



Information for prospective employees

Whitley Academy, Abbey Road, Coventry, CV3 4BD



Welcome

Whitley Academy is an secondary 11-19 school with approximately 900 students on roll (including the Sixth Form).

Whitley Academy strives to not only to achieve excellent outcomes for our young people, but also to provide opportunities for them to be creative, innovative and to enjoy their learning. Our students develop into responsible young adults with high self-esteem and the skills and competences to equip them for success in the future.

Whitley Academy provides a safe and stimulating environment. We have a dedicated, highly skilled and committed team of staff upholding high expectations of, and aspirations for our students' attendance, punctuality, behaviour, uniform and attitude to learning. Teachers have high expectations of students and develop excellent working relationships in the classroom.

We are extremely proud of our strong sense of community, which is carefully nurtured so that every individual can enjoy the rewards of making a positive contribution to our school.

We extend a warm welcome to you and look forward to you joining the Whitley Academy community.

Miss Sally-Anne Bloom

Acting Principal

History of Whitley Academy

Whitley Abbey was originally an Elizabethan or Jacobean hall and never actually occupied by monks. The house was given the name 'abbey' for extra status and was one of just two grand mansions which were prominent in Coventry during the 18th century. The Abbey was occupied until 1920 when it started to fall into decay.

The current school was built and opened on 13 October 2000, replacing the former Whitley Abbey Comprehensive School built in the 1950s, which was one of the first comprehensive schools in Coventry.

In July 2007, Whitley Abbey Community School gained specialist status in Business and Enterprise and was renamed Whitley Abbey Business and Enterprise College. In July 2011, Whitley Abbey Business and Enterprise College became an Academy and was renamed "Whitley Academy".

Whitley Academy is committed to delivering high quality education for the community we serve. We value everyone that we work with, regardless of their differing needs, abilities and backgrounds. This ethos influences all that happens within the school. Our motto, 'be the best you can be', ensures that we focus on developing the 5 pivotal aspects we believe are crucial to future success:



High aspiration

Communication

Community Minded

Mental security

Stickability

As an Academy our expectations are high: attendance, punctuality, behaviour, uniform and attitude to learning should be excellent. In return Whitley Academy provides a safe stimulating environment with high quality teaching designed to ensure motivated and effective learners.



Our Curriculum

Our ambitious curriculum enables our young people to develop into confident, independent, resilient learners who have high aspirations and are well prepared for and excited by the demands of higher level studies ahead.

Students are engaged in a broad and balanced curriculum and each curriculum area fosters curiosity, creativity, and a love of learning by providing a rich curriculum which offers a range of opportunities both inside and outside the classroom. Students are helped to understand the purpose and value of the individual subjects and cross curricular links, and the relevance of their learning to the world beyond school. Our teachers empower students to be enthusiastic about the subjects they are learning, with opportunities for students to initiate and take responsibility for their own learning.

Students are expected to read widely both for information and for pleasure. They have a weekly lesson in the LRC during which they might read individually or in a small group as part of our Accelerated Reader scheme.

Students develop as responsible citizens with shared values such as respect, collaboration, community, and taking responsibility. Core skills of literacy, numeracy and oracy are developed within all subjects. We pride ourselves on offering students a supportive environment where they have the confidence to take risks and make mistakes, where learning can take place through discussion and exploration, and where they understand that sometimes there is more than one “right” answer.

Teachers value the importance of knowing the whole child, and encourage students to develop resilience through a growth mindset approach.

Some students in year 7 and 8 follow our Opening Minds curriculum to aid their transition and enables them to quickly build strong relationships with staff that mirror the strong pastoral arrangements in primary education.

During the latter part of Year 9 students choose their pathways for Years 10 & 11. Here we personalise the curriculum further. There are several pathways available that include a range of GCSE options. We recognise that the choice students make is important and we use specialist advice and guidance to help



them make these decisions. The core subjects continue and all students will study Maths, English, Sciences and Ethics. Students of all abilities are catered for well in our curriculum and we are effective in meeting all students’ needs.

We also provide a range of other curriculum opportunities and experiences to ensure that all aspects of personal development are met. We have very good careers provision and students are genuinely prepared for life beyond school.

Post 16

We offer students a wide range of courses that are suitable to individual Post 16 learning pathways. We ensure that all our students can access nationally recognised training and learning opportunities to support them in their career paths beyond school whether that is employment, apprenticeships or higher education at University.

We believe that choosing the right course is important if students are to enjoy their time in Post 16 and achieve success. We interview all prospective year 11 students and encourage all students to think about their strengths, which subjects they enjoy and their suitability based on their predicted grades. Students will have opportunities to talk to teachers, tutors, Post 16 students as well as parents for advice.



Students in Whitley Academy Post 16 are very successful. The last Ofsted judgement was 'good' for Post 16 provision.



Inclusion and Pastoral

The BASE provides support for Whitley students and their families, which includes mentoring, counselling, group work and our Personalised Learning Programmes. We have an experienced team of staff based at the BASE including Director of student welfare, Progress Managers, counsellors, and a home/school liaison officer. This team works with students to support their needs and break down any barriers to learning students may have. We want all students to 'be the best you can be'.

Everyone at some point needs a bit of extra support whether that be emotional, behavioural or academic. The pastoral and inclusion team deals with concerns and problems quickly and efficiently. We use preventative measures and early interventions to promote good mental health, emotional well-being and a positive attitude so that students are able to achieve their full potential.

If emotional and behavioural support is required, programmes can run over a 6 week period and might include group sessions on:

Anger Management

Motivation -Raising Attitude to Learning

Social Skills

Healthy Wellbeing

Attendance Support

Appropriate Behaviour

Raising Self Esteem

Staying Safe

Transition

Building Resilience

Conflict Management

Anxiety



Learning Support

The Learning Support team is committed to all students achieving their potential and having access to the support and enrichment which allows them to do this. We offer a range of programmes to assist a variety of learning needs across all of the key stages. These range from support during normal curriculum time to small group work and one to one support. The SEND Department works alongside the Inclusion Department to promote a holistic view when supporting students with learning, social and emotional difficulties.

The Learning Support Team is responsible for the day-to-day operation of the SEND policy. It co-ordinates support and provision for students with SEND/EHCPs as well as provision for those who are identified as requiring further support.

The Learning Support Team offers a range of services and interventions such as:

Specialist support from the Educational Psychologist Service

Specialist support from the Complex Communication Team (CCT)

Specialist support from SALT (Speech and Language Therapy Service) and the Sensory Team

Teaching Assistant support in classrooms

Individual support (1:1 academic support/mentoring)

Booster literacy and numeracy programmes

A phonics based literacy intervention

ASD support groups

Supported homework club Intervention

KS4 English/Maths intervention

Parent support sessions

Staff and parent training

Advice on SEND support for EAL students



Our Staff

There is a collaborative, positive and purposeful atmosphere amongst the team of staff at the school where all expect each other to 'be the best you can be'. The staff room is a vibrant hub of activity for both teaching and non-teaching staff where communication shares this ethos. The school provides a modern and well equipped learning environment with excellent ICT infrastructure and support. Many classrooms use interactive whiteboards, and other facilities include an extensive library, numerous computer rooms, a gym, a sports hall, a cricket pitch, a running track, tennis courts, and an on-site conference centre. The wider school site is extensive with plenty of open green space beside a nature reserve, woodland, a lake and substantial playing field.



Professional and personal development at Whitley Academy

We aim to inspire all staff who work at Whitley Academy both professionally and personally. Our extensive internal development programme supports our core goal of providing the best opportunities for our students and has strands for both teaching and non-teaching staff. This programme includes CPD, statutory information and guidance, extensive teaching and learning development courses, and provides opportunities to develop expertise at all levels through mentoring and coaching. We place high value on pedagogical development with department time specifically used to discuss different ways of approaching teaching and learning.

We support access to external teaching and learning courses (including extensive opportunities at other schools) such as NQT development, subject knowledge specialist training (TSST), and middle/senior leader development programmes via the Lion Alliance. Whitley Academy also places great importance on the development of staff working in Learning Support, administration, catering, cleaning and maintenance, with everyone given the opportunity to access courses relevant to developing their role.



Staff well being

When staff, students and families walk through our gates and onto our site they belong to the Whitley Academy community. In this community, we build meaningful relationships based on trust and mutual respect. Our classrooms, corridors and the school environment are safe spaces where nobody is judged and everybody is valued. In our community, we are proud of our school and are committed to supporting all staff and students to 'be the best they can be'.

Our Community

Whitley Academy works to ensure that all students recognise and respect other cultures, languages, backgrounds, and integrate fully into the life of the school.

We want to operate at the heart of the community which we are a part of, engaging with local events, local residents and businesses.

Community Engagement

We work in a variety of ways with our local primary schools, inviting students and staff to visit Whitley Academy. We also regularly have staff and students from Whitley Academy visit primary schools to benefit and share from teaching and learning ideas.

We run regular inclusion events at the school where members of the local community are invited in to be part of school life.

Our Parent Forum initiatives have been developed to promote a two way dialogue between the school and parents/carers.

At our regular Rewards and Awards evenings, we invite families to join us in celebrating the successes of our students.

We have half termly parental drop in events with our SEND departments.

We have an expert team of mentors, youth workers and counsellors, located within at our Base facility, available for both students and parents/carers.





THE LION ALLIANCE

Whitley Academy is part of the Lion Alliance based in Coventry.

Our Alliance aims to develop a passion for learning, removing any artificial barriers to learning to ensure that everyone reaches their full potential. We believe in creating a learning culture which encourages all to enquire, develop and share.

We move beyond collaboration into co-construction, ensuring education and pedagogy is developed by colleagues to reflect the needs and aspirations of all learners. We want our learners to be prepared and equipped with the skills required to be a successful member of a global and technological society.

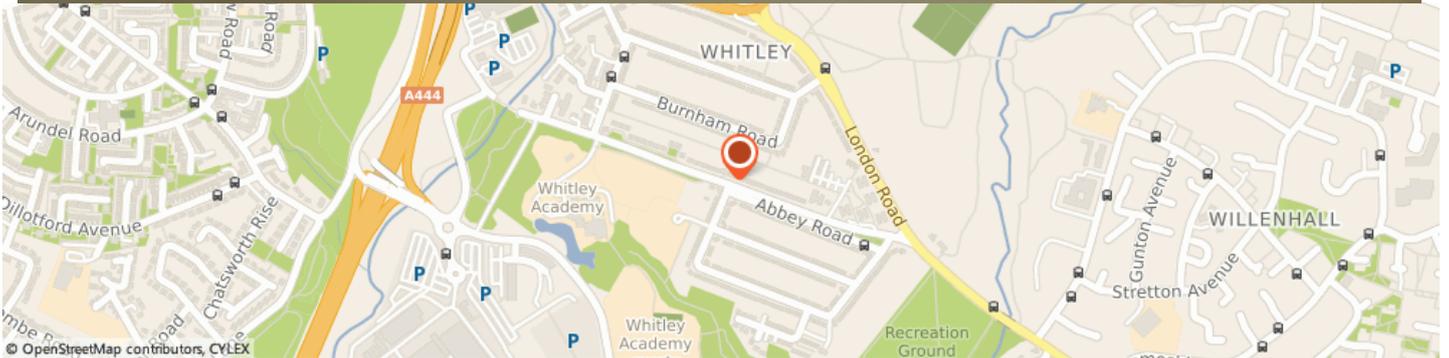
The Lion Alliance is committed to providing high quality support and training for teachers in every stage of their career, from Initial Teacher Training through to developing school leaders. As a recently appointed Teaching School Alliance, based in Coventry and the West Midlands, we work closely with schools and partners in The Lion Alliance to:

1. Recruit and train new teachers through a supportive ITT program
2. Provide support for other schools to bring about school improvement
3. Work with schools both within and beyond our Teaching School Alliance to raise standards of teaching
4. Identify and develop leadership potential

We deliver high quality training and CPD, using the expertise of colleagues with The Lion Alliance, which consists of primary and secondary schools, and through our partnership with schools and universities.

We believe that innovation within teaching, action research, and sharing good practice are essential in ensuring World Class education for all. Our CPD programmes are aimed at providing colleagues with the opportunity to develop pedagogy, innovate, and deliver best practice.

Our partnership with primary and secondary schools ensures cross-phase opportunities for colleagues to learn best practice.



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