



PAIGNTON  
COMMUNITY &  
SPORTS ACADEMY

## ACADEMY INFORMATION (JOB APPLICANTS)



Information Book

# THE ACADEMY

## WELCOME FROM THE HEAD OF SCHOOL

Paignton Community & Sports Academy is a dynamic school which prides itself on not only providing high quality academic education but also the many extras that go into making each young person's educational experience enjoyable and rewarding.

We are now part of a small Multi Academy Trust known as 'Bay Education Trust' (BET). The schools in the Trust are Kings Ash Academy, Curledge Street Academy and Paignton Community & Sports Academy.

Enclosed is some basic information which I hope you will find useful. There is lots more to be found on our website.

If you would like to visit the Academy and have an informal chat please do contact us; we would be pleased to meet you.



Head of School

## THE ACADEMY

The Academy has in excess of 1328 pupils on roll, the vast majority coming from the immediate Paignton area. The Academy is split into two sites.

Waterleat Road Centre

Years 7, 8 and 9

Borough Road Centre

Years 10, 11 and Sixth Form

The Academy is one of nine secondary schools in Torbay, which includes 3 Grammar schools, a Bi-lateral school and 3 Community Academies.

## VALUES OF THE ACADEMY

### Believe and Achieve

1. We encourage all pupils to believe in themselves and achieve their very best in all that they do.
2. To be a vibrant, happy and caring Academy.
3. To provide high quality teaching and outstanding learning outcomes for all our students.
4. To support every young person as a unique and developing individual.
5. To provide opportunities for all students to achieve above and beyond their potential.
6. To have high aspirations and expectations of everyone within the Academy.
7. To support every young person to develop the skills to contribute to the community, be a credit to themselves, their families and Paignton Community and Sports Academy.



# SENIOR LEADERSHIP TEAM, GOVERNORS AND OFSTED

## CURRENT SENIOR LEADERSHIP TEAM

The Academy has a leadership team of eight: Head of School, 1 Deputy Head of School and 6 Assistant Heads of School.

The roles of the leadership team are reviewed on a regular basis and are currently as follows:

Head of School	Mark Smith	Strategic Direction; Faculty Link - English, SEND
Deputy Head of School	Jason Trevarthen	Head of Borough Road Centre; Teaching and Learning and School Improvement; Continuing Professional Development; ITT, NQT and RQT Training and Development; Academy, Faculty and Year Development Plans; Oversight of Recruitment; Faculty Link – Maths
Assistant Head of School	Mark Williams	Safeguarding and Looked After Children; Oversight of Pupil Therapies; Faculty Link – Social Sciences and Careers, Heads of Year
Assistant Head of School	Victoria Rogers	Head of Waterleat Road Centre; Pupil Attendance; Developing Alternative Behaviour Provision; Disadvantaged Pupil Provision and Outcomes; Year 7 Catch Up; Year Link 9; Faculty Link – Creative & Expressive Arts
Assistant Head of School	Anne Freeman	Target Setting; Pupil Progress and Outcomes; KS4 Exams; Faculty Link – Science
Assistant Head of School	David Carpenter	Primary Liaison and Transition; Marketing and Publicity; Website Oversight; Community Engagement; Year Link 7; Faculty Link – ICT and Technology
Assistant Head of School	Tim Willcocks	KS4 and KS5 Manager – Curriculum Development; Director of Sixth Form; South Devon College Link, Data; Faculty Link - Geography and History
Assistant Head of School	Helen Wilkinson	Staff Absence; Leadership and Management of Cover Supervisors; Pupil and Parental Surveys; KS3 Exams; Faculty Link – PE and Health and Wellbeing

The teaching staff are greatly assisted in their work by a highly enthusiastic and dedicated support staff of 139 people. There are 94 members of the teaching staff in the Academy.

## THE LOCAL GOVERNING ADVISORY BODY

The Trust has a very experienced and knowledgeable Board of Directors. The CEO of the Trust is Stephen Kings. In addition, the Academy has a 'Local Governing Advisory Body' of 10 advisers who have specific areas of responsibility, including monitoring the budget and evaluating and challenging pupil performance.

## OFSTED INSPECTION 2016

The Academy was inspected by OFSTED on the 8th and 9th November 2016. The findings of the report are:

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|--|------|
| • Overall effectiveness                        | Good |
| • Effectiveness of leadership and management   | Good |
| • Quality of teaching, learning and assessment | Good |
| • Personal development, behaviour and welfare  | Good |
| • Outcomes for pupils                          | Good |
| • 16 - 19 study programmes                     | Good |

The Academy is very fortunate to have a phenomenal team of staff and fantastic students who all deserve credit for the outcome. In the report there is a vast array of lovely and positive comments about the pupils, staff and the governance of the Academy:

- "Good conduct is the hallmark of the school. Pupils are respectful to their teachers and so good relationships result."
- "A culture of respect stems from the Principal through senior and middle leaders to all parts of the school. Leaders at all levels have high expectations of pupils' academic achievement and social behaviour."
- "Pupils know how well they are achieving because the new system for assessing pupils' work is well understood and consistently applied by teachers."
- "Teachers are enthusiastic. They recognise the Principal's determination to raise achievement and this causes them to have high expectations of the pupils..."
- "Pupils are confident and articulate. They are able to explain what they are learning about in lessons very clearly, showing that they have a secure grasp of key concepts and ideas."

# ACADEMIC ORGANISATION

## CONSISTENT IMPROVEMENT

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All levels of leadership in the Academy are consistently driving forward improvement.

Performance at Key Stage 4 has improved year on year.

Teaching and Learning across the Academy has also gone from strength to strength, with some outstanding and inspirational teaching.

We are delighted that the progress score for our 2017 cohort was above the national average at 0.23.

## ACADEMIC ORGANISATION

The Academy currently has the following Faculty areas: English, Media, Literacy & Modern Foreign Languages; Mathematics, Numeracy & Financial Studies; Science; Learning Support; Humanities; Creative and Expressive Arts; Physical Education and Sport; ICT, Business Studies, Technology & Social Science.

On entering the Academy pupils are placed in similar ability forms, which provide the basis for teaching groups in many subject areas; however pupils are taught in sets in Mathematics, English, and Science. In Year 7 there are also accelerated teaching groups. Two additional groups have been created in Year 7 and one in Year 8 for the most vulnerable pupils.

Pupil are then placed from Year 8 onwards into three bands (higher, middle and lower) based on their Key Stage 2 scores and assessments carried out in Year 7. These bands help the Academy to ensure that by having the correct support in place pupils make the appropriate progress.

## STUDENTS WITH SPECIAL EDUCATIONAL NEEDS (SEN)

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Paignton Community & Sports Academy has a 'whole school approach' to SEND, which involves all the staff adhering to a model of good practice. The staff of the Academy are committed to identifying and providing for the needs of all students.

The Academy operates an Equal Opportunities Policy for students with SEND who are afforded the same rights as other students. This includes all students whether or not they have a Statement of SEN or an Education Health and Care Plan (EHCP).

# PASTORAL CARE

Differentiation is provided within the curriculum incorporating flexible alternative timetabling. Once a student's needs are identified, support can be provided in a range of ways including:

- In class support/specialist support.
- Withdrawal for individual/small group work.
- Reading and spelling programmes.
- Behaviour Intervention Programmes
- Use of specialist ICT
- Alternative Curriculum at Key Stage 4 - Yalberton Project.
- Nurture Groups at Key Stage 3 and Personalised Learning at Key Stage 4.

Currently, the Academy has 33% of the students identified with SEND and 39 students who have a Statement of SEN or EHCP. The Learning Support Faculty was highly praised in the last OFSTED inspection and pupils perform well at KS4

## PASTORAL CARE

The Academy has a well developed pastoral system. Each year group has a Head of Year and a Pastoral Manager who is non-teaching and who, together with a team of Form Tutors, are responsible for the welfare and progress of each pupil in each year.

There is a system of rolling Heads of Year who move with the year group from Year 7 through to Year 11, along with the Pastoral Manager. There is a static pastoral team in the 6th Form.

Heads of Year and Pastoral Managers work together in a communal office: Years 7, 8 and 9 based at Waterleat Road and Years 10 and 11 at Borough Road.

The Academy is making good use of the Learning Gateway and our parents make use of the information it can provide to support their children's progress. Heads of Year actively encourage communication with parents and each year group is in regular communication with parents. Pupils have regular assessments during the year, three of which go to parents.

The pastoral system is highly regarded by parents who particularly like the opportunity to engage with Pastoral Managers, who are usually readily available.

The Academy has its own Attendance & Welfare Officer and Family Support Worker who work closely with the year team and external agencies. Attendance has improved year on year.

## PUPIL PREMIUM

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34% of Academy pupils are eligible for Pupil Premium.

## DISCLOSURE AND BARRING SERVICE - SAFEGUARDING CHILDREN

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The Disclosure and Barring Service exists to help employers and volunteering organisations to make informed recruitment decisions and so protect the vulnerable members of society. Appointment to any post in the Academy is subject to clearance by the Disclosure and Barring Service. Staff will also be required to provide their professional qualifications for verification.

# EXAM RESULTS 2017

## KEY DATA

### STUDENT OUTCOMES 2017 COHORT

#### CURRENT OUTCOMES OCTOBER 2017

The Academy is celebrating some excellent outcomes for our 2017 pupils. The Progress 8 score for 2017 is +0.23 'Above Average', which is an increase of +0.20 from 2016 (DfE provisional data – October 17). The progress scores of all groups are positive including Disadvantaged at +0.04. There are continuing improvements with our high pupils, including high disadvantaged pupils. 13 subjects exceeded their A\*/A/7+ targets and the progress of our high students has continued to improve at +0.20 including our Disadvantaged High at +0.27. The 2017 cohort was significantly below the National Average at 26.6 which is -1.9 below the National Average.

Here is a link to a short video explaining how the Progress 8 measure works: <https://www.youtube.com/watch?v=4IAEgFMSGDY>

Here is the link to the provisional performance tables 2017: <https://www.compare-school-performance.service.gov.uk/school/138863>.

\* Progress data from DfE provisional data – Sept 17 with amendments

KPI (table checking data)	2017
5+ English & Maths	23%
4+ English & Maths	41%
5+ English	40%
4+ English	60%
5+ Maths	26%
4+ Maths	50%
Progress 8 Overall	+0.25
Progress 8 Disadvantaged	+0.04
Progress 8 Disadvantaged High	+0.27
Progress 8 High	+0.20
Progress 8 Middle	+0.23
Progress 8 Low	+0.25
English element – progress	-0.16
Maths element – progress	-0.22
EBacc element – progress	-0.26
Open element - progress	+1.28
Science Value Added	-0.51
Humanities Value Added	-0.53
Languages Value Added	+0.72

#### KS5 RESULTS 2017

Post 16 – provisional 2017 results	
2017 Average point score per academic entry expressed as a grade	E+
2017 Average point score per vocational entry expressed as a grade	Distinction +
2017 Predicted Vocational Progress Value Added Score	+0.45

#### Year 13

Subject	Value	DD1	DD2	DD3	DD4	DD5	Final
Financial Studies	1 A Level	2	4	5	2	2	2
Law	1 A Level	2	2	3	3	3	3
Business Studies	1 A Level	5	5	4	4	3	3
ICT	1 A Level	3	3	3	2	3	2
ICT	2 A Level	3	3	3	3	3	2
Outdoor Ed	3 A Levels	2	3	5	4	4	3
Sport	3 A Levels	2	2	2	2	2	2

#### CURRENT YEAR 11 - 2018 COHORT

Current Year 11 (2017 cohort) – APS 26.5 (-1.9 below National Average) 200 pupils	
2018 Percentage achieving English & Maths (5 and above)	34%
2018 Percentage achieving English & Maths (4 and above)	57%
2018 Expected Progress 8	-0.01
2018 Expected Progress 8 Score Disadvantaged pupils	-0.17
2018 Expected Progress 8 Score High pupils	0.02
2018 Expected Progress English element	-0.01
2018 Expected Progress Maths element	-0.06
2018 Expected Progress EBacc element	0.10
2018 Expected Progress Open element	-0.03



# SPECIALIST FACILITIES

## FACILITIES

The Academy has a diverse range of facilities across the two sites. The following provide high quality learning environments:

### Virtual Learning Centre

A conversion of one of the Academy libraries into a bookable computer facility based on Google offices.

### New Technologies

Wi-Fi across the two sites enables staff and students to use iPad technology and Apple TV. Computer ratio is better than 1 to every 2 students.

### Music, Drama and Dance

There are specialist facilities for these subjects, including a radio studio, recording studio with green screen compatibility.

### Hairdressing

There is a fully functional hairdressing salon.

### Sports Facilities

An impressive indoor sports hub, 3G astro, fitness suite, 2 sports halls, cricket nets and rugby pitches.

The Academy is awaiting the outcome of the Priority Schools Building Programme to refurbish and refresh some of the buildings on the Borough Road site.

# LINKS WITH THE LOCAL COMMUNITY

## STUDENT SUPPORT CENTRE

The Academy has a Student Support Centre on both sites. Youth workers and health professionals visit the centres on a regular basis offering advice and guidance. Each centre has a student support coordinator who arranges these consultations and is available to support students who may be facing difficulties, either on a regular basis or as and when required. These coordinators are an extension of our pastoral system and work closely with the year teams, the safeguarding officer and the attendance and welfare officer.

## LINKS

The Academy enjoys very good links with its local community.

At Post 16 the Academy delivers education for Plymouth Argyle.

Two local providers, Combe Pafford and E-hair, deliver vocational courses to Academy students.

As a Sports College, the Academy hosts the School Games Organiser post, chairs the Heads of PE group across Torbay, and leads the Sports Partnership of 27 primary schools.



# AWARDS

## AWARDS



### INVESTORS IN CAREERS

In February 2013 the Academy was awarded the Investors in Careers Education Award (IIC) in recognition of its commitment to the education of people in the world of work, Careers Education and Information Advice and Guidance.

Helping support students with future careers is high on the Academy's agenda. The Careers Education and Guidance Programme is enriched by a wide range of visiting speakers, assemblies, specialist programmes, subject activities and 1-1 guidance interviews. The programme provides insight into other cultures and a chance for students to broaden their horizons.

### FULL INTERNATIONAL AWARD



The Academy holds the full International Award which was awarded by the British Council. The Academy has effective links with Ethiopia and Nigeria through the Dreams and Teams and Connecting Classroom projects and, more recently, with Kampala in Uganda. In 2013 it entered into a 2 year Comenius Project which links with European countries.

# STAFF DEVELOPMENT

## GOLD YST PARTNER SCHOOL STATUS



By achieving Partner School status we have demonstrated our commitment to maintaining and developing the highest quality outcomes for PE and sport in our school.

## THE NATIONAL STRATEGIES: LEADING PRACTICE FOR GIFTED AND TALENTED EDUCATION

This was a national project run over a two year period, we were one of only 26 schools in the country to obtain the award (over 150 schools took part). The programme is set up to identify G&T pupils who are underachieving, or those with potential but not showing it fully. We encourage them to work hard, provide extra tuition, taster days at universities (Oxford, Exeter, Bath and Plymouth), enrichment activities etc.

## DUKE OF EDINBURGH AWARD

The Academy is a licensed provider for the Duke of Edinburgh Award Scheme.

The Duke of Edinburgh's Award is a voluntary, non-competitive programme of practical, cultural and adventurous activities, designed to support the personal development of young people aged 14 – 25.

## STAFF DEVELOPMENT

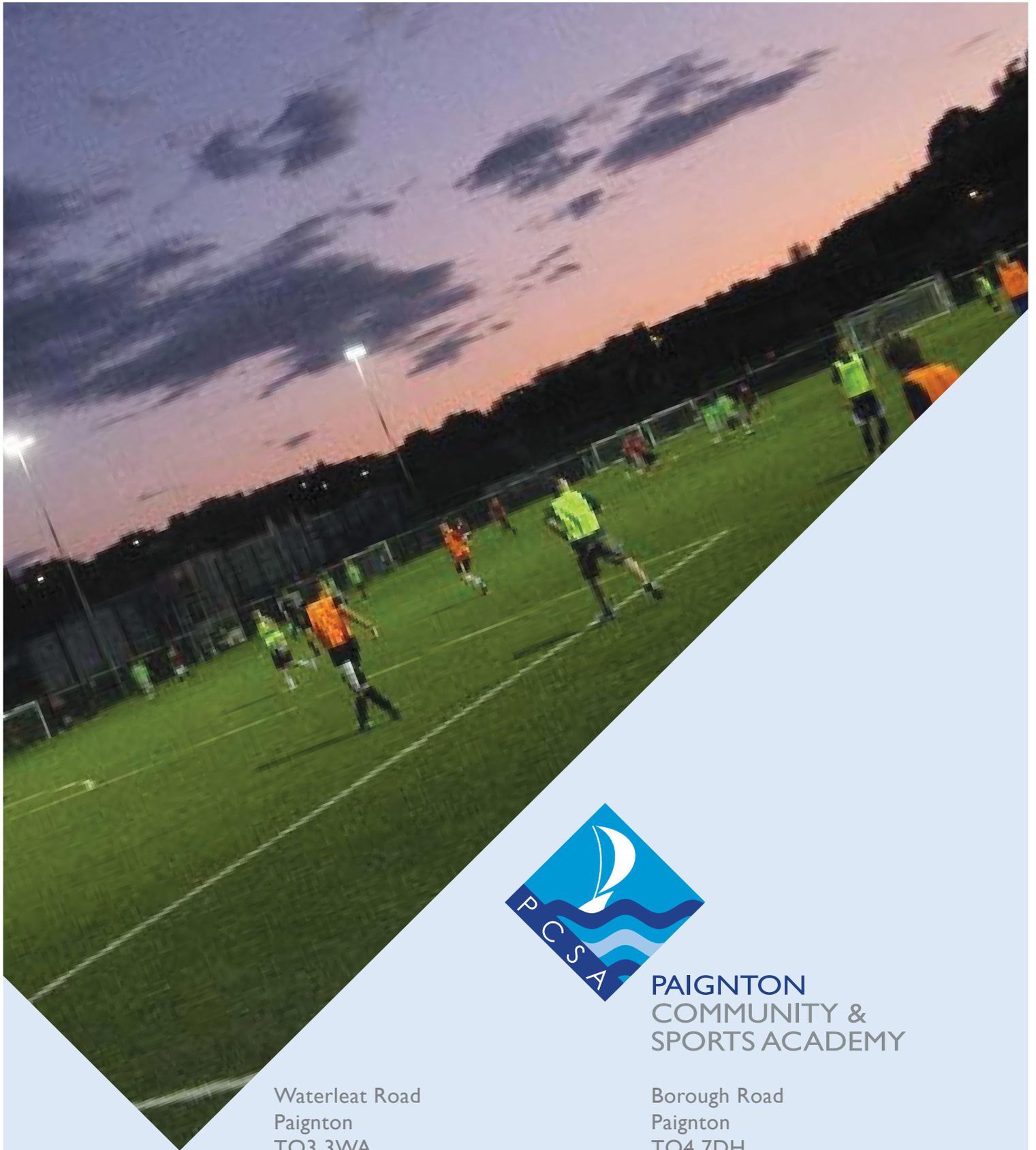
Training and development of all Staff is a key feature of the Academy. The Academy employs a range of strategies to promote Staff Development, and we are now looking to provide online training through the Academy's Virtual Learning Environment.

Whilst classroom observation is commonplace in the Academy, staff access a wide range of internal and external training. This has even included work at the Cern Research Centre in Switzerland, on the Hadron Collider. All teaching staff take part in the Appraisal programme, which informs the CPD programme for the coming academic year. This ensures staff are updated on latest pedagogic practice and theory, and government drivers and targets, including OFSTED criteria.

The Academy is approved to run the Improving Teachers Programme.

We welcome and value Newly Qualified Teachers and provide a weekly programme of training and support.





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