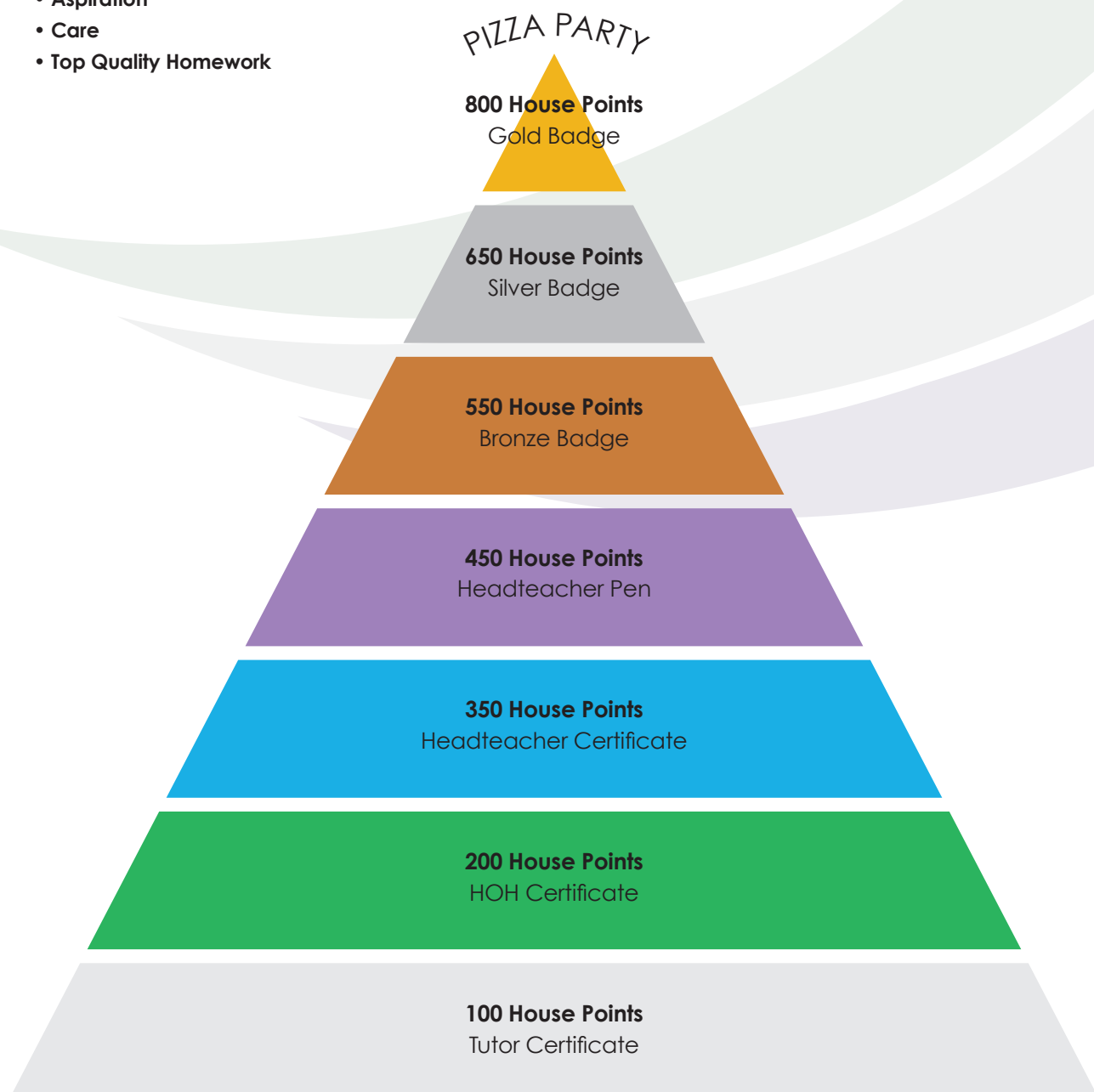
Achievement & House Points

When at The Hereford Church of England Academy students will have many opportunities to gain Achievement and House points. Students can gain achievement and house points by exhibiting or doing any of the following:

- **Trust**
- **Resilience**
- **Respect**
- **Aspiration**
- **Care**
- **Top Quality Homework**

We believe in rewarding our students when they have shown us they can apply our school values (Aspiration, Care, Trust, Resilience and Respect) to their learning, personal development and interactions with their peers.

The diagram below represents what students are awarded with, depending on how many points they achieve.

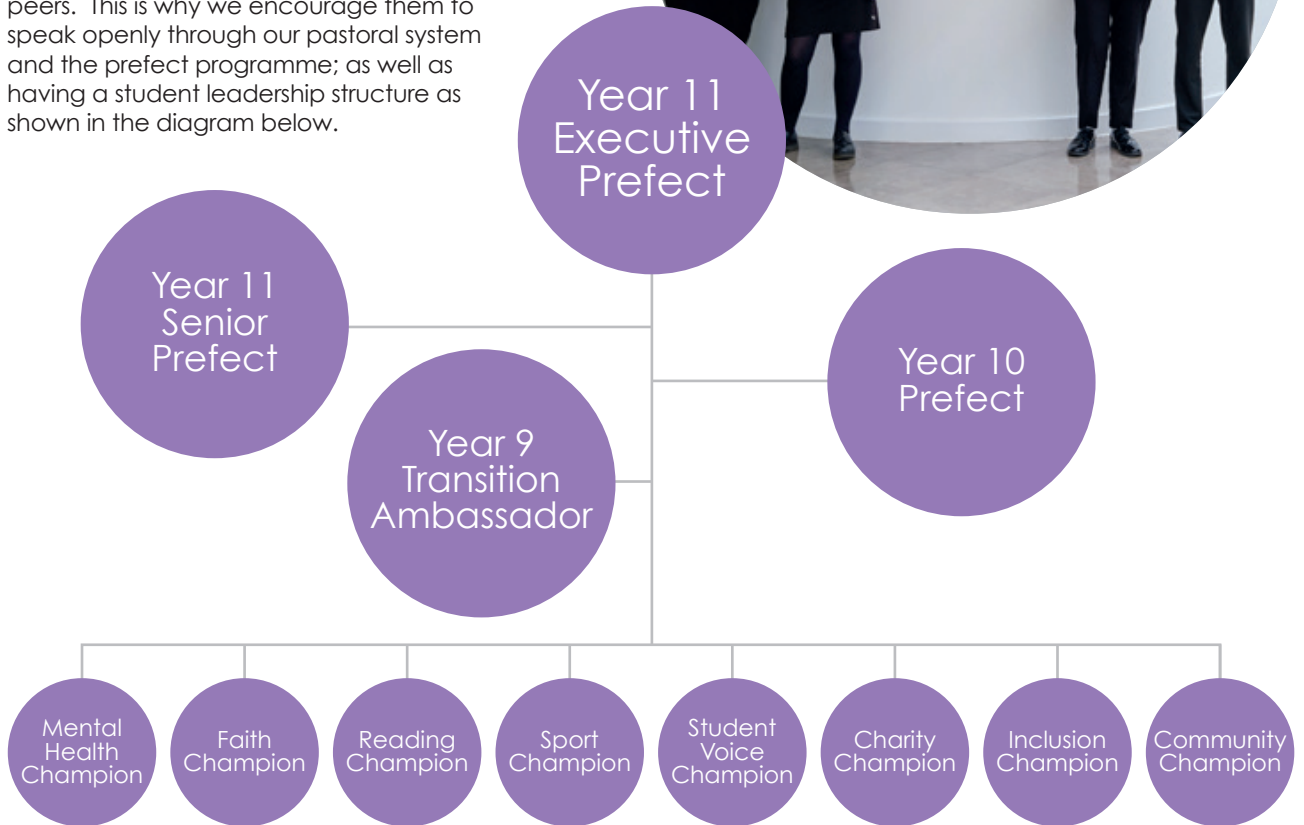




THE HEREFORD ACADEMY

Student Leadership Structure

At The Hereford Church of England Academy, we believe students should have the opportunity to respectfully speak their minds and convey their opinions in a way that respects staff and their fellow peers. This is why we encourage them to speak openly through our pastoral system and the prefect programme; as well as having a student leadership structure as shown in the diagram below.



Aspiration, Care, Trust, Resilience and Respect

A photograph showing a female teacher with glasses and a blue lanyard, and a female student in a blue school uniform, sitting at a table. They are both looking down at a project on the table, which includes a drawing of a horse. The background is a blurred classroom with other students.

“We are committed to raising standards of achievement, attainment, conduct and participation.”

Keeping Parents and Carers updated

Newsletters are sent home regularly to keep parents and carers informed of any Academy developments. Our website is regularly updated with the latest news, along with our Facebook channel. We also use SIMS InTouch to communicate with parents and carers via text and email.

The Academy will also send out annual reports, personalised for each student, to show parents and carers how their child is progressing academically.

Each year we hold parent and carer evenings, some

to provide an opportunity to discuss your child's progress with the teachers from the different subjects they study, some to provide information about opportunities we offer, and some to celebrate your children's achievements.

We are always interested in parents' and carers' opinions and welcome constructive comments. To support this, we ask families to answer questionnaires from time to time to help us improve what we do.



THE HEREFORD ACADEMY

Curriculum

The Hereford Church of England Academy offers a balanced education sustained by Christian values.

Our vision is to equip all our students to be well-rounded and caring citizens who will make a positive contribution to society. We do this by providing the best possible education and serving the whole community of all faiths and none.

Our curriculum aims to inspire our young people to be ambitious, curious and capable of achieving their personal best. We want them to develop a greater understanding of themselves as independent learners, learn how to use their knowledge and apply their skills to their everyday lives, inside and outside of the classroom. We are committed to producing hard working individuals who seek lifelong learning beyond secondary school and throughout their careers.

Our curriculum ensures that learning is meaningful, engaging and accessible for all of our students. It challenges students to utilise their knowledge and enable them to reach their personal goals.

All students follow a one-week timetable compiled of 25 periods a week, 5 periods a day.



Study Time per Week



Key Stage 3 Provision (Years 7, 8 & 9)

Our Students study a varied and broad set of subjects, allowing them to develop a range of knowledge and skills. Their growth and understanding of subject based knowledge allows students to develop transferable skills and the independence they need to progress further academically.

During Key Stage 3, we prioritise enhancing the literacy skills of all students. We regularly test reading ages, assess their comprehension and ability to read. This allows us to see where our students are and what additional support they may need to exceed their targets in their subjects.

English	Maths	Science	PE	RS	PSCHE	
3 hours	3 hours	3 hours	2 hours	2 hours	1 hour	
Art	ICT	MFL	Geography	History	Performing Arts	Technology
1 hour	1 hour	3 hours	2 hours	2 hours	1 hour	1 hour

Key Stage 4 Provision (Years 10 & 11)

At Key Stage 4 our curriculum becomes more specialised as students make choices that suit their future career plans. We ensure that the qualifications studied are those valued externally and genuinely represent what an individual student has achieved. We ensure they have a broad and balanced curriculum by having a mixture of academic and vocational courses.

Students and their parents/carers are given clear information, advice and guidance when choosing their Key Stage 4 courses, during the Spring term of Year 9. Two pathways are recommended to students based on their preferred way of working, their interests, ability and future aspirations.

A: Triple Science Pathway – 10 GCSEs

English	Maths	Science	PE	RS	PSHCE	Pathway A: Triple Science		
4 hours	4 hours	4 hours	2 hours	2 hours	1 hour	Option 1	Option 2	Option 3
2 GCSEs	2 GCSEs	2 GCSEs	-	2 GCSEs	-	2 hours	2 hours	2 hours
						Three subjects selected from the full subject list on offer		
						1 GCSE	1 GCSE	1 GCSE

B: International Pathway – 9 GCSEs

English	Maths	Science	PE	RS	PSHCE	Pathway A: International		
5 hours	4 hours	5 hours	2 hours	2 hours	1 hour	Option 1	Option 2	Option 3
2 GCSEs	2 GCSEs	2 GCSEs	-	2 GCSEs	-	2 hours	2 hours	2 hours
						One of: History Geography French German	One from the full subject list on offer	One from the full subject list on offer
						1 GCSE	1 GCSE	1 GCSE



THE HEREFORD ACADEMY

Curriculum

PSHCE

All students are encouraged to become active citizens as part of their personal development and to participate in charitable events throughout their life at The Academy, which is why we include PSHCE (personal, social, health and careers education) in our curriculum.

Education in careers is continuous throughout the student's time at the Academy and these lessons will take place through curriculum lessons as well as designated PSHCE Lessons.

In Year 11 a variety of specific outside speakers and organisations are brought in to provide guidance and opportunities to our students as they reach the end of their time at the Academy.



Sex and Relationships Education

A sex and relationships programme is delivered through the PSHCE curriculum. Its aim is to provide students with accurate information in order to help them clarify their own values, attitudes and to help them make informed choices. Students will learn about puberty, relationships, risks, sexually transmitted infections and pregnancy; homosexuality may also be covered during discussions about relationships. Students will also study the financial implications of drugs and alcohol as well as looking at the law around these topics.



Religious Studies

The Academy provides regular opportunities for all students to participate in collective worship. There is a whole Academy worship every Friday as well as a weekly house and form tutor worship. This is of a religious character and is designed to accommodate different beliefs and backgrounds. All students follow a course in religious education and in Key Stage 4, students will have the opportunity to study Religious Studies and gain a GCSE qualification in the subject.

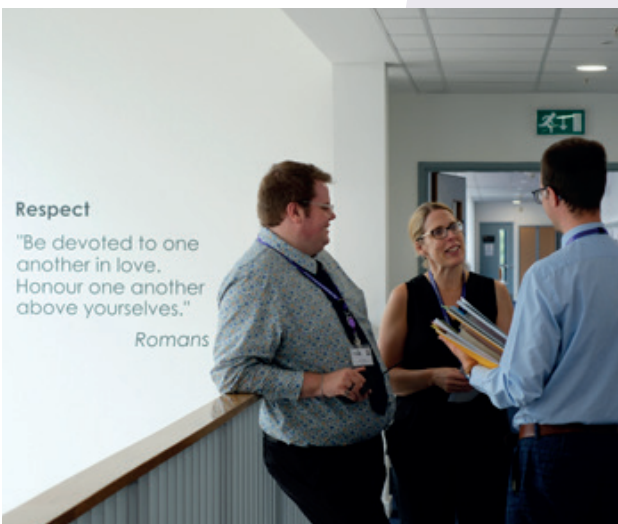


Students Views

Student Voice

Students are encouraged to treat one another with courtesy and respect and develop their understanding of how truly unique qualities contribute to the community and the world.

Their views and their voices should be taken into consideration and heard and this is done through our prefect programme and weekly student voice meetings with members of the school's leadership and management team. Our students' opinions are listened to and valued, whether it is about their lessons, their learning or how we can improve school life.



Quotes from previous Year 7 Students

- “When I first started I was really nervous, but the teachers reassured me and looked after.”
- “I enjoy all of my lessons and the teachers always make them fun and engaging.”
- “When I started I was scared about getting lost, but the older students were really helpful and helped me get to my lessons.”
- “I feel safe when I am at school and I know I can ask any teachers for help if I need it.”



THE HEREFORD ACADEMY

Facilities



We are blessed that at The Hereford Church of England Academy we have a unique and modern building with state-of-the-art facilities, including:

- **3G pitch** - The first built in Herefordshire, it is used daily by our students for their PE lessons. This popular facility is also used for sporting activities by local and professional clubs in the evenings and at weekends.
- **Activity Studio** - With the capacity to seat 150 people, as well as having mirrors and barres, this facility is often used for dance lessons within school and by external dance companies. The space is also ideal for hosting guest speakers and hosting theatrical events, such as the highly successful Academy performance of 'We will Rock You' earlier this year.
- **Fitness Suite** - We have a new fitness suite. As part of their PE curriculum, students learn to safely use weights, rowing machines, multigym, spin etc.
- **Outdoor Courts** - When not in use by our students, our outdoor courts are booked throughout the year for sports such as netball, football, rugby, tennis and athletics facilities.
- **Sports Hall** - With the capacity to seat up to 1000 people, this space is fully kitted out to facilitate PE lessons, including basketball, badminton and gymnastics, to name but a few. The area is often used to host open evenings and is also where we hold the whole school collective worship.



Catering



At The Hereford Church of England Academy, we want the students to eat well, at a reasonable price in a dedicated canteen area which provides them with an attractive area to eat, chat and relax between lessons.

We pride ourselves on providing good sized portions of quality food at as reasonable a price as we can – we do not make a profit on our school catering. All items are individually priced, allowing students to purchase items to suit their personal taste and budget. We also offer a 'meal-deal', comprising a main course or jacket potato with a juice or water, currently costing just £2.50. Fresh drinking water is available throughout the day, free of charge. We constantly seek to improve our provision and so regularly review our menu and hold "Chef Special" events to encourage students to try new things. The current main menu is shown below and sandwiches, wraps and a variety of puddings and fruit are also available daily.

We use a cashless system, Wisepay, for all purchases, making it easy for your child to make their purchase, and easy for you to top up their account. Any child entitled to free school meals will have their account automatically credited with £2.50 at 11.45am each day, meaning that they can purchase their lunch without any fuss in the same way as all other children, ensuring they can access any of the items for sale, including a meal-deal, should they wish.

Our staff are all well qualified and experienced.

We are fully compliant with relevant school food regulations and nutritional standards. All sandwiches and other pre-packaged food made on site is fully compliant with 'Natasha's Law', clearly displaying the name of the food and a full ingredients list, with allergenic ingredients emphasised. In our most recent Local Authority Food Hygiene Inspection, we were rated 5, very good, the highest available rating.

WEEK 1	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
MAIN MEAL	Chilli and brown rice With broccoli and carrots	Chicken Pie with potato Broccoli and Carrots	Roast chicken, roast potatoes, peas and carrots	Meatball and brown pasta with peas	Salmon fishcake with chips and beans/peas
JACKET POTATO	Cheese/beans/tuna/ salad two fillings per portion	Cheese/beans/tuna/ salad Two fillings per portion	Cheese/beans/tuna/ salad two fillings per portion	Cheese/beans/tuna/ salad Two fillings per portion	Cheese/beans
VEGETARIAN OPTION	Quorn Chilli and brown rice with broccoli and carrots	Quorn pie with potato Broccoli and carrots	Quorn fillet roast dinner	Tomato pasta with peas	

WEEK 2	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
MAIN MEAL	Mac 'n' cheese with Peas and sweetcorn	Hot and Spicy chicken fillet wraps with wedges broccoli and carrots and coleslaw	Roast chicken, roast potatoes, broccoli and peas	Spaghetti Bolognese Garlic bread and vegetables	Chicken curry with brown rice and sweetcorn
JACKET POTATO	Cheese/beans/tuna/ salad two fillings per portion	Cheese/beans/tuna/ salad two fillings per portion	Cheese/beans/tuna/ salad two fillings per portion	Cheese/beans/tuna/ salad two fillings per portion	Cheese/beans
VEGETARIAN OPTION	As main meal	Quorn fajitas, wedges with broccoli and peas	Quorn Fillet roast dinner	Tomato pasta	

WEEK 3	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
MAIN MEAL	Sweet 'n' sour chicken with noodles and vegetables	Fish Pie with carrots and broccoli	Roast chicken, roast potatoes, broccoli and carrots	Lasagne made with brown pasta with broccoli and garlic bread	Fish with chips and beans/peas
JACKET POTATO	Cheese/beans/tuna/ salad two fillings per portion	Cheese/beans/tuna/ salad two fillings per portion	Cheese/beans/tuna/ salad two fillings per portion	Cheese/beans/tuna/ salad two fillings per portion	Cheese/beans
VEGETARIAN OPTION	Quorn sweet 'n' sour with noodles and vegetables	Quorn sausage, mash, beans or vegetables	Quorn fillet roast dinner	Vegetable curry with rice and naan bread	



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The Hereford Church of England Academy
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Tel: **01432 373570**

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We are proud to be part of the Diocese of Hereford Multi-Academy Trust.

www.theherefordacademy.org.uk