



Our Vision



Outstanding Leadership

We will provide outstanding leadership at all levels through our mantra, 'Clarity, Consistency, Accountability and Impact' in order to deliver this vision.

OUTSTANDING LEARNING

STUDENTS EXPERIENCE THE HIGHEST QUALITY LEARNING TO HELP DEVELOP THEM INTO WELL ROUNDED CITIZENS.

- A Culture of High expectations is clearly tangible driven by our CREATE model
- 100% of learning is at least good
- Examination results consistently exceed national averages in every subject area with very little in-school variation
- Interesting and interactive lessons engage students, students are active learners and behaviours for learning are outstanding
- Accurate use of data and assessment for learning strategies supports high quality differentiation to support needs of all students
- Students enjoy a wide range of extracurricular activities and educational visits

OUTSTANDING CURRICULUM

WORKING IN COLLABORATION WE PROVIDE AN OUTSTANDING CURRICULUM FOR OUR LEARNERS THAT IS MOTIVATING, ENGAGING AND MEETS THEIR SPECIFIC NEEDS.

- Schemes of work and the assessment process in each curriculum area builds on previous learning and provides clarity on next steps for all stakeholders
- Museum Learning 'curiosity, exploration and discovery' model is embedded in our curriculum offer
- Attendance exceeds 96% annually
- TLA's Sixth Form is a first choice
- Students go on to study at their choice of destinations
- NEET is lower than national average
- Our governance is judged outstanding

OUTSTANDING ACHIEVEMENT

THE RESULTS ACHIEVED BY OUR STUDENTS EXCEED LOCAL AND NATIONAL EXPECTATIONS AT ALL LEVELS.

- All Key Indicators are significantly above national average in all Key Stages (+.3 P8, ALPS 3 A2, 53 pts A8)
- Progress measures (P8) indicate we are in the top 15% of similar schools nationally
- Progress for students in Years 7 and 8 is at least good providing a strong foundation for KS4 and beyond
- We diminish the difference for all of our vulnerable groups including any groups who have underperformed so that these students make at least good progress
- Standards of literacy and numeracy are high and allow all children to access the curriculum

OUR STUDENTS

WE ENCOURAGE EVERY CHILD TO BE AN INDIVIDUAL AND WE PERSONALISE THEIR LEARNING.

- All students make at least good progress and enjoy their learning experience
- Staff/student and peer relationships are very strong with clear demonstration of mutual respect, SMSC and British values
- All students know how to keep themselves and others safe and are ambitious for success
- All students receive high quality IAG and are clear about their next stages in their career
- Students surveyed indicate 90%+ satisfaction rating and would recommend the academy to other students

OUR STAFF

WE EMPLOY THE BEST TEAM OF STAFF TO DELIVER MAXIMUM SUCCESS FOR STUDENTS AND RECOGNISE THE NEED TO CONSTANTLY DEVELOP AND RETAIN THE BEST POSSIBLE STAFF WITHIN THE SCHOOL.

- All staff fulfil the highest safeguarding standards
- We are consistently fully staffed with high quality and well trained specialists
- Staff turnover is low (5-10%) and attendance is high (98%)
- High % of staff would recommend others to work here
- We develop a reputation for highly trained staff and as a result we attract a wide range of trainee staff
- We recruit in-house as a result of high quality initial teacher training, INSET and CPD and colleagues receive promotion
- Our CPD programme is accessed by a range of partners and staff satisfaction is consistently high (90%)
- A high % of PM objectives are met

OUR COMMUNITY

WE LISTEN TO AND RESPOND TO THE NEEDS OF OUR COMMUNITY SO THAT A FIRST CHOICE SERVICE IS AVAILABLE TO ALL AND THE LOCAL COMMUNITY VALUE US AS A CENTRAL FOCUS FOR THE DEVELOPMENT OF THEIR COMMUNITY.

- Students are proud to be a member of our school community and contribute to the wider local community
- Parents surveyed indicate 90%+ satisfaction rating and would recommend the academy to other parents
- Parental engagement is high with 90% attendance at Parent's Evenings
- We are considered as a first choice academy and are oversubscribed in all year groups
- We are a first class service provider and our facilities meet the needs of the local community, who use them regularly, as evidenced by community/external agencies survey

Acronyms: CREATE – teaching template. NEET – not in education, employment or training. SMSC – Spiritual, Moral, Social and Cultural.

P8 and A8 – progress and attainment 8 are the national performance measures. ALPS is a 6th form tool to measure performance. CPD – continuing professional development.