

Working at West Bromwich Collegiate Academy

Introduction

Welcome to West Bromwich Collegiate Academy, a brand new secondary Academy for the community. We are a small but growing Academy opening in September 2019 with 175 Year 7 students.

In this pack we will talk more about the Academy, our hopes and aspirations, our beliefs and its key features. We also look at the kind of people we are looking for in order to create a fantastic Academy in the coming year.

A Message from the Principal

Creating a new Academy is a privilege. We are writing our own history and the first year of the Academy will set the tone for how it will be for years to come.

Yet despite the bricks and mortar, policies and curriculum, technology and resources, the Academy will be built on the strength of the first students and first staff who walk through the doors on our first day. As we move towards bringing those first staff on board, I reflect on two things.

This first year promises to be hard work. It will be a new building with a new staff and new students, coming together for the first time and then doubling in size at the end of the year. We will need to hit the ground running to make sure the students have an engaging, energy filled start to the year.

This first year promises to be incredibly rewarding. From catering staff to teachers, office staff to those working in support, if we form a strong team and work together we will be able to look back at the end of the first year to a litany of amazing achievements and shared joys and will have created history for the Academy to look back at in pride for years to come.

Most of all we want staff who are flexible, talented and passionate believers in getting the best for every student.

It is my hope that reading this, you are the kind of person who wants to be involved in this journey, who is as excited as I am by the prospect and most of all is the kind of dedicated individual who wants to make the Academy a truly special experience for every student.

George Faux

Principal

West Bromwich Collegiate Academy



Part of a Growing Family in an Outstanding Trust

West Bromwich Collegiate Academy is part of the Shireland Collegiate Academy Trust, a growing Multi Academy Trust based in the West Midlands at the Outstanding Shireland Collegiate Academy.

The Trust supports the Academy, helps to share its outstanding practice and has a core team working to make sure WBCA and all the Academies in the Trust are the best they can possibly be. Being part of a Trust creates a community of educators and students who are stronger than they could be on their own. Shireland Collegiate Academy Trust was set up by schools and works for schools with every pound raised and spent going to support students across the Trust.

A Message from the CEO, Sir Mark Grundy

I came to Shireland in 1997 and have had the pleasure of watching the school evolve into the Outstanding institution that is today. It has given me even greater pleasure being able to take and share this outstanding practice across the Trust.

Shireland Collegiate Academy Trust is known nationally for its innovation and collaboration particularly around our use of technology and we have for some time supported schools in our region in terms of school improvement. Our work with the DfE provides us with an excellent mechanism to benchmark our achievements and hopefully in all that we undertake we act to inspire others.

We believe that every person who passes through our doors deserves the very best that we can offer. We understand that each Academy is unique, but our emphasis and expectations will remain the same. Nothing less than Outstanding is acceptable. We want every single person that comes through the doors of one of our academies to leave having grown as an individual, in terms of their skill set and their respect for others. We hope that everyone will have participated in a “Whole Education” that prepares them both personally and professionally and that they are well-placed for a successful and happy life

Everyone who works with and for the Shireland Collegiate Academy Trust does so because they believe in children and want their futures to be happy and successful.

Sir Mark Grundy
CEO, Shireland Collegiate Academy Trust



What We Believe

At WBCA we are committed to an inclusive education for local students at every ability level, a rigorous grounding in academic fundamentals and equipping students for the future through teaching them relevant and cutting edge skills for the era in which they live.

Most importantly we believe that every student should be safe, happy, ambitious for themselves and respectful of all. We aspire to create students who are strong academically but also decent, upstanding people that the community can be proud of.

We believe that a student from West Bromwich can absolutely be the equal of any other student, nationally or internationally, if they are given the opportunity and we believe it is our task to provide students with those opportunities both through the curriculum and through the extracurricular activities we will provide.

We believe students should create work of real quality and be able to take some of the work they have done each year and want to keep it for the rest of their lives. We believe that low value tasks lead to low value outcomes.

Finally, and most importantly, we believe that students are the centre of our Academy. Through the opportunities, care, quality and relationships that we will give them we will create students who are:

- Happy students, who feel their school and peers support them and want to come to school.
- Healthy students, both mentally and physically.
- Successful students, ambitious for themselves and others.
- Students who have strong aspirations and feel that they are capable of achieving them.
- Students with a sense of decency, respectful of others both within and beyond the Academy.
- Students with a sense of pride in their Academy, who want to be involved in all aspects of Academy life.
- Self motivated, inquisitive students, capable of independent study.
- Students who have a joy of learning and a wish to learn.
- Students who believe they can improve their skills and abilities through practice and hard work.
- Students who have strong and resilient coping mechanisms to deal with change.
- Students who are willing to take risks.
- Students who know how to stay safe outside of the Academy.

If you also believe in these things then consider coming to work for our Academy and our Trust.

Who are We Looking For?

Starting a new Academy we are seeking staff with the following qualities:

- Staff who are caring, can form great relationships with students and their families and who are positive with students and look to get the best out of everyone.
- We want staff who are inspirational and engaging, willing to go the extra mile to give students fantastic experiences so that they want to come to every lesson, and looking to form great partnerships to bring the passion of their interests into the Academy.
- We want staff who are consistent, applying the Academy policies in a fair and even handed way to both staff and students.
- We want staff who set high standards in everything they do, be you teaching or non-teaching, looking to make the Academy an Outstanding place.
- We want staff who are supportive of the community and of each other, willing to share and lend a hand and to form a strong team ethos to make the Academy a great place to work.
- We want flexible multi taskers: as we will be a small but tight knit staff with only a small number of students we will all need to pitch in during the exciting years of expansion.
- We want staff who know that learning never stops and are committed to their own professional development, willing to learn and eager to develop new skills.
- Finally, we want dedicated and enthusiastic staff who are committed to all aspects of Academy life because they are committed to the ideals of the Academy and want to make it a special place for staff, students and parents.

Benefits of Working For Us

In response to the above we offer:

- Great opportunities for advancement: as a growing Academy we will have new opportunities year on year.
- A professional development programme to help staff move forward in their careers.
- A discreet care and advice and guidance line as we know that sometimes staff need support in their personal lives.
- A commitment to be as understanding and flexible as possible when challenges appear.
- The opportunity to work as part of a wider network of staff across a vibrant and growing Trust.
- The opportunity to be in at the ground floor to create the history of a new Academy and to listen to the ideas you have to make it something special.

Three Key Features of Our Academy

Literacy for Life

At West Bromwich Collegiate Academy, we will be running the highly successful Literacy for Life programme developed at our sister school over the past 10 years. Literacy for Life has been judged Outstanding twice by Ofsted and students following the scheme have consistently shown more progress than at any other school in Sandwell.

At its heart, Literacy for Life has 17 hours with the same teacher in Year 7 and 13 hours with the same teacher in Year 8.

Why Do We Do This?

It has been nationally recognised that most students who come into secondary education experience a drop in their progress. This is because in most schools the strongest staff are put with Year 11 and Year 7 is no ones priority. Starting a new school can be difficult for some students and if they are seeing 14 or 15 teachers it can be hard to settle.

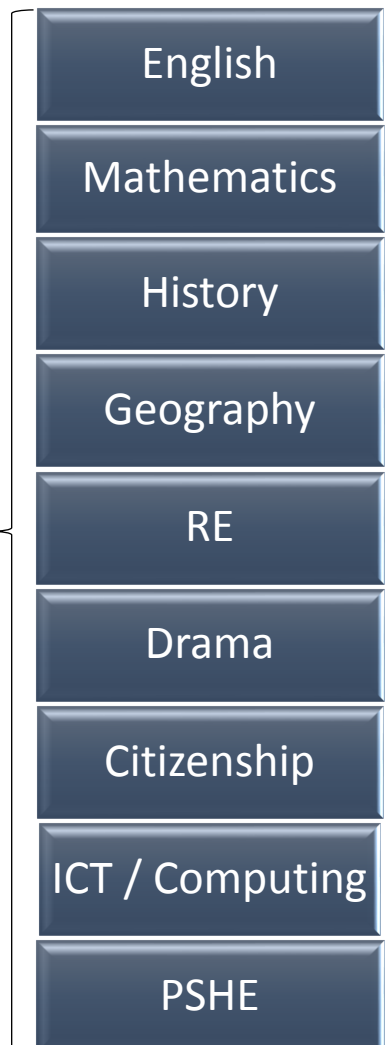
This is not the case at WBCA where we will have a dedicated team of Literacy for Life teachers. Each teacher will be focused on the 25 students in their class, not just from an academic perspective but also getting to know the students and their families really well and forming a partnership which will really help students to progress.

Themes

Our Literacy for life programme consists of the subjects listed to the side taught through themes. A theme runs around three weeks and has elements of all the subjects taught through it. Not every theme has the same amount of every subject as some may be more history or science focused but we cover the National Curriculum over the year.

We break out for some discrete Mathematics where a theme would not be an appropriate setting for this.

Literacy for Life is taught in mixed ability classes with different levels of support within the classroom for students who need to be stretched or who need more help. We look to produce work of real quality with opportunities for parents to see the work produced.



We assess students through a series of competencies, looking at both their academic progress and their development as people, equally important tracks to ensuring a well-rounded education.

Technology

WBCA is part of a Trust with a strong legacy of innovation and use of technology. Our sister Academy is a Microsoft Showcase School and we will share large parts of this practice. The curriculum is technology rich with each student and member of staff having their own device and ICT is taught through all the themes. For example:

- Students can access, store and collaborate through the Office 365 student portal and class sites.
- ICT is taught organically throughout all of the Literacy for Life themes.
- Online homework is provided to students on a regular basis. Students are set flipped homework, with responses through their class sites.
- Staff have access to Microsoft Teams to collaborate with each other and across the Trust.
- Students have a strong Design Technology focus at Key Stage 4.

We have a balance of written work and work on the devices as we are aware that students still need to be able to write fluently and accurately, but technology is part of our DNA.

An Empowered Student Body and Community

We want our student body to feel part of establishing the Academy and so we will be giving students opportunities to come up with ideas to become invested in the Academy and develop a sense of pride. Some examples might be:

- Social Media – Giving each form group an opportunity to run the Academy's social media during the term.
- Give each form group small amounts of money to develop projects to improve the Academy.
- Give students their own display area within school, regulated at appropriate intervals.
- Opportunities to establish systems such as a house system as the Academy grows.

In addition, we will be looking for a series of national and international competitions for students to participate in with the aim that all students feel that they are capable of achieving. This will include a series of WBCA student of the year awards ranging from philanthropy to music so that students have opportunities to share the full range of their talents.

Finally we look to involve parents as a third full partner in the work of the Academy with opportunities for students to showcase their work, for parents to participate in a friends of society and a suite of social and student based events. transition

Conclusion

This is the Academy we are looking to create. We know this will not be possible without a dedicated and committed staff and we hope you will join us in helping to make our vision a reality.