



## INFORMATION FOR CANDIDATES



### About Us

Thomas Deacon Academy is the largest Academy in England. It opened in 2007 in a £51m purpose-built building. Thomas Deacon Academy is an all-abilities school of 2,200 students and 352 staff, specialising in Science and Mathematics. In September 2014 we opened our Junior College welcoming three Year 3 classes which will grow year on year until the school has a total of 12 classes by the start of the 2017/18 academic year.

### Aims and Objectives

The sponsors' vision is for the Academy is to promote excellence and achievement, to act as a catalyst across Peterborough to raise the expectations of students and their families, and to create strong links with the local community. With a commitment to excellence at every level, the Academy offers an outstanding learning environment – one which ensures the potential of all pupils is fully nurtured. It also provides a broad curriculum designed for pupils of all abilities.

### Ethos Statement

*All our learners are of equal value and deserve to achieve their full potential. This will be recognised in both the planning and the execution of all aspects of Academy life.*

### Curriculum, Organisation and Routine

The Academy is structured in such a way as to give maximum breadth of curriculum, whilst ensuring that a strong personal and welcoming element is maintained. Excellent, accessible facilities ensure that all students are able to overcome barriers to learning, providing a solid foundation for life-long success.

The Academy has adopted the concept of a continuous working day, where breaks and lunch periods are informal, yet involve the whole Academy community.

The main Academy has established six 'Houses', each with its own identity, within the single facility. Each House is responsible for the educational and pastoral development of around 350 students, led by a Head of House, who is the main point of contact for parents. These smaller-scale groupings, including horizontal tutor groups, guarantee personal guidance and support for all students.

### Admissions

The main Academy is an all-ability and inclusive school. It offers 330 places for students moving into Year 7 each year. Pupils in our Junior Academy will have automatic entry from Year 6 to Year 7 within the Academy. Our Junior Academy takes Year 3 pupils directly from our feeder school, Queens Drive Infants.

## Leadership



Leadership is a key function of the Principal, Geoff Walls, who is responsible for the overall running of the Academy. Geoff is responsible for over 350 directly employed staff, for assets worth £38 million, and for creating an outstanding learning environment for 2200 pupils. Geoff is supported by the Vice Principal, Emma Taplin, and Director of Resources, Simon Smith each of which responsible for their whole-Academy area.

Reporting to the Vice Principal are 3 Deputy Vice Principal's, who each lead a subject-themed department. The Director of Resources has responsibility for the Associate Leadership Team. The Academy has 6 Houses lead by our senior pastoral team.

## Child Protection and Safeguarding Children

Thomas Deacon Academy is committed to safeguarding and promoting the welfare of young people and expects all applicants, staff and volunteers to share this commitment. Staff leading recruitment activities are all qualified in Safer Recruitment practices. Shortlisted candidates must be willing to discuss their full employment history and their suitability for working with children at interview. All appointed staff will be required to undertake and complete a full induction and child protection training.

## Staff Professional Development

Thomas Deacon Academy is committed to continuous professional development for all its employees and promotes a learning environment for both employees and students. An internal CPD programme is also provided with allocated time each week for staff development. Such opportunities include leadership development programmes for teaching and associate staff, as well as ICT, data, subject and skills training.

## OFSTED July 2015

**GOOD**

"Students make good progress in GCSE English, mathematics, science, art, design and technology and modern foreign languages."

"Teachers have good relationships with students, and high expectations for both their social and academic achievements."

"Rigorously applied safeguarding procedures keep students safe. Students themselves say they feel safe and most parents agree that the academy looks after their children effectively."

## Equal Opportunities

Thomas Deacon Academy is committed to equal opportunities and fair treatment of its staff and all applicants, on the principle that no one is discriminated against on the basis of his or her actual or perceived race, ethnic or national origin, caste, nationality, religion or belief, gender, gender reassignment, sexual orientation, disability, marital status or civil partnership, pregnancy or maternity, age, or criminal convictions. All employees and students will be treated and valued equally.

Thomas Deacon Academy complies fully with the Disclosure and Barring Service Code of Practice and undertakes not to discriminate unfairly against any subject of a Disclosure on the basis of conviction or other information revealed. A Recruitment Policy for People with Criminal Convictions is available at [www.thomasdeaconacademy.com](http://www.thomasdeaconacademy.com) or on request from the HR Team.