

Academy Compendium



Believe, Succeed, Together

September 2023

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1.0 Ethos

The Academy's ethos '***Believe, Succeed, Together***' is a belief that all pupils can and will succeed in a school 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 achieve their potential.
- To provide an environment in which pupils feel proud of the school, shown by their excellent behaviour, attitude to learning, attendance and punctuality.
- To provide a broad and balanced curriculum that is accessible to all pupils with the opportunity to achieve the 'English Baccalaureate' (EBacc).
- 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 essential transferable literacy and numeracy skills.
- To provide a broad range of opportunities and experiences through a comprehensive personal development and enrichment programme.
- To provide an environment in which every opportunity is taken to celebrate and share success.
- To provide an appropriate range of opportunities and experiences so pupils are ready for the next stage of education, employment or training.

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 SED Support and an EHCP is above the national average.

Locally, the Academy is the highest performing non-selective school and consistently in the top quintile of schools nationally - [DfE Performance Tables](#)

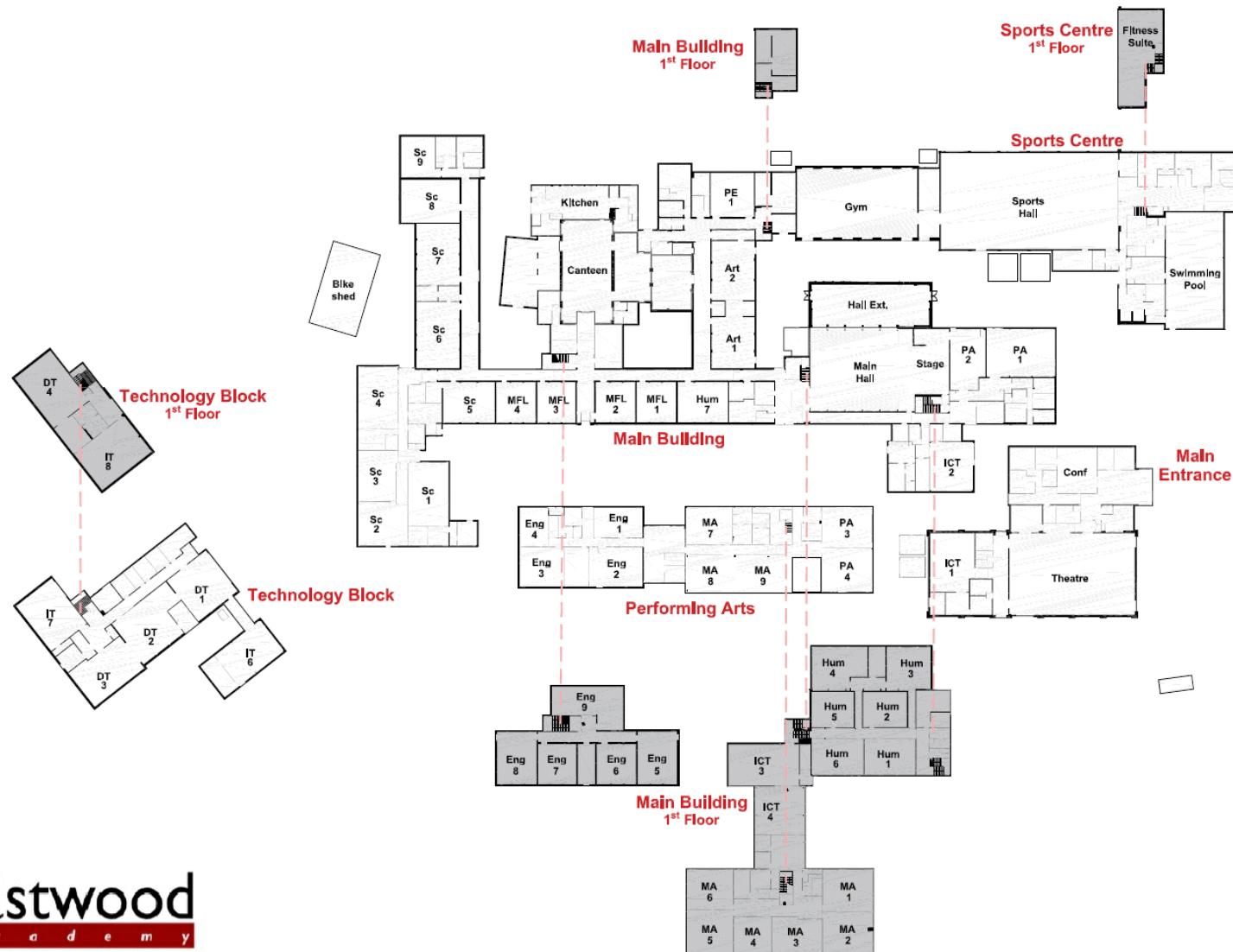
The Academy was subject to a section 5 inspection in December 2018 and achieved '**outstanding**' in all categories - [Ofsted Report 2018-2019](#)

4.0 Academy Day

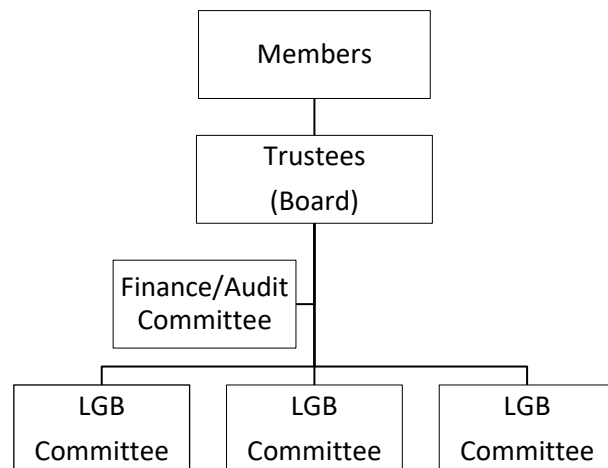
Period	Time
Form Period	8.35-8.50
Period 1	8.50-9.45
Period 2	9.45-10.40
Break	10.40-11.00
Period 3	11.00-11.55
Period 4	11.55-12.50
Lunch	12.50-13.25
Period 5	13.25-14.20
Period 6	14.20-15.15

The Academy operates a one-week timetable covering 30 periods a week. Each lesson is 55 minutes in length.

5.0 Academy Map

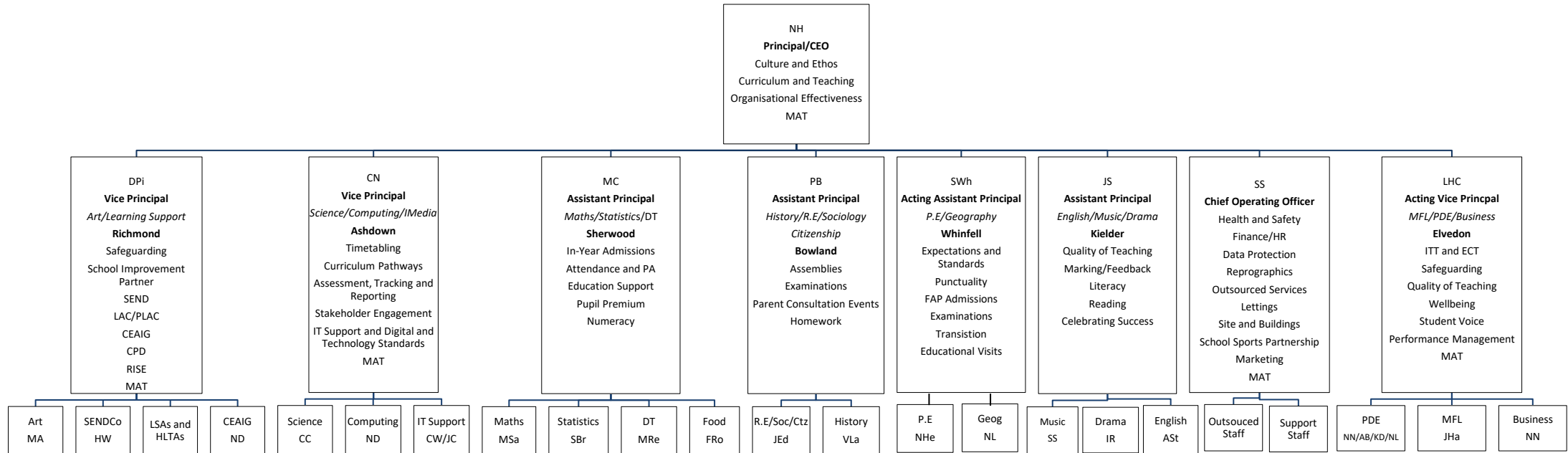


6.0 Governance Structure – Eastwood Park Academy Trust (EPAT)



Level of Governance	Number	Personnel	Meeting Frequency
Members	4	Tracy Summerhill, Dan Hagan, Angela Winfield and Simon Watkins	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	7-11	Principal (ex officio), 2 staff, 3 parents, 3-5 community based.	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, Jodie Schmid, Louise Hodgson-Clark and Scott Wheeler.	Daily
Middle	16	Nick Dunn, Isabella Rossi, Sarah Stanley, Alison Steed, Craig Clark, Mohammed Samir, 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. C. Niner, Chief Executive Officer (CEO)/Principal, Mr. N. Houchen, Vice Principal, Mr. D. Piercy
 Back row from left to right: Chief Operating Officer (COO), Mr. S Sterling, Acting Assistant Principal, Mr. S. Wheeler, Assistant Principal, Mr. P. Barrett, Assistant Principal, Mr. M. Cartledge, Acting Vice Principal, Mrs. Hodgson-Clark, Assistant Principal, Mrs. J. Schmid,

9.0 Pastoral Structure

	Ashdown	Bowland	Elveden	Kielder	Richmond	Sherwood	Whinfell
HOH	Pearl, M	James, L	Cooper, B	Bracknell, D	Clark, J	Pearce, J	Braybrook, D
SLT	Niner, C	Barrett, P	Hodgson-Clark, L	Schmid, J	Piercy, D	Cartlidge, M	Wheeler, S
7	Chambers, J 3 Cenciai, L 2 MFL1	Bishop, A 5 SC1	Piercy, W 5 HU2	Abbot, L 5 IT7	Howard, S 5 EN5	Harrison, S 5 Mason, S S PA1	Maliff, L 5 EN2
8	Stanley, S 3 Marchant, H 2 PA2	C Clark 5 SC4	Samir, M 5 MA6	Gunn, R 5 SC2	Otempong, V 5 MA5	Salmon, B 5 S Rose ART2	Potts, E 5 HU1
9	Wilkinson, C 5 MFL2	Boore, C 5 MA2	Rossi, I 5 MA7	F Rodha 4 D Kelsey 1 SC4	Hewitt, N 5 PE1	Heath, E 5 SC7	Lang, V 5 HU4
10	Dare, C 5 SC5	Dunn, N 3 Goodlad, E 2 IT6	Steed, A 5 EN1	Brown, S 5 MA3	Danson, K 5 EN9	Edwards, J 5 HU5	Gibbons, S 5 Smith, E 5 EN4
11	Lewis, J 5 MA1	Foley, B 5 IT2	Reynolds, M 5 DT2	Turner, J 5 SC3	Lawrence, N 5 SC6	Casey, R 5 MA9	Haslett, J 5 MFL4
Year 7 Recovery		Tutors					
StLT		Niner, N					
HOH Cover		Heath, E					
Additional Staff		Lillywhite, N	Walden, H	Marchant, H			
Tutor Cover		Bishop, E	Simms, L				
Maternity		Arnold, M	Ashley-Chelton, A	Bacon, A	Daltrey, S	Pacey, M	Simm, H

10.0 Staff List

Title	Forename	Surname	Initial	Position	Subject
Senior Leadership Team					
Mr.	Neil	Houchen	NH	Principal/Chief Executive Officer (CEO)	Science
Mr.	Chris	Niner	CN	Vice Principal	Computing
Mr.	David	Piercy	DPi	Vice Principal	Mathematics
Mr.	Scott	Sterling	SS	Chief Operating Officer (COO)	P.E (SSP)
Ms.	Louise	Hodgson-Clark	LHC	Acting Vice Principal	P.E and Business
Mr.	Mark	Cartlidge	MC	Assistant Principal	Mathematics
Mr.	Pat	Barrett	PB	Assistant Principal	History and Citizenship
Mrs.	Jodie	Schmid	JS	Assistant Principal	English and Drama
Ms	Louise	Hodgson-Clark	LHC	Assistant Principal	P.E, Business and PDE
Mr.	Scott	Wheeler	SWh	Acting Assistant Principal (First Aider)	P.E and Mathematics
SENDCo					
Ms.	Hannah	Walden	HW	Art and DT Department and SENDCo	Art and DT
Middle Leaders (Head of House)					
Mr.	Mark	Pearl	MP	Head of Ashdown	English
Ms.	Holly	Sibley	HS	Head of Bowland	Science
Ms.	Laura	James	LJ	Head of Bowland (Acting)	Science
Mrs.	Sophie	Daltrey	SDa	Head of Sherwood (DDSL)	Science
Mrs.	Jane	Pearce	JPe	Head of Sherwood (Acting)	Food and P.E
Ms.	Bethany	Cooper	BC	Head of Elvedon	P.E and Citizenship
Mr.	Jack	Clark	JCl	Head of Richmond	P.E and Business
Mr.	Daniel	Bracknell	DBr	Head of Kielder (First Aider)	P.E and Business
Mr.	Darren	Braybrook	DB	Head of Whinfell (First Aider)	English and Drama
Middle Leaders (Head of Department)					
Mrs.	Michelle	Arnold	MA	Head of Art	Art
Mrs.	Nicola	Niner	NN	Head of Business and PDE	Business and PDE
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 and DoFE (DSL)	Geography and Citizenship
Mr.	Martin	Reynolds	MRe	Head of Graphic Products	DT
Ms.	Victoria	Lang	VL	Head of History	History and Citizenship
Mr.	Mohammed	Samir	MSa	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 ECT Coordinator	Mathematics and Statistics
Teaching Staff					
Mr.	Billy	Salmon	BSa	Art Department and SCITT Coordinator	Art and DT
Mr.	Brandon	Foley	BFo	Business Studies	Business
Mr.	Lucas	Abbott	LAB	Computing Department	Computing and ICT
Mr.	Reece	Gunn	RGU	DT Department	DT and P.E
Mrs.	Lisa	Childs	LC	English Department	English
Mr.	Shane	Howard	SH	English Department	English
Ms.	Annie	Bacon	AB	English Department and PDE Coordinator	English
Mr.	Kevin	Danson	KD	English Department and Enrichment Coordinator	English
Mrs.	Hayley	Marchant	HM	English and R.E/Citizenship Department	English and R.E/Citizenship
Mrs.	Deborah	Kelsey	DKe	English and R.E/Citizenship Department	English and R.E/Citizenship
Ms.	Sophie	Gibbons	SGi	English Department (ECT)	English
Ms.	Lauren	Malliff	LMA	Literacy Coordinator (ECT)	English
Ms.	Emily	Potts	EP	Geography KS3 Coordinator	Geography
Ms.	Ashleigh	Searle	ASe	Geography Department (ECT)	Geography
Ms.	Evie	Smith	ES	History Department (ECT)	History and Citizenship
Mr.	Billy	Piercy	BPI	History Department (ECT)	History and Citizenship
Mr.	Victor	Otempong	VO	KS3/KS4 Mathematics Coordinator	Mathematics
Mr.	Ralph	Casey	RC	Mathematics Department	Mathematics
Mr.	Jay	Lewis	JL	Mathematics Department	Mathematics

Ms	Chloe	Boore	CBr	Mathematics Department	Mathematics
Mrs.	Judith	Chambers	JCh	MFL Department	MFL
Mrs.	Angelina	Ashley-Chelton	AAC	MFL Department	MFL
Ms.	Laura	Cenciai	LCe	MFL Department	MFL
Miss.	Christina	Wilkinson	CWi	MFL KS3 Coordinator	MFL
Mr.	Samuel	Mason	SM	MFL Department (ECT)	MFL
Mr.	Sam	Harrison	SS	Music Department (DDSL and Wellbeing Lead)	Music
Ms.	Jane	Pearce	JP	PE and Food Technology Department	P.E and Food Technology
Mr.	Connor	Dare	CD	Acting PDE Coordinator	Science and PSHE/RSHE
Mrs.	Elizabeth	Goodlad	EG	RE and Citizenship Department	R.E and Citizenship
Mrs.	Natalie	Lawrence	NLa	KS3 Science Coordinator	Science
Ms.	Janine	Turner	JTur	KS3 and KS4 Science Data Analysis Coordinator	Science
Ms.	Elizabeth	Heath	EH	KS4 Science Coordinator/Deputy SENDCo	Science
Ms.	Amy	Shukru-Bishop	ASh	Science and P.E Department (ECT)	Science and P.E
ITT Trainees					
Miss.	Scarlett Rose	Millar Chambers	SMC	English and Drama Department	English and Drama
Mr.	James	Cox	JCo	Geography Department	Geography
Mr.	Aaron	Pearson	AP	Science Department	Science
Mr.	Harry	Davis	HD	Science Department	Science
Ms.	Ivy	Llisle	IL	English and Art Department	English and Art
Mr.	Nathan	Cole	NC	Mathematics Department	Mathematics
Mr.	Harrison	Oakley	OH	P.E Department	P.E
Tutors					
Mrs.	Lyanne	Austin	LAu	Mathematics Department	Mathematics
Mrs.	Rachel	Higgs	RHi	Mathematics Department	Mathematics
Support Staff					
Mrs.	Jo	Rasor	JRa	Unqualified Teacher	All subject areas
Mrs.	Maxine	Haiser	MHa	Unqualified Teacher/Learning Support	All subject areas
Mrs.	Laura	Rutter	LR	LAC Coordinator (DDSL)	Attendance/LAC
Mr.	Spencer	Wilson	VSW	Attendance Support/Tutor	All subject areas
Ms.	Michelle	Pacey	MPa	Cover Supervisor/Learning Support	All subject areas
Ms.	Gerry	Cassidy	GC	Attendance Support Officer/Cover Supervisor	All subject areas

Mr.	Ellis	Bishop	EB	Cover Supervisor/ Learning Support	All subject areas
Ms.	Lily	Simms	LSi	Cover Supervisor/ Learning Support	All subject areas
Ms.	Jodie	Greenwood	JGr	SEND Assistant	All subject areas
Miss.	Katherine	Richardson	KR	Higher Level Teaching Assistant (HLTA)	All subject areas
Mrs.	Jodie	Simms	JSi	Higher Level Teaching Assistant (HLTA)	All subject areas
Mrs.	Shorifa	Bibi	SB	Learning Support Assistant (LSA)	All subject areas
Mrs.	Carol	Bishop	CB	Learning Support Assistant (LSA)	All subject areas
Ms	Moya	Cottridge	MCo	Learning Support Assistant (LSA)	All subject areas
Mrs.	Karen	Gilbert	KGi	Learning Support Assistant (LSA)	All subject areas
Mrs.	Gill	Jones	GJ	Learning Support Assistant (LSA)	All subject areas
Miss	Amy	Baker	ABk	Learning Support Assistant (LSA)	All subject areas
Miss	Megan	Rasor	MRa	Learning Support Assistant (LSA)	All subject areas
Mrs	Julie	Jones	JJ	Learning Support Assistant (LSA)	All subject areas
Mr.	Tom	Howard	TH	Learning Support Assistant (LSA)	All subject areas
Mr.	Luke	Clare	LCI	Learning Support Assistant (LSA)	All subject areas
Mrs.	Shobana	Prabhakar	SP	Learning Support Assistant (LSA)	All subject areas
Mrs.	Sharon	Freeman	SFr	Chief Finance Officer (CFO)	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/DDSL)	Science
Ms.	Kym	Jones	KJ	Science Technician	Science
Mrs.	Obilia	Goncalves	OG	DT Technician	DT
Mr.	Carl	Wilks	CW	Network Systems Manager	ICT Support
Mr.	John	Chisnall	JCh	ICT Technician	ICT Support
Ms.	Kirsty	Fitzgibbon	KF	SWSSP Lead	Sport
Mrs.	Diana	Furnival	DFi	BACP Counsellor	Wellbeing
Mrs.	Rachael	Botley	RBo	Company Secretary	Governance

11.0 Academy Policies

Q1. Where can I access Academy policies?

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

The Eastwood Academy - [Home \(eastwoodacademy.co.uk\)](http://eastwoodacademy.co.uk)

Eastwood Park Academy Trust (EPAT) - [Home \(epat.education\)](http://epat.education)

Q2. Are all policies current?

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

Q3. 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.