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*Cartwright Road, Sunderland, SR5 3DX*

# Your Academy..... Your Future



**Our Vision**

**Our Core Values**

**Our Way**

**Mission:**

To provide the best education for all students in order for them to achieve their personal best.

To develop personal, social, spiritual and cultural development within an environment where every child really does matter

To create an orderly, disciplined, caring environment and prepare students for the world of work and further education in the 21<sup>st</sup> century.

**Core values:**

Dignity

Leadership

Accountability

Trust

Care

Inclusion

Positivity

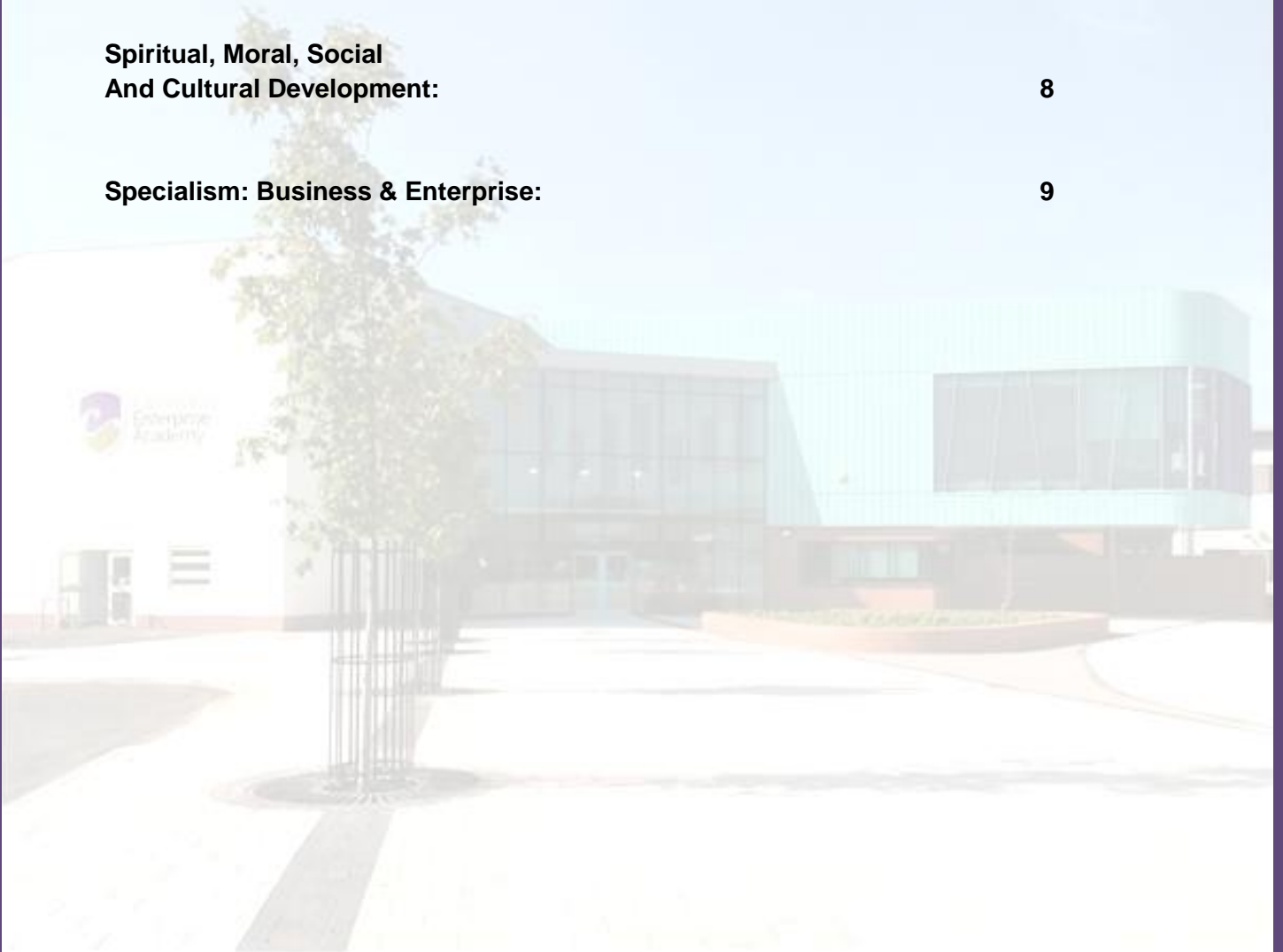
Determination

**Vision:**

As one team, together we can achieve our vision to provide the best education for all students, in order for them to achieve their personal best.

To do this we need to provide an outstanding education in every area of academy life.

<b>Achievement:</b>	<b>4</b>
<b>Quality of Teaching:</b>	<b>5</b>
<b>Behaviour and Safety:</b>	<b>6</b>
<b>Leadership:</b>	<b>7</b>
<b>Spiritual, Moral, Social And Cultural Development:</b>	<b>8</b>
<b>Specialism: Business &amp; Enterprise:</b>	<b>9</b>



## **Achievement**

### ***Students' learning and progress overall:***

We will ensure the proportion of students making 3 levels of progress and 4 levels of progress is high compared with national figures in all subjects.

We will ensure that students have the skills and knowledge to learn exceptionally well.

### ***Groups' progress:***

We will ensure the students' learning, quality of work and progress of groups of students.

We will take particular care to ensure D&SEN students and those supported by the student premium (PP) show they achieve 'exceptionally well.'

### ***Subject/Key Stage progress:***

We will make sure students make rapid and sustained progress in every subject and across both Key Stages.

We will ensure students acquire knowledge quickly and develop their understanding rapidly across a wide range of subjects across the curriculum.

### ***Skills – reading, writing, communications and maths (RWCM) across the curriculum:***

We will ensure students develop and apply a wide range of skills 'to great effect', in RWCM.

We will ensure they are exceptionally well prepared for the next stage in their education.

We will provide opportunities for students to read widely & often, across all subjects.

### ***Attainment and closing the gaps:***

We will ensure that standards for all groups are at least in line with national averages (NAs), with many students above this.

If any group is below NA, we will ensure the gap is closing rapidly.

## Teaching

### ***Teaching Overall:***

We aim to provide students with teaching that is never less than consistently good and often outstanding. Our goal is for at least 80% of lessons to be graded as good with over 20% outstanding.

### ***Student Progress:***

We strive to ensure that all students (including D&SEN and PP) make rapid and sustained progress and learn well across the curriculum.

### ***Teacher Expectations:***

We want to ensure that teachers have consistently high expectations of all our students to create a positive climate for learning and set challenging 4 levels of progress KS2-4 in all subjects.

### ***Teacher Planning and Strategies:***

We will ensure that teachers plan effective lessons matched to need to student's knowledge and understanding and develop a range of skills

### ***Interventions and Support:***

We will deploy appropriate support effectively within lessons and carry out intervention where necessary based upon progress data.

### ***Teaching RWCM:***

We plan to continue to improve reading and spelling through targeted intervention, strategies and resources. Both literacy and numeracy are a priority in lessons across the curriculum.

We aim to maintain our Basic Skills Quality kite mark award.

### ***Assessment:***

We will monitor students' progress regularly through a rigorous assessment programme of data entry and analysis.

### ***Marking / Feedback / Homework:***

We aim to set appropriate homework and mark books regularly in line with literacy and departmental policies providing constructive feedback to ensure students know how well they have done and how to improve.

## **Behaviour and Safety of Students in the Pastoral Area**

### ***Climate for Learning:***

We will ensure an exceptionally positive climate for learning by consistent application of the behaviour and rewards policies and the core values in all areas of the Academy. Attitudes to learning will be exemplary across the Academy through the promotion of independent learning and thinking skills and the development of leadership opportunities.

### ***Parents', staff and students' views of behaviour and safety:***

We actively seek the views of all stakeholders and, on a regular basis, act positively upon them and monitor their impact through questionnaires, surveys and meetings, thus ensuring that stakeholders remain positive about behaviour and safety in the Academy.

### ***Students' behaviour:***

Through the attendance policy and core values we ensure that students have pride in the Academy, and display excellent conduct, manners and punctuality. Standards of behaviour outside of lessons are subject to the same high expectations evident within lessons.

### ***Safety and mutual support (at the Academy of alternative placements):***

The PSHCE, ICT and Safeguarding curriculum secure e-safety and develop students' awareness of how to keep themselves safe. Students are provided with the skills and strategies necessary to feel safe within the secure Academy environment and beyond.

### ***Systems for behaviour management:***

The behaviour of students develops and improves over time due to the systematic and skilled management by all staff, of behaviour and bullying. Any challenging behaviour of any groups or individuals is subject to a clear and structured staged procedure, and a range of individualised interventions, so that there are excellent improvements over time.

### ***Bullying:***

The Anti-bullying Action Plan pledges to ensure that instances of bullying are rare and that all students are aware of the different forms in which bullying can take place. The Big Anti-bullying Award and the Diana Anti-bullying Award are evidence of such, and will be revisited on an annual basis.

### ***Punctuality to lessons and attendance:***

Through our attendance policy we will ensure that students are consistently punctual to lessons and for the start of the day. We aim for 95% attendance.

## **Leadership**

### ***Impact on outcomes:***

We will develop leaders that lead teams to deliver quality outcomes for students and maintain the highest levels of achievement and personal development.

### ***Impact on teaching and learning:***

We will relentlessly focus on improving teaching and learning until teaching is consistently good and most outstanding.

### ***Performance management and professional development:***

We will review our people plans each year, we will train and support our staff and ensure all are able to achieve and sustain high levels of performance. We will all work together to deliver the Academy vision and recognise the interests of employees through excellent employee relations.

### ***Curriculum:***

We will review and adjust our curriculum annually to meet national and local needs thus providing a highly positive experience and rich opportunities for all our students.

### ***Literacy:***

Students will gain high levels of literacy or make excellent progress in literacy development. We will maintain the Basic Skills Quality mark.

### ***Self evaluation:***

We will sustain deep and accurate understanding of our current performance and of staff and students skills and attributes.

### ***Expectations, ambition and professional standards:***

All leaders, including governors are to be highly ambitious for all our students and lead by example. All staff are to model professional standards and have high levels of respect and courtesy for students and each other.

### ***Engagement with parents and carers:***

We will continue to develop a wide range of successful strategies to engage with all parents and especially the hard to reach who find working with school difficult. We want to achieve 90% + in all areas of our annual parent survey.

### ***Governors:***

We will work together to ensure Governors are highly effective, ensuring they hold the Senior Leadership Team and Middle Leaders to account for all aspects of performance.

### ***Safeguarding:***

We will meet with current legislation and ensure consistency of safeguarding procedures and safer recruitment including the successful bi-annual audit by Sunderland Local Authority Safeguarding Team.

## Spiritual, Moral, Social and Cultural Development

### ***Personal Insight and Spiritual Development:***

We will nurture students' curiosity about the world around them and encourage them to embrace new experiences which broaden their understanding. We will strive to instil a fascination and love of learning; providing opportunities for students' to demonstrate their creativity and imagination.

### ***Moral Understanding and Relationships:***

We will strive to develop a sense of moral and social purpose; ensuring students are able to make reasoned and responsible responses to moral dilemmas and have a clear recognition of right and wrong. Students will have a clear understanding of the consequences of their actions.

### ***Social Development and Skills:***

We will actively support students in their social development. Our core values underpin the ethos of our Academy and characterise the way we work. We will provide opportunities for students to develop their leadership, teamwork and other social skills. We will maintain the QUISS kitemark in recognition of our provision of enrichment and extracurricular activities

### ***Understanding and Respect for Different Cultures:***

We will provide purposeful opportunities for students to engage with people from other cultures and to appreciate and respect cultural diversity. We will encourage and celebrate our students' participation in artistic, musical and other cultural activities.

### ***Promotion of SMSC and Community Cohesion:***

We will have a coherent SMSC policy which underpins the curriculum. This will be evident in a range of opportunities across all curriculum areas which allow students to grow and flourish. We develop strategies to work with communities locally, regionally, nationally and internationally. We will continue to seek the International Schools Award (Intermediate Level and beyond) in recognition of our international partnership work.



## Specialism

### ***Work related learning:***

We will provide a suite of work related learning opportunities for all students across all curriculum areas. These opportunities will encompass work experience, work place visits, business speakers and experiential learning.

### ***Learning Outside of the Classroom:***

We will provide students with a wealth of learning outside the classroom opportunities to enrich their curriculum and learning experiences.

### ***Employer Engagement:***

We will continue to develop our employer engagement programmes so that they support all of our curriculum areas; allowing students to see the relevance of what they learn in the classroom to the world of work.

### ***Working in Partnership:***

We will continue to develop and strengthen our partnerships with local businesses and community groups.

### ***Enterprise and Employability:***

We will provide opportunities for students to develop their entrepreneurial employability skills through our curriculum, enrichment activities and extra-curricular provision.