

# Academy Compendium



*Believe, Succeed, Together*

September 2020

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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.
- To provide an environment where pupils develop a strength of character, and resilience, that will help them to overcome the challenges they are likely to encounter in adult life.
- To provide an appropriate range of opportunities and experiences to allow pupils to succeed in the next stage in their education, training or employment.
- To provide an environment in which all pupils are able to develop as individuals and to broaden their horizons through a range of spiritual, moral, social and cultural opportunities.
- To provide a learning environment in which the majority of teaching is outstanding and never less than consistently good.
- To provide opportunities for all pupils to develop a high level of literacy and numeracy required for success in adult life.
- 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 an attainment and progress score that exceeds expectations.
- To provide an environment in which every opportunity is taken to celebrate and share success.
- To provide an environment in which pupils feel proud of the Academy, shown by their excellent behaviour, attitude to learning, attendance and punctuality.

### 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. Nationally, the Academy has been in the top quintile of schools over the last 3 years - [DfE Performance Tables](#).

The Academy was subject to a section 5 inspection in December 2018 and achieved '**outstanding**' in all categories - [Ofsted Report 2018-2019](#)

#### 4.0 Academy Day

Period	Time
Morning Registration	8.35 - 8.50
Period 1	8.50 - 9.55
Period 2	9.55 - 11.00
Break	11.00 - 11.20
Period 3	11.20 - 12.25
Period 4	12.25 - 13.30
Lunch	13.30 - 14.10
Period 5	14.10 - 15.15

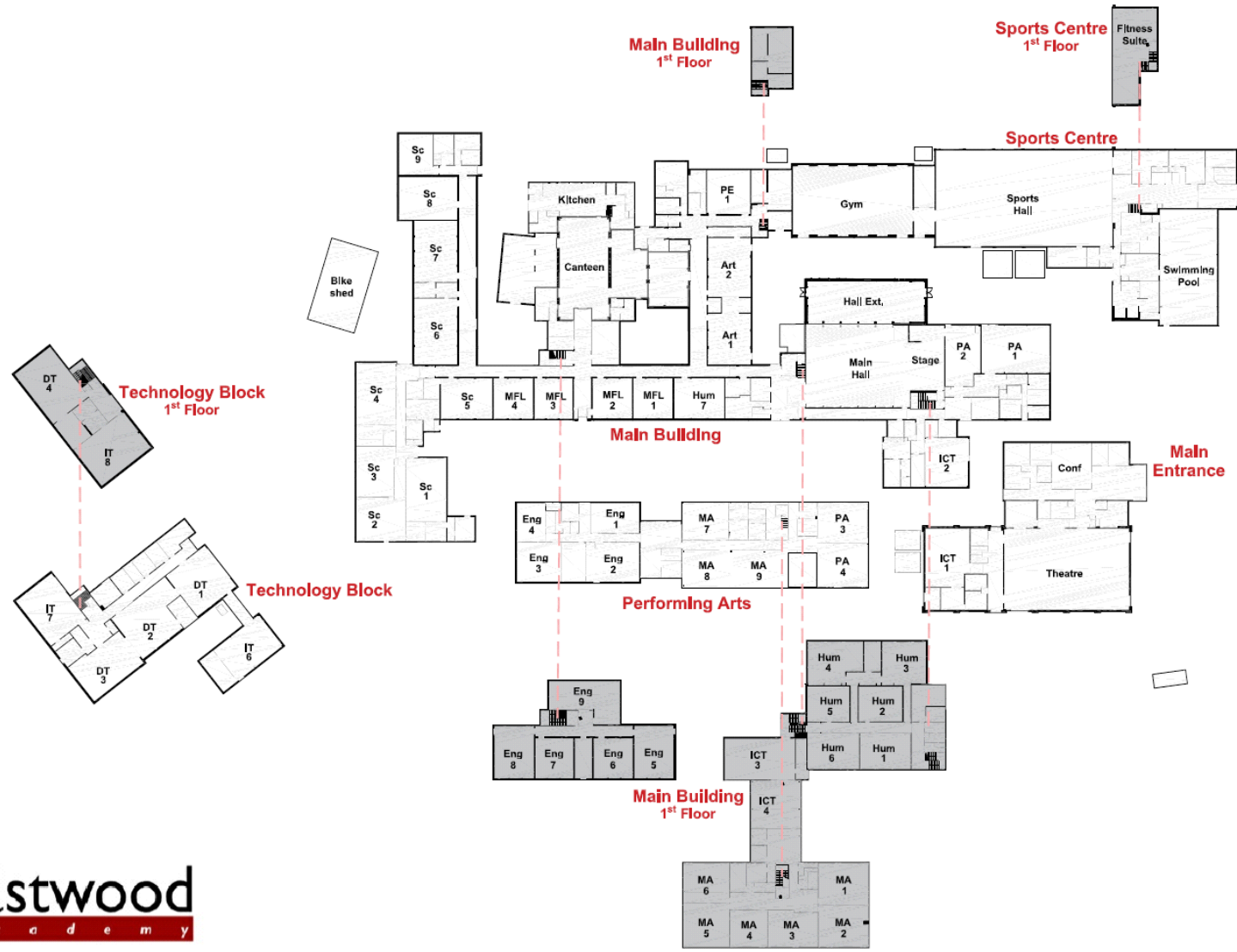
The Academy operates a one week timetable covering 25 periods a week.

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.

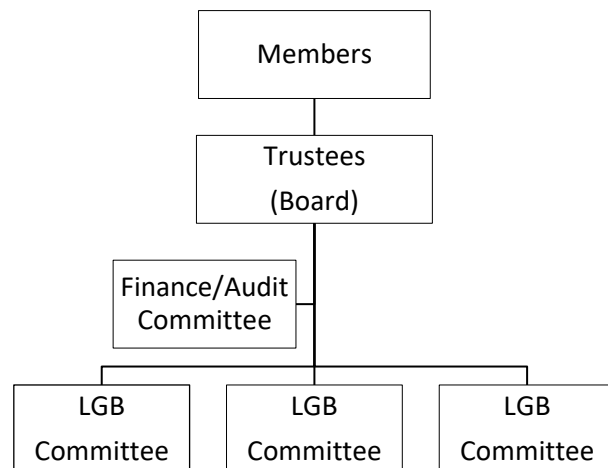
Form time is 15 minutes per day from 8.35 – 8.50 a.m. Registration occurs during this time and pupils are expected to undertake literacy-based activities.

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

# 5.0 Academy Map



## 6.0 Governance Structure – Eastwood Park Academy Trust (EPAT)



Level of Governance	Number	Personnel	Meeting Frequency
Members	4	Tracy Summerhill, Dan Hagan, Jessica Meredith and David Allen	Annually
Trustees (Board)	5	Adeela Fethi (Chair), Karen Heath (Vice Chair), Neil Houchen (CEO), Ian Harkes, and Mark Wilson	Termly
Finance and Audit Committee	5	Mark Wilson (Chair), Adeela Fethi, Neil Houchen (CEO), Ian Harkes and Karen Heath	Termly
LGB Committee	9-11	Principal (ex officio), 2 staff, 3 parents, 3-5 community based.	Termly

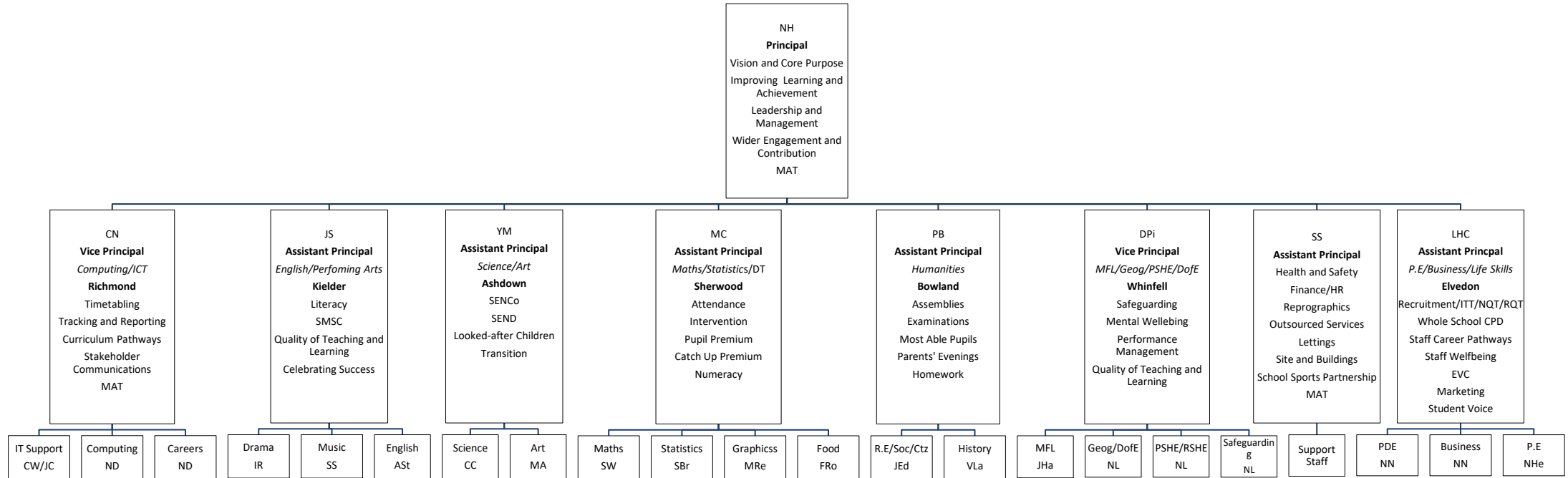
## 7.0 Local Governing Body Structure



Level of Governance	Number	Personnel	Meeting Frequency
Local Governing Body	9	Ian Harkes (Chair), Stephen Cummins (Vice Chair), Adeela Fethi, Neil Houchen, Frances Rodha, Lucas Abbott, Karen Heath, 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	Michelle Arnold, Nick Dunn, Isabella Rossi, Sarah Stanley, Alison Steed, Craig Clark, Diana Furnival, Simon Watkins, Stuart Brown, Frances Rodha, Martin Reynolds, 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

	Ashdown	Bowland	Elvedon	Kielder	Richmond	Sherwood	Whinfell
<b>HOH</b>	M Pearl	H Simm	J De'Ath	D Bracknell	S Wheeler	C Dare	D Braybrook
<b>SLT</b>	Y Moyet	P Barrett	L Hodgson-Clark	J Schmid	C Niner	M Cartlidge	D Piercy
<b>7</b>	L James SC9	C Adams EN8	L Childs En2	S Brown Ma3	K Danson En9	J Edwards Hu5	B Cooper Ma8
<b>8</b>	J. Lewis Ma1	S Zarrouki Mfl2	M Reynolds Dt2	M. Georgieva Mfl3	N Lawrence Sc6	R Casey Ma9	J Haslett Mfl4
<b>9</b>	Z William and J Chambers Mfl1	L Guichard Sc7	A Steed En1	L Abbot IT7	S Howard En5	S Harrison Pa2	N Lillywhite Hu6
<b>10</b>	S Stanley and L Goodlad Hu7	N Dunn IT6	M Samir Ma6	N Amaewhule Sc4	V Otempong Ma5	B Salmon Art2	E Potts Hu1
<b>11</b>	A Bacon En6	L Keyes Hu2	I Rossi Ma7	F Rodha Dt4	N Hewitt Pe1	C Clark Sc5 (E Heath)	V Lang Hu4

Year 7 Catch-up Premium Intervention: D Kelsey and J Pearce  
11P (Student Leadership Team): N Niner

## 10.0 Staff List

Title	Forename	Surname	Initial	Position	Subject
<b>Senior Leadership Team</b>					
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 and SENCo	Science
Mrs.	Jodie	Schmid	JS	Assistant Principal	English and Drama
Mrs.	Louise	Hodgson-Clark	LHC	Assistant Principal	P.E and Business
<b>Middle Leaders (Head of House)</b>					
Mr.	Mark	Pearl	MP	Head of Ashdown	English
Ms	Holly	Sibley	HS	Head of Bowland	Science
Mrs.	Sophie	Daltrey	SDa	Head of Sherwood (Deputy DSL)	P.E and Science
Mr.	Jacob	De'Ath	JD	Head of Elvedon	P.E and Business
Mr.	Scott	Wheeler	SWh	Head of Richmond (First Aider) and 2 <sup>nd</sup> in PE	P.E
Mr.	Daniel	Bracknell	DBr	Head of Kielder (First Aider)	P.E
Mr	Darren	Braybrook	DB	Head of Whinfell (First Aider)	English
<b>Middle Leaders (Head of Department)</b>					
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 Preparation and Nutrition	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
Mr.	Stuart	Brown	SBr	Head of Statistics and PGCE/NQT Coordinator	Mathematics and Statistics
<b>Teaching Staff</b>					
Mr.	Billy	Salmon	BSa	Art Department and SCITT Coordinator	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	English
Mr.	Kevin	Danson	KD	English Department (RQT)	English
Ms	Catherine	Adams	CA	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.	Mohammed	Samir	MSa	KS3/KS4 Mathematics Coordinator	Mathematics
Mr.	Victor	Otempong	VO	Mathematics Department	Mathematics
Ms	Hannah	Walden	HW	Mathematics Department	Mathematics
Mr.	Ralph	Casey	RC	Mathematics Department	Mathematics
Mr.	Jay	Lewis	JL	Mathematics Department (RQT)	Mathematics
Mrs.	Judith	Chambers	JCh	MFL Department	MFL
Ms	Sarah	Zerrouki	SZ	MFL Department (RQT)	MFL
Mrs.	Mariya Nikolaeva	Georgieva	MNG	MFL Department (RQT)	MFL
Mrs.	Zoe	William	ZW	MFL Department	MFL
Mrs.	Angelina	Ashley-Chelton	AAC	MFL Department	MFL
Ms	Lorine	Montagnard	LM	MFL Department (NQT)	MFL
Mr.	Sam	Harrison	SS	Music Department	Music
Ms	Jane	Pearce	JP	P.E and Food Technology Department	P.E and Food Technology
Ms	Bethany	Cooper	BC	P.E and Geography Department (RQT)	P.E and Geography

Mr.	Connor	Dare	CD	P.E, Science and Maths (Acting Head of Sherwood)	P.E, Science and Maths
Mrs.	Elizabeth	Goodlad	EG	R.E and Citizenship Department	R.E and Citizenship
Ms	Lauren	Guichard	LG	KS4 Science Coordinator	Science
Ms	Ngozi	Amaewhule	NA	Science Department	Science
Mrs.	Natalie	Lawrence	NLa	KS3 Science Coordinator	Science
Ms	Laura	James	LJa	Science Department (NQT)	Science
Ms	Elizabeth	Heath	EH	Science Department (NQT)	Science
<b>ITT Trainees</b>					
Mr.	David	Ashworth	DA	History Department	History
Mr.	Brandon	Foley	BF	Geography Department	Geography
Mr.	Peter	Quentin	PQ	Mathematics Department	Mathematics
Mr.	Jack	Clark	JCl	English and P.E Department	English and P.E
Mr.	Jordan	Castle	JC	P.E Department	P.E
Mr.	Reece	Gunn	RG	P.E Department	P.E
Ms	Lucy	Brown	LBr	Mathematics and P.E Department	Mathematics and P.E
<b>Tutors</b>					
Mrs.	Jo	Razor	JRa	English Department	English
Mrs.	Lyanne	Austin	LAu	Mathematics Department	Mathematics
Mrs.	Rachel	Higgs	RHi	Mathematics Department	Mathematics
<b>Support Staff</b>					
Mrs.	Laura	Rutter	LR	Attendance Support Officer and LAC Coordinator	Attendance/LAC
Ms	Michelle	Pacey	MPa	Cover Supervisor/Learning Support	All subject areas
Ms	Kym	Jones	KJ	Cover Supervisor/Learning Support	All subject areas
Mr.	Joe	Higgs	JHi	Cover Supervisor/Learning Support (First Aider)	All subject areas
Mr.	Spencer	Wilson	VSW	Attendance Support/Tutor	All subject areas
Mrs.	Maxine	Haiser	MHa	Learning Support/Cover Supervisor	All subject areas
Ms	Sarah	Nightingale	SN	Learning Support	All subject areas
Mrs.	Deborah	Hughes	DH	Learning Support	All subject areas
Mrs.	Julie	Brown	JB	Learning Support	All subject areas
Mrs.	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
Mrs.	Gill	Jones	GJ	Learning Support	All subject areas
Mrs.	Sharon	Freeman	SFr	TEA and EPAT Finance Officer	Finance
Mrs.	Madeline	Tomkins	MT	Deputy Finance Officer	Finance
Mrs.	Susan	Lynn	SLy	Senior Administrator and 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	Philp	MPh	Senior Science Technician (Lead First Aider)	Science
Mr.	Shaiq	Sarwar	SSa	Science Technician	All subject areas
Mrs.	Lorraine	Randall	LRa	DT Technician	DT
Mr.	Carl	Wilks	CW	Network Systems Manager	ICT Support
Mr.	John	Chisnell	JCh	ITT Technician	ICT Support
Mrs.	Katie	Toms	KT	Trust Company Secretary	Administration
Ms	Kirsty	Fitzgibbon	KF	SWSSP Lead	Sport
Mrs.	Diana	Furnival	DFi	BACP Counsellor	Wellbeing

## 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](#)
- [Code of Conduct \(Staff\) Policy](#)
- [E-Safety Policy](#)
- [Health and Safety Policy](#)
- [Keeping Children Safe in Education - 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.