



Swindon Academy's Vision

Our core purpose is to inspire our children and young people to achieve and believe that they can reach for their dreams.

- Passionate and value led leadership of learning which keeps vision at its heart
- Committed to educating the whole family and our community
- Developing today the leaders and citizens for tomorrow who will take on their full share of responsibility for the world in which they live
- Embracing the future
- Expecting the best
- Excellence and innovation at the leading edge of education
- Excitement and enjoyment of learning which is life long
- Confident in being adventurous with learning, with the perseverance that brings success
- Where every individual matters
- Individuality is celebrated and the strength of unity is recognised
- Proud of our community, situated in its heart
- Strong and caring partnerships working together to provide the very best

Application Process

Swindon Academy employs Hays Recruitment Agency to recruit teaching staff and all support staff vacancies are managed by the school.

Teaching Staff Vacancies

All teaching applications are screened by Hays Education and passed to Swindon Academy for review. Candidates may be invited to teach a lesson under observation. Candidates who successfully pass the observation will progress to interview.

Support Staff Vacancies

Support staff vacancies are screened internally and successful candidates invited to interview. Part of the interview includes a written or practical task and candidates are graded on their performance.

Safeguarding

Swindon Academy takes the safeguarding of its students very seriously. Any successful candidates are required to complete a Criminal Records Bureau check and a minimum of two good references from previous employers or University lecturers will be required.

If you would be interested in discussing your experience or possible vacancies at Swindon Academy please contact:

Teaching vacancies - Kris Taylor, Hays Education, 01179 279 369

Support vacancies - Liz Page, HR Manager, 01793 426900

Swindon Academy **Tel: 01793 426900**
Beech Avenue **FAX: 01793 426901**
Swindon **Email: admin@swindon-academy.org**



Working at Swindon Academy



Message from the Principal

Swindon Academy is the first 0—19 Academy in the country! Swindon Academy opened on September 1st 2007 following the merger of the Pinehurst Infant, Pinehurst Junior and Headlands Secondary Schools and more recently Penhill Primary School also joined us to become our Alton Close site. This has been and still is an exciting time for all of us. This is a unique opportunity to be involved at the leading edge of educational development and regenerate a community which has been ill served for so long.

Swindon Academy is now considered to be one of the most improved schools in the country and continues to go from strength to strength. This is testament to the hard work and dedication of the staff who work at the Academy.

The next stages of our journey will continue to build on the successes of all four predecessor schools. All four sites have had recent successful Ofsted Inspections and results in all schools have risen to the best they have been in many years. This development is not, therefore, about failure but rather about success and the continuation of it given the challenges of the area.

We are looking to appoint committed, enthusiastic and talented teachers who relish the opportunity to be involved in a fast paced and innovative environment, making a significant difference to the lives of young people. We are a team which takes seriously the safeguarding of our children and young people.

We are proud to be able to provide our students state-of-the-art facilities which add value to and develop their learning further. If you would like to be part of an exciting and forward moving school then please read more about us. *Jan Shadick*

Information about us

Swindon Academy is a mixed comprehensive school catering for up to 1800 children from Nursery to 19!

Swindon Academy has a strong, formal partnership with the local Sure Start and Family Services providers have a building on the same campus. This enables parents to engage with the Academy from the birth of their child. It also means that we can provide a coherent and consistent approach to education from the start, ensuring that basic skills are secured.

Our new building is in the heart of Pinehurst. Our policy is to share our new facilities with other schools and with our community – thus being a learning resource for the whole area as well as our students.

Our vision is to bring about a step change in the education of our young people, ensuring that they are fully equipped with life-long learning skills, by inspiring them to achieve. We face many challenges in our community and have made significant strides to move our young people towards their potential but this will always be hard to sustain. Many of our children lack the secured basic skills that they need, so many of our parents become disengaged as their child gets older and so many of our young people lack the aspirations to continue in education post 16. Our 0 – 19 Academy will help us to overcome these barriers by securing the foundations at a young age, engaging with parents from the start and providing opportunities post 16 which will, hopefully, engage young people in continuing education when they would normally have ceased.

We will become a high performance centre of learning which students develop life-long learning skills and attitudes.

Why Work at Swindon Academy?

Working in Swindon Academy presents staff, both teaching and support, with an opportunity to be in a working environment which:

- is exciting and innovative
- will make a difference
- is successful
- has high expectations
- has strong leadership and management
- enables them to work with students from 0 – 19 and be involved in a large breadth of curriculum choice with strong curriculum partners
- treats all staff as professionals, making a large investment in professional development as it moves towards gaining training school status
- already has a strong and committed team of professionals
- uses peoples strengths to develop them and the organization
- has state-of-the-art facilities and resourcing
- does not just pay lip service to inclusion but lives it.

It also gives staff an opportunity of working with ULT; an organisation which has been involved in the education of children from socially challenging areas for over 100 years. Working together as part of a group has significant benefits for staff, pupils and parents.

Most of all working in Swindon Academy gives staff the chance to be part of something special and innovative in creating a 0 – 19 school in the heart of its community.

Curriculum

Our vision for the curriculum is 'Independent, Inspired and Included'. We are striving to achieve a seamless and personalised provision for every student, using the best facilities, resourcing and staffing. Our Curriculum Leaders have responsibility for their areas from 0 – 19. We have a five year plan for curriculum innovation and are currently implementing the first stages of this.

We have strong partnerships to support our curriculum with local businesses, including our Corporate Partner HONDA. We also work closely with local feeder Primary Schools to share facilities and teaching. This enables all children in the area to benefit from a 0 – 19 provision.

Our curriculum structure is based around the 5 Early Learning Goals with Curriculum Areas of Enquiry (Maths and Science), Humanities, Sport and Health Education (PE, Dance and PSHE), Communication (English and MFL) and DAIT (Design and Information Technology).

In addition we have 4 Cross Curricular areas of Expressives (Art, Music and Drama), Personalised Learning, Business and Enterprise and Inclusion (SEN and Learning Support).

Our curriculum extends beyond the day to a full programme of out of hours learning and community learning.

Our Specialism is Science with Business and Enterprise and our link with Honda is invaluable in supporting this.

We also offer a full range of courses for our students including the traditional A' Levels and GCSEs plus extensive vocational qualifications.

Organisation

The organisation and structure of our Academy has been built around the 0 – 19 ethos and the desire to ensure consistency and coherence all the way through.

We have divided the organisation into three phases:

Foundation Phase - Sure Start through to Year 3

Development Phase - Year 4 – Year 8

Extension Phase - Year 9 – Year 14

These Phases deliberately overlap the traditional Key Stages in an attempt to overcome the dip in learning which occurs at the end of one Key Stage and the beginning of another. This organisation works well and departmental staff hold responsibility for their curriculum area across particular phases.

Teachers are able to teach within and across the Phases as their experience and desire allows.

Swindon Academy believes strongly in 'stage not age' and this is reflected in the teaching of phonics and Maths in the foundation and lower development phases.

The vision of the 0—19 school comes to fruition in the cross phase teaching beyond their normal age range, or having the ability to team teach or share experiences. The organisation of the school allows student leadership opportunities, working alongside younger and older students enabling a true 'family' learning approach.



Living in Swindon



Swindon Academy is situated in Swindon, Wiltshire. Surrounded by beautiful countryside, Swindon is within reach of many tourist attractions, from stately homes to the famous ancient stones at Avebury and Stonehenge.

Swindon is a vibrant, modern town, which has an exciting combination of cutting edge technological industry, intertwined with a rich industrial heritage, bequeathed from its importance as the centre of The Great Western Railway and the vision of Isambard Kingdom Brunel. Swindon is an area where the local economy is buoyant and the employment rate is very high.

Swindon is ideally located in north Wiltshire between London and Bristol and linked by major motorway and rail routes. This part of the county is very near to the border of Oxfordshire and Gloucestershire.

Swindon has easy access to railways, motorways, air links and is only 1½ hours drive from the ferryport of Portsmouth, giving quick access to Spain and France. It is easy to reach the South West, the South Coast, the Midlands and Wales. The thriving cities of Bristol, Oxford, Bath and London are all within easy reach.

Transport Links

By Road

North Wiltshire is conveniently accessible from London or Heathrow Airport by using the M4. The M3 connects London to the A30 and A303 roads, which serve the south of Wiltshire. From the Midlands and the North, the best route is by the M5 to the Almondsbury interchange near Bristol and then into Wiltshire by the M4, A4 or A36.

Bristol	39.8 miles
Oxford	29.5 miles
Bath	35.6 miles
London	81.8 Miles

By Rail

Fast and regular Inter-City services as follows: From London (Paddington) to Bath and Bristol serve Swindon (55 mins).

Click here for Rail links to Swindon By Air London (Heathrow and Gatwick), Bristol, Cardiff, Bournemouth, Southampton and Exeter airports are all within easy reach of Wiltshire.

Why not visit the Website of Bristol International Airport at www.bristolairport.co.uk

Surrounding Areas

Bristol is an exciting city, overflowing with intriguing, traditional and occasionally off the wall things to do and see. Its harbour side location lined with attractions, boats, restaurants and museums makes it unforgettable. But what really makes it special is its energy, the mix of historic and new, and having been designated a European Centre of Culture, the city continues to celebrate in style with a year round calendar of events and festivals.

Oxford, The City of Dreaming Spires, is famous the world over for its University and place in history. For over 800 years, it has been a home to royalty and scholars, and since the 9th century an established town, although people are known to have lived in the area for thousands of years. With its mix of ancient and modern, there is plenty for both the tourist and resident to do. Whether its visiting one of the many historic buildings, colleges or museums, going out for a drink or a meal, taking in a show or shopping till you drop, Oxford has it all and OxfordCity.co.uk will help you find it.

The city of Bath is one of England's tourist gems and has been welcoming visitors for over two millennia. This historic city has been designated by UNESCO as a World Heritage Site and presents some of the finest architectural sights in Europe, most notably the famous Roman Baths. The Baths are not alone in being one of many great tourist attractions to be housed all within the boundaries of one city – take for example the ancient thermal springs, which are now numbered as one of the UK top five tourist attractions.

Eating Out

Swindon features a varied list of eating out places. The atmosphere of this cosy town is fairly intimate and this is reflected in its diners and it has enough to give you 'food for thought'. Swindon offers a broad range of restaurants: Oriental, Indian, Italian, Mexican as well as a growing selection of 'Gastro Pubs'.

Leisure and Sport

Apart from the hundreds of things to do in the town itself including award-winning Museums, Parks, Gardens, Leisure facilities, Shopping and Nightlife, our location on the edge of the Cotswolds and the rolling Wiltshire countryside means that whether it's water-skiing or the White Horse you'll be spoilt for choice of things to occupy your time. Here are just a taste of things to see and do in the area.

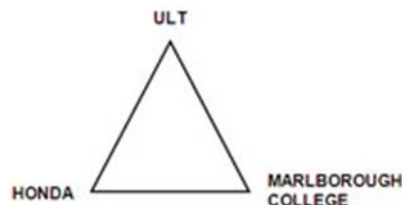
Shopping

The Great Western Designer Outlet Village shopping centre in Swindon is now one of the town's biggest attractions. It is based at the former railway works, for which the town is famous. Shoppers travel from as far away as the Midlands and Wales to shop at the centre which has plenty of parking spaces and restaurants to cater for all tastes





Partnership



We are fortunate to have three very strong and invaluable partnerships. The United Learning Trust is our sponsor.

They are the largest sponsor of Academies in the country and have been involved in education for over 100 years. Because of this commitment and history they provide a strong infrastructure to support staff and students. This includes professional development opportunities. It is a subsidiary of the not-for-profit charity, the United Church Schools Trust (CST) and shares with it the objective of managing schools which offer students a high quality education. With an ethos based on their founding Christian principles of respect, service and compassion, discipline and hard work, ULT helps to prepare young people for a rewarding and enriching adult life.

Our corporate sponsor and one of our Benefactors, **HONDA**, help us bring learning to life. They work with us in a whole host of ways through the curriculum and providing expertise and support for staff. Swindon Academy is the Ambassador school for Honda School of Dreams opening up fantastic learning opportunities. Honda also support us through a variety of prepare for work days, engineering workshops, contribution to Science days.



MARLBOROUGH COLLEGE

Swindon Academy is also very fortunate to work in close partnership with one of the top public schools in the world, Marlborough College. This is an informal partnership based on mutual respect and sharing of expertise. Our students benefit from visits to Marlborough College. These visits are part of exchange learning programmes which enable our students to experience different ways of learning, new environments and meet other young people from different backgrounds. Such visits extend the horizons and aspirations of our students and are vital to inspiring them to achieve their potential.

Accommodation and Facilities

In our new building we are proud to be able to offer our teachers, well-resourced learning spaces whereby they can teach engaging lessons, stimulating students via the latest technology. Every Curriculum Area is well supported by state-of-the-art technology and a comprehensive resource base. We are high tech in every way!!

It is a real pleasure to see our students interact so enthusiastically in lessons, whether it is in the fantastic dance studio, the science laboratories, the inspiring art rooms, the ICT suites or using Activexpression handsets in an ordinary classroom.

We also have excellent sports facilities which are Sport England standard and arguably the best in the area. It is a core part of our vision that these facilities are used by the wider community as well as the school.

Science Laboratories

We have an excellent range of Science facilities which are located off the street. We have a 'virtual' lab nearest the canteen which is used for theory lessons and five further laboratories for practical lessons.

The prep room is also magnificent and an excellent support to both our students and our teachers.

The Street

One of the first and most impressive parts of our building is referred to as 'the street'. This is the main corridor in the secondary section which has a glass ceiling along the length of the corridor. It is a really light, open space with all classrooms adjacent to this space having floor to ceiling windows. This adds to the spacious feel of the classrooms.

Classrooms that are located on the street are the Science labs, the library, the ICT and Business rooms, the dance studio and the art and music rooms.

Dance Studio

Our purpose built dance studio has proved to be an extremely popular area of the school. Students are using it to practise their routines at lunchtimes and it is utilised every night after school for dance classes.

Having a dance studio has opened up opportunities for our students who wish to pursue a career in the performing arts as we can now deliver the BTEC Dance course in the correct environment. It is so heavily utilised that students have already commented that we really needed two!!

Technology and Music Suite

We are really fortunate to be the only school in Swindon to have a bespoke music suite. Keyboards are connected to Apple Mac computers enabling students to digitally compose and record their music.

This studio has further media possibilities and we look forward to utilising it more in the future.

Primary

Our primary facilities are either brand new or recently refurbished. Comments from both our students and parents express how light, open and welcoming our teaching areas are. Primary students have access to extensive libraries on both sites and full ICT facilities.

All classrooms have interactive whiteboards as standard enabling highly effective teaching techniques as standard.

Sports Hall and Area

We are fortunate to have an excellent sports hall in this building. The sports area is designed and built to international standard, having it's own reception for use by the community for sporting events.

The changing and shower rooms are excellent. The whole area has easy access to the all weather pitch, tennis and netball courts and the sports field (once completed). We also have a top of the range fitness suite with cardio vascular and resistance machines.

