



# Information for Job Applicants



2016/17

## Introduction

Thank you for taking an interest in working at Cowes Enterprise College. This leaflet is designed to give you an overview of what it is like working here. There is also information contained on the [academy web site](#).

Cowes Enterprise College is a sponsored academy which opened in September 2014. The Academy took over an existing school which had been through a troubled period of leadership. Shortly after it became an academy the sponsors, the Ormiston Academy Trust, asked me to take on the role of Principal to bring experience and stability. I started in mid-December 2014 and have been able to draw both on my 15 years' experience as a headteacher and my four-year period as one of Her Majesty's Inspectors working for Ofsted.

There was already rapid progress being made. In summer 2014, the school achieved the highest rate of examination passes in its history and, in terms of 5 A\*-C pass rates, the best of all state schools on the Isle of Wight. Improvements continue, but there is still a great deal to be done. The academy intends that when it is inspected by Ofsted, probably in the autumn of 2016, it will be judged securely good.

Please read through these details carefully before applying. Like in any good school, I can't promise that working here will always be easy – teaching is not like that! However, if you are committed to supporting the growth and development of young people through high-quality subject teaching, I can promise you a great team to work with and the rewards of being able to make a significant difference to the lives of the young people in this part of the Island.



*John Peckham BEd, MSc (Principal)*

## Information about the Academy



The Academy has a purpose-built and inspirational new building. Subject areas have suites of rooms each based around a large 'inspiration space'. The building has been designed to enable some flexibility in the arrangement of rooms and many can be joined together to create larger teaching spaces.

There is generous provision of specialist spaces, with workshops, art rooms, computer suites, music and media rooms (including three fully fitted Apple Mac rooms), a dance/fitness studio and science laboratories. There is also a catering kitchen classroom and two full-sized sports halls. There is a very large main inspiration space, a canteen and a large indoor-outdoor area. The academy sits in

spacious grounds with a mixture of grass sports pitches, surfaced sports areas and landscaped grounds. The upper floors of the academy have unrivalled views across the Solent from Portsmouth to Beaulieu.

Several class sets of lap-top computers are available for staff to book to support learning.

There is a dedicated sixth-form area with a common room, quiet study spaces and a canteen. Special educational needs are supported by a team of high-quality teaching assistants and a dedicated resources area (Oasis). There is a large library staffed by a qualified librarian.

There are currently just over 1000 students on roll and recruitment at both Year 7 and Year 12 is healthy.

### **Our students and community**

The vast majority of students are enthusiastic and appreciative of good teaching. There is still, however, a backlog of low ambition and aspiration. Despite its many advantages and overt prosperity, Cowes has a significant proportion of disadvantaged students, and there are pockets of deeply entrenched deprivation. By way of example, the achievement of pupil premium boys at Cowes in 2014 was very significantly below that of most students. Providing more engaging teaching and better support for this group is a high priority for the academy.

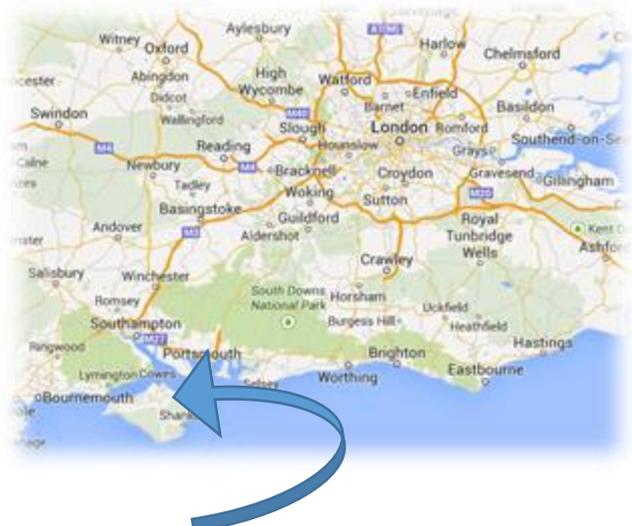


There are also many very well supported, well-motivated and extremely able students, making the nature of the academy truly comprehensive. Most year groups are just under 200. Sixth-form numbers are relatively low, but excellent teaching has ensured Cowes students achieved the highest average grades at A-level in 2014 of all the local schools and sixth form colleges (including those in Hampshire). Grades in 2015 were also very strong although full comparisons with other providers are not yet available.

### **Location**

Cowes sits at the northernmost point of this popular tourist island. It is widely regarded as the world's premier yachting centre and hosts the oldest yacht club in the world – the prestigious Royal Yacht Squadron.

The Isle of Wight has a great deal to offer young professionals, with miles of beautiful beaches, excellent walking, mountain biking, surfing, paragliding and all forms of watersports. The Island has a series of events throughout the





year including arts and literary festivals and two major pop festivals.

Cowes has a great deal of character, with a winding pedestrianised high street lined with a mix of yacht chandlers and clothing providers, national retailers, independent traders and quirky gift shops. In August, thousands of yachtsmen and women descend on the town for the world famous Cowes Week and throughout the year a series of major yachting events take place.

The town also has a strong industrial

heritage and as such has a good supply of very affordable housing with prices approximately two thirds those of similar properties elsewhere in the south of England and a fraction of the price that would be paid near London.

This part of the Island and the south of England in general have a high concentration of science and technology-based industries, providing good opportunities for real-life curriculum links as well as future employment prospects for students.

Transport links are good with an hourly (half hourly at peak times) high-speed service from Cowes or Ryde linking directly to the London trains (2hrs total journey time) and car ferry links to Portsmouth, Southampton and Lymington in the New Forest.

Southampton Airport has direct flights to a wide range of destinations in Europe, the North of the UK and Dublin and Belfast.

### **Our staff**

The academy is organised into six faculties, each led by a Director of Learning, supported by deputy or assistant directors with subject leadership roles. They are supported by a SENCO at the same level.



Pastorally, there are three progress leads: Year 7 & transition, Years 8 and 9, Years 10 & 11 and a Head of Sixth Form. They manage the progress and welfare of their year groups. There is also a 'house' system for sporting and other competition. In an acknowledgement of Cowes' rich maritime

history, each 'house' is named after a famous J-Class yacht and the yacht 'crews' also work to raise money for local charities.



The senior leadership team are ambitious, responsive and keen to support and promote achievement. The academy has a core of experienced and successful teachers. A team of learning coaches provides support and professional development to support teacher training, newly qualified staff and coaching and improvement to all.

The administrative and support staff provide excellent support in all areas.

All teachers at Cowes are expected to participate fully in the wider life of the academy as form tutors and we welcome involvement in extra-curricular activities. Teaching staff are required to meet the core standards within the framework of the Professional Standards for Teachers in England. There is an effective system for the performance management and professional development of all staff.



### **Salary and benefits**

The academy pays teachers on the national scale and follows national conditions of service. Support staff have their own salary scales and conditions, broadly equivalent to local government pay scales and conditions.

Where we have recognised recruitment difficulties we are able to offer an excellent package of support and benefits for the right candidates including:

- Negotiable starting points on the main salary scale
- Negotiable relocation / transition expenses
- For overseas teachers, a negotiable end-of-contract bonus
- Excellent induction to teaching (for the newly qualified)



- Support in finding and funding suitable accommodation
- Access to high quality professional development, in-house, through Hampshire and across the Ormiston family of academies

### **Personal Attributes and Vision**

In addition to the specific requirements of the post applied for, all staff appointed to the academy will need to be:

- Committed to the care, wellbeing and welfare of students and willing to work with the academy in all aspects of ensuring that our students are safe and supported.
  - Relentless in their ambition for the achievement of all students, across the full range of ability.
  - Hard-working and conscientious.
- Able to command respect from students and colleagues.
  - Great team players, willing to work with colleagues across the academy to develop opportunities for students.
  - Committed to working in partnership with parents and the wider community in the interests of students.
  - Honest, reliable and trustworthy.





### **How to apply**

Application is made by completing the academy application form available on the Academy website.

We welcome speculative applications and will keep them on file in case suitable vacancies arise.

For further information or the opportunity to talk to the Principal, John Peckham, by telephone or Skype or to visit the academy and discuss a post, please contact:

**Donna Harrison, HR Officer at [dharrison@cowesenterprisecollege.org.uk](mailto:dharrison@cowesenterprisecollege.org.uk)**

**or call +44 1983 203103.**



**For more details about Cowes Enterprise College, visit our academy website:**

**<http://www.cowesenterprisecollege.org.uk>**

