

Academy Compendium



Believe, Succeed, Together

September 2018

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1.0 Ethos

The Academy's ethos '**Believe, Succeed, Together**' is an uncompromising belief that all pupils can and will succeed in a learning community which supports and values everyone and their achievements.

2.0 Aims

- To provide a safe and secure environment in which all pupils are able to thrive and any issues or concerns they have are dealt with promptly and effectively.
- To provide an environment in which pupils feel proud of the Academy, shown by their excellent behaviour, attitude to learning, attendance and punctuality.
- To provide a learning environment in which the majority of teaching is outstanding and never less than consistently good.
- To provide a broad and balanced curriculum, including the opportunity for all pupils to achieve the 'English Baccalaureate' (EBacc).
- To provide opportunities for all pupils to achieve the 'Basics' i.e. a 'strong' pass in GCSE English and mathematics.
- To provide opportunities for all pupils to achieve an attainment and progress score (in English and mathematics, three other EBacc subjects, plus three others) that exceeds expectations.
- To provide opportunities for all pupils to develop high levels of literacy and numeracy appropriate to their age.
- To provide opportunities and experiences for all pupils so that they are very well equipped for the next stage in their education, training, employment or self-employment.
- To provide an environment in which all pupils are able to broaden their education through a range of spiritual, moral, social and cultural opportunities.
- To provide an environment in which every opportunity is taken to celebrate and share success.

3.0 Academy Characteristics

The Eastwood Academy is an academy converter, established in August 2011. Its predecessor school held specialisms in Performing Arts, Sports and Mathematics and Computing.

In terms of substantive partnerships, the Academy is the Lead School in a multi-academy trust, Eastwood Park Academy Trust (EPAT), established in February 2017. It is also the hub school for the Southend West School Sports Partnership (SWSP) which provides services for 54 schools in the borough of Southend, and is a strategic partner in the South Essex Teaching School Alliance (SETSA).

The Academy is an average size secondary school with slightly more boys than girls. It is heavily oversubscribed, regularly receiving over 500 first and second preferences for 220 places.

On entry, pupils' KS2 average fine points score is broadly in line with the national average.

Most pupils on roll are of White British heritage, with the % of pupils from minority ethnic groups below the national average. The proportion who speak English as an additional language is also below the national average.

The proportion of pupils known to be eligible for the Pupil Premium is broadly in line with the national average.

The proportion of pupils with SEN support and an EHCP is broadly in line with the national average.

Locally, the Academy is the highest performing non-selective school and regularly outperforms the selective schools - [Progress 8 Score](#). Nationally, the Academy has been in the top 6% of schools over the last 3 years - [DfE Performance Tables](#).

The Academy was subject to a section 8 Ofsted inspection in March 2018. There were four possible outcomes from this particular type of inspection and the Academy achieved the highest possible outcome i.e. *'The school remains good and there is sufficient evidence of improved performance to suggest that the school may be judged outstanding if it received a section 5 inspection now'* - [2018 Ofsted Report](#).

4.0 Academy Day

Period	Time
Form Time	8.40-9.00
P1	9.00-10.05
P2	10.05-11.10
Break	11.10-11.30
P3	11.30-12.35
P4	12.35-13.40
Lunch	13.40-14.30
P5	14.30-15.35

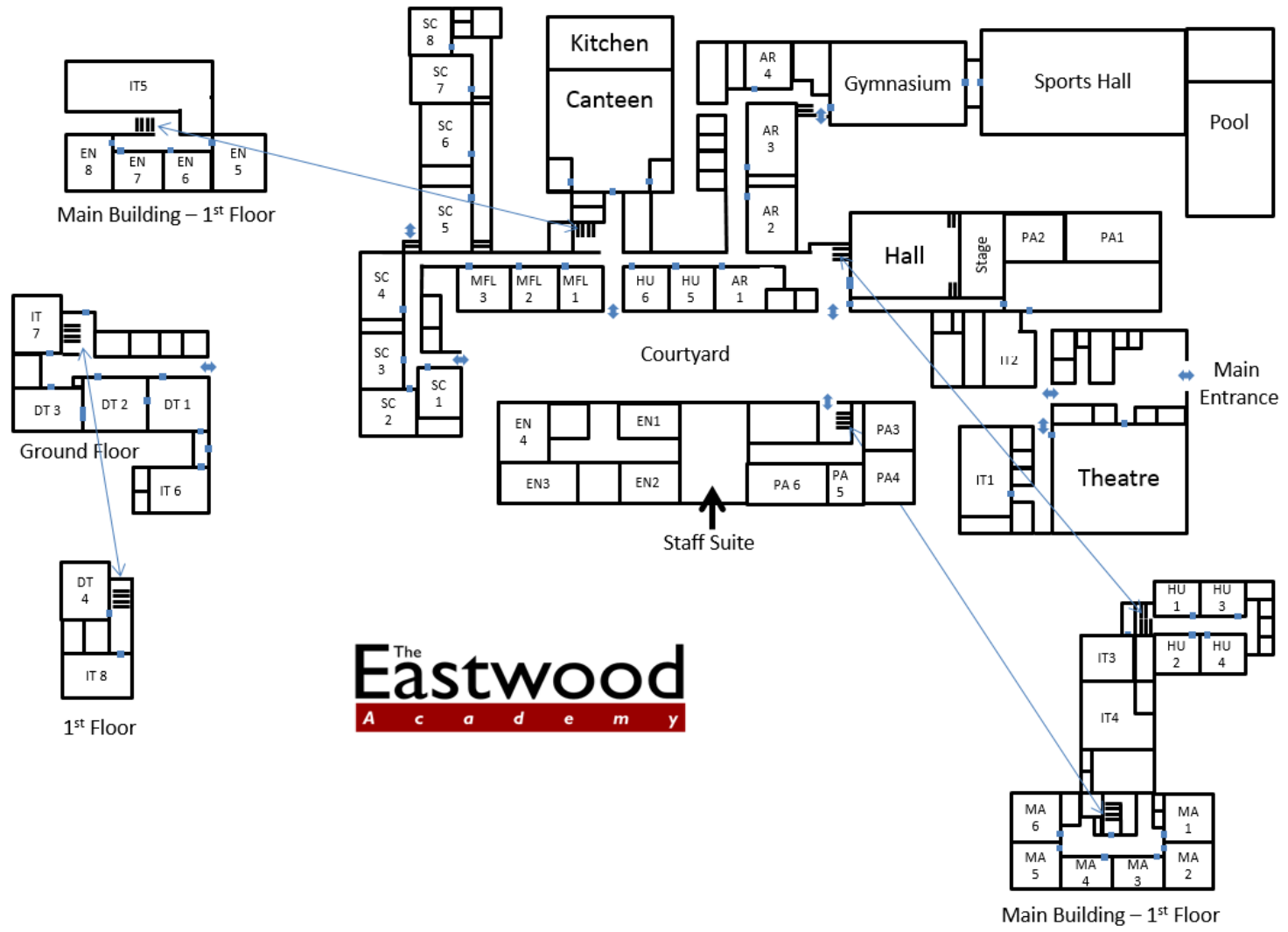
The Academy operates a one week timetable covering 25 periods a week.

To maximise the amount and quality of learning time, each teaching period is 65 minutes in length and only one period is allocated after lunch.

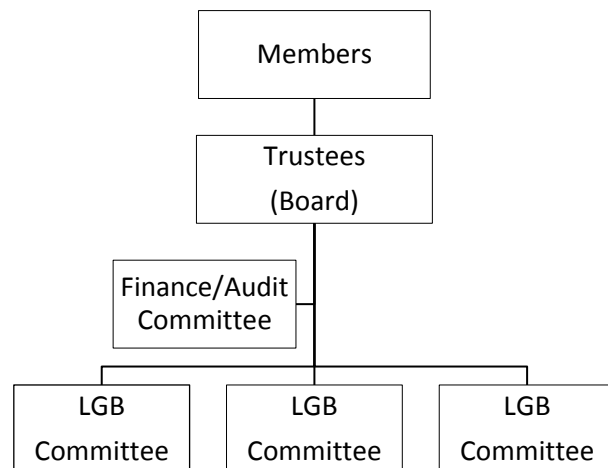
Form time is 20 minutes per day from 8.40 – 9.00 a.m. Registration occurs during this time and pupils are expected to undertake literacy-based activities.

For each year group, one form period a week is allocated to an assembly – refer to the [Assemblies Programme 2018-2019](#)

5.0 Academy Map

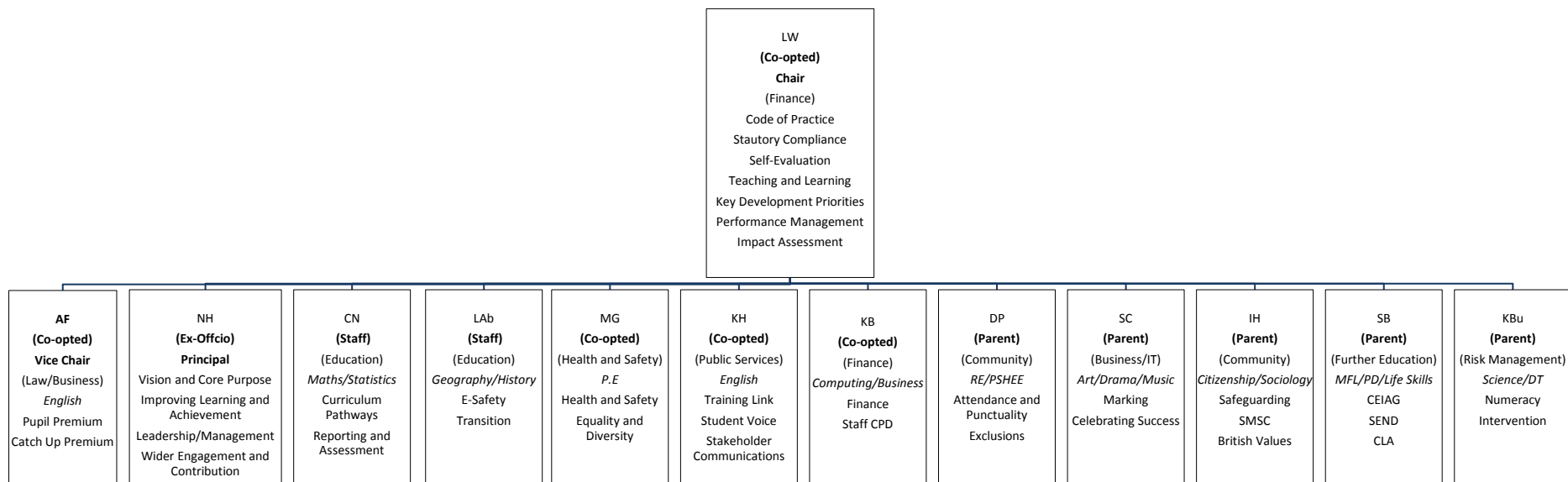


6.0 Governance Structure – Eastwood Park Academy Trust (EPAT)



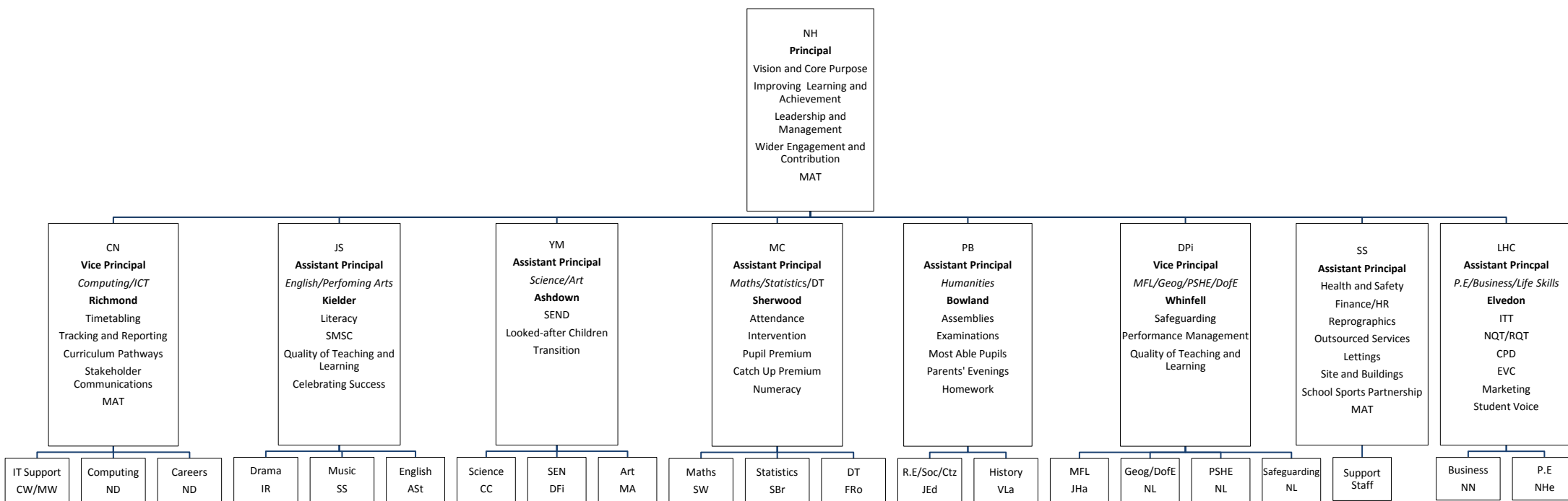
Level of Governance	Number	Personnel	Meeting Frequency
Members	4	Lee Whittick, Stella Mirza, Dan Hagan and David Allen	Annually
Trustees (Board)	6	Lee Whittick, Karen Heath, Adeela Fethi, Neil Houchen (CEO), and Anetta Chrabaszc	Termly
Finance and Audit Committee	6	Lee Whittick, Karen Heath, Adeela Fethi, Neil Houchen (CEO), and Anetta Chrabaszc	Termly
LGB Committee	11	Principal (ex officio), 2 staff, 3 parents, 3-5 community-based.	Termly

7.0 Local Governing Body Structure



Level of Governance	Number	Personnel	Meeting Frequency
Local Governing Body	13	Lee Whittick, Adeela Fethi, Neil Houchen, Chris Niner, Lucas Abbott, Marina Gunn, Karen Heath, Karen Bayley, Darren Pyke, Stephen Cummins, Ian Harke, Sharon Brooks and Kevin Buck	Termly

8.0 Leadership Structure



Level of Leadership	Number	Personnel	Meeting Frequency
Senior	9	Neil Houchen, David Piercy, Chris Niner, Mark Cartlidge, Pat Barrett, Scott Sterling, Yanik Moyet, Jodie Schmid and Louise Hodgson-Clark	Daily
Middle	16	Nick Dunn, Isabella Rossi, Sarah Stanley, Alison Steed, Craig Clark, Diana Furnival, Simon Watkins, Stuart Brown, Frances Rodha, Jo Edwards, Victoria Lang, Julie Haslett, Nicola Lillywhite, Nicola Niner and Nicola Hewitt	Weekly



Front row from left to right: Vice Principal, Mr. D. Piercy, Principal, Mr. N. Houchen, Vice Principal, Mr. C. Niner
Back row from left to right: Assistant Principal, Mr. P. Barrett, Assistant Principal, Mr. M. Cartlidge, Assistant Principal, Mr. S Sterling, Assistant Principal, Mrs. J. Schmid,
Assistant Principal, Mrs. Hodgson-Clark, Assistant Principal, Mr. Y. Moyet

9.0 Pastoral Structure

Pupils are organised vertically into 7 houses with a Tutor, Head of House (HoH) and SLT Link.

	Ashdown	Bowland	Elvedon	Kielder	Richmond	Sherwood	Whinfell
HOH	M Pearl	H Simm	J De'Ath	D Bracknell	S Wheeler	S Smith	E Chadbourne
SLT	Y Moyet	P Barrett	L Hodgson-Clark	J Schmid	C Niner	M Cartlidge	D Piercy
7	D Braybrook <i>M Odegbami</i>	L Guichard	H Walden	L Abbot	S Howard <i>C Sinclair</i>	S Harrison	N Lillywhite <i>A Jennings</i>
8	S Stanley and L Goodlad	N Dunn	M Samir <i>L Parkes</i>	N Amaewhule	V Otempong	B Salmon <i>P Reeve</i>	E Potts
9	A Bacon	L Keyes	I Rossi	F Rodha	N Hewitt	M Pacey	A Ashley-Chelton
10	A Steed <i>B Cooper</i>	M Arnold <i>J Prentice</i>	L Childs	S Brown <i>S Zarrouki</i>	S Alcorn	J Edwards	C Iredale
11	V Lang	J Carter and J Chambers	M Reynolds	J Haslett	N Lawrence	C Clark	S Watkins

Year 7 Catch-up Premium Intervention: D Kelsey and J Pearce

11P (Student Leadership Team): N Niner

ITT Trainees

10.0 Staff List

Title	Forename	Surname	Initial	Position	Subject
Senior Leadership Team					
Mr.	Neil	Houchen	NH	Principal	Science
Mr.	Chris	Niner	CN	Vice Principal	Computing
Mr.	David	Piercy	DPI	Vice Principal	Mathematics
Mr.	Scott	Sterling	SS	Assistant Principal	P.E (SSP)
Mr.	Mark	Cartlidge	MC	Assistant Principal	Mathematics
Mr.	Pat	Barrett	PB	Assistant Principal	History and Citizenship
Mr.	Yanik	Moyet	YM	Assistant Principal	Science
Mrs.	Jodie	Schmid	JS	Assistant Principal	English and Drama
Mrs.	Louise	Hodgson-Clark	LHC	Assistant Principal	P.E and Business
Middle Leaders (Head of House)					
Mr.	Mark	Pearl	MP	Head of Ashdown	English
Ms	Holly	Simm	HS	Head of Bowland	Science
Mrs.	Sophie	Smith	SSm	Head of Sherwood (Deputy DSL)	P.E and Science
Mr.	Jacob	De'Ath	JD	Head of Elvedon (NQT)	P.E and Business
Mr.	Scott	Wheeler	SWh	Head of Richmond (First Aider) and 2 nd in PE	P.E
Mr.	Daniel	Bracknell	DBr	Head of Kielder (First Aider)	P.E
Mrs.	Ella	Chadbourne	ECh	Head of Whinfell (First Aider)	Mathematics
Middle Leaders (Head of Department)					
Mrs.	Michelle	Arnold	MA	Head of Art	Art
Mrs.	Nicola	Niner	NN	Head of Business and Life Skills	Business and Life Skills
Mrs.	Joanne	Edwards	JE	Head of Citizenship/R.E/Sociology	Citizenship/R.E/Sociology
Mr.	Nick	Dunn	ND	Head of Computing and Careers	Computing and ICT
Ms	Isabella	Rossi	IR	Head of Drama	Drama
Mrs.	Alison	Steed	AS	Head of English	English
Mrs.	Frances	Rodha	FRo	Head of Food Technology	DT
Mrs.	Nicola	Lillywhite	NL	Head of Geography/PSHE/DofE (First Aider)	Citizenship/PSHE/Geography
Mr.	Martin	Reynolds	MRe	Head of Graphic Products	DT

Ms	Victoria	Lang	VL	Head of History	History and Citizenship
Mr.	Simon	Watkins	SW	Head of Mathematics	Mathematics
Mrs.	Julie	Haslett	JHa	Head of MFL	MFL
Mrs.	Sarah	Stanley	SS	Head of Music	Music
Mrs.	Nicola	Hewitt	NHe	Head of P.E	P.E
Mr.	Craig	Clark	CC	Head of Science (First Aider)	Science
Mrs.	Diana	Furnival	DFi	SENCO	Learning Support
Mr.	Stuart	Brown	SBr	Head of Statistics and PGCE/NQT Coordinator	Mathematics and Statistics
Teaching Staff					
Mr.	Billy	Salmon	BSa	Art Department	Art and DT
Mr.	Lucas	Abbott	LAB	Computing Department	Computing and ICT
Mrs.	Deborah	Kelsey	DK	English Department	English
Mrs.	Lisa	Childs	LC	English Department	English
Mr.	Shane	Howard	SH	English Department	English
Ms	Annie	Bacon	AB	English Department (NQT)	English
Mr	Darren	Braybrook	DB	English Department (NQT)	English
Ms	Emily	Potts	EP	Geography Department	Geography
Mr.	Liam	Keyes	LK	Humanities Department and MAP Coordinator	History, Citizenship and R.E
Mr.	Steven	Alcorn	SAI	Mathematics AST and SCITT Coordinator	Mathematics
Mr.	Mohammed	Samir	MSa	Mathematics Department (NQT)	Mathematics
Mr.	Victor	Otempong	VO	Mathematics Department (NQT)	Mathematics
Ms	Hannah	Walden	HW	Mathematics Department	Mathematics
Mrs.	Judith	Chambers	JCh	MFL Department	MFL
Mrs.	Julie	Carter	JC	MFL Department	MFL
Mrs.	Zoe	Evans	ZE	MFL Department	MFL
Mrs.	Angelina	Ashley-Chelton	AAC	MFL Department	MFL
Mr.	Sam	Harrison	SS	Music Department (NQT)	Music
Ms	Jane	Pearce	JP	P.E and Food Technology Department	P.E and Food Technology
Mrs.	Elizabeth	Goodlad	EG	R.E and Citizenship Department	R.E and Citizenship
Ms	Lauren	Guichard	LG	Science Department and KS4 Coordinator (NQT)	Science
Mr.	Carl	Iredale	CI	Science Department	Science
Ms	Ngozi	Amaewhule	NA	Science Department	Science

Mrs.	Natalie	Lawrence	NLa	Science Department and KS3 Coordinator	Science
ITT Trainees					
Dr	Philippa	Reeve	PR	Citizenship, English and Sociology Department	Citizenship and Sociology
Mr.	Kevin	Danson	KD	English Department	English
Mr.	Joshua	Prentice	JPr	English and P.E Department	English and P.E
Ms	Bethany	Cooper	BC	Geography and P.E Department	Geography and P.E
Ms	Amanda	Jennings	AJ	Mathematics Department	Mathematics
Ms	Meg	Odegbami	MO	Mathematics Department	Mathematics
Ms	Sarah	Zerrouki	SZ	MFL Department	MFL
Ms	Cori-Leigh	Sinclair	CS	P.E Department	P.E
Ms	Lauren	Parkes	LP	Science Department	Science
Tutors					
Mrs.	Jo	Rasor	JRa	English Department	English
Mrs.	Lyanne	Austin	LAu	Mathematics Department	Mathematics
Mrs.	Rachel	Higgs	RHi	Mathematics Department	Mathematics
Support Staff					
Mrs.	Laura	Joseph	LJ	Cover Supervisor /Learning Support	All subject areas
Ms	Michelle	Pacey	MPa	Cover Supervisor/Learning Support	All subject areas
Ms	Kym	Jones	KJ	Cover Supervisor/Learning Support	All subject areas
Ms	Olivia	Stead	OS	Cover Supervisor/Learning Support (First Aider)	All subject areas
Mr.	Spencer	Wilson	VSW	Attendance Support/Cover Supervisor	All subject areas
Ms	Carol	Bishop	CB	Learning Support	All subject areas
Ms	Moya	Cottridge	MCo	Learning Support	All subject areas
Mrs.	Jodie	Simms	JSi	Learning Support	All subject areas
Ms	Gerry	Cassidy	GC	Learning Support (First Aider)	All subject areas
Mrs.	Karen	Gilbert	KGi	Learning Support	All subject areas
Ms	Amanda	Leonard	AL	Learning Support	All subject areas
Mrs.	Yvonne	Willis	YW	Trust Finance Officer	Finance
Mrs.	Angie	Rose	AR	Finance Officer	Finance
Mrs.	Madeline	Tomkins	MT	Deputy Finance Officer	Finance
Mrs.	Susan	Lynn	SLy	Principal's P.A	Administration
Ms	Ruth	Hayward	RH	Examinations Officer	Examinations

Mrs.	Susan	Allen	SA	Senior Administrator	Administration
Mrs.	Paula	Matthews	PM	Senior Administrator	Administration
Mr.	Joseph	Gurney	JG	Reprographics Technician	Reprographics
Ms	Michelle	Chance	MCh	Senior Science Technician (Lead First Aider)	Science
Mrs.	Gill	Jones	GJ	Science Technician	Science
Mrs.	Lorraine	Randall	LRa	DT Technician	DT
Mr.	Carl	Wilks	CW	Network Systems Manager	ICT Support
Mr.	Mitchell	Wilkin	MW	Assistant Network Systems Manager	ICT Support
Mrs.	Katie	Toms	KT	Trust Company Secretary	Administration

11.0 Academy Policies

Q1. Where can I access Academy policies?

The Academy's policies can be accessed from two websites:

The Eastwood Academy - <http://www.eastwoodacademy.co.uk/index.php/the-academy/academy-policies>

Eastwood Park Academy Trust (EPAT) - <http://www.epat.education/index.php/policies-and-statements>

Q2. Are all policies current?

Yes. All policies are reviewed annually in June and published in July.

Q3. Which policies do I need to read/consult in respect to teaching and learning?

- [Behaviour and Discipline Policy](#)
- [Curriculum Policy](#)
- [Celebrating Success Policy](#)
- [Equality Policy](#)
- [Homework Policy](#)
- [Literacy Policy](#)
- [Looked-after Children Policy](#)
- [Marking and Assessment Policy](#)
- [Most Able Pupils Policy](#)
- [Numeracy Policy](#)
- [SEND Policy](#)
- [SRE Policy](#)
- [Teaching and Learning Policy](#)

Q4. Which policies do I need to read/consult in respect to behaviour management?

- [Attendance Policy](#)
- [Behaviour and Discipline Policy](#)
- [Celebrating Success Policy](#)
- [E-Safety Policy](#)
- [Health and Safety Policy](#)
- [Mental Health Policy](#)
- [Supporting Pupils with Medical Conditions Policy](#)

Q5. Which policies do I need to read/consult in respect to safeguarding?

- [Attendance Policy](#)
- [Behaviour and Discipline Policy](#)
- [E-Safety Policy](#)
- [Health and Safety Policy](#)
- [Keeping Children Safe in Education - September 2018 \(Part 1\)](#)
- [Mental Health Policy](#)
- [Safeguarding Policy](#)
- [Security Policy](#)
- [Severe Weather Policy](#)
- [Supporting Pupils with Medical Conditions Policy](#)
- [What to do if you are Worried a Child is being Abused](#)
- [Whistleblowing Policy](#)

Q6. Which policies do I need to read/consult in respect to pay and performance?

- [Pay Policy](#)
- [Performance Management Policy](#)
- [Capability Policy](#)
- [Probation Policy](#)

Q7. Which policies do I need to read/consult in respect to absence?

- [Leave of Absence Policy](#)
- [Sickness Absence Policy](#)

Q8. Which policies do I need to read/consult in respect to my conduct and the conduct of my fellow employees?

- [Code of Conduct \(Staff\) Policy](#)
- [Complaints Policy](#)
- [Disciplinary \(Misconduct\) Policy](#)
- [Grievance Policy](#)
- [Whistleblowing Policy](#)

Q9. Which policies do I need to read/consult in respect to data protection?

- [Data Protection Policy](#)
- [Records Retention Policy](#)
- [FOI Policy](#)

Q10. If I am unclear on any policy detail, who do I ask?

In the first instance, refer any queries to your immediate line manager. If you remain unclear and/or dissatisfied with the response, you should seek clarity or further information from the Senior Leader attached to your area/department.