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PROSPECTUS







Welcome

I am delighted to have been appointed as Principal to the newly named 'Hathaway Academy' and I welcome you to our Academy and this prospectus. This new Academy will change the aspirational horizon for our students and their community. Everything that both staff and students do, will be done to ensure that through engagement, self-worth and purpose students will be the very best they can be.

This will be achieved through a personalised, engaging and relevant 21st century curriculum. There will be a wide and varied extra-curricular programme that not only supports Academic progress, but also embeds the specialism of Digital Media & Performing Arts. Links have already been established with the Royal Opera House and Westminster Kingsway, both of who have international recognition. This balance of academic excellence and opportunities will underpin the aspirations agenda and provide the students with the skills and confidence they will need to lead highly successful adult lives.

As the new Principal, I bring a wealth of experience and a proven track record of rapid school improvement. Previously I have worked at two Harris Academies: Harris City Academy Crystal Palace where results were 88% A*-C including English and Maths and, most recently, as the Associate Principal of Harris Academy Peckham where the results placed the school in the top 3% of schools in the country for progress. These are the aspirations I have for The Hathaway Academy.



The Hathaway Academy has incredibly high aspirations for all its students and aims to give every student coming to our Academy an education they will enjoy and one which will develop them into thinking, articulate, responsible and successful citizens.

At The Hathaway Academy we are an Academy which:

- Combines the traditional values of outstanding behaviour, good manners and smart uniform with outstanding 21st century teaching methods and technology.
- Promotes a culture of aspirations for all, this includes our parents, staff, students and community.
- Nurtures strong interpersonal skills and develops aspiration to be successful.
- Inspires the best in every student, whether they are particularly able, academically or socially struggling or simply somewhere in the middle.
- Provides a pastoral system, that genuinely provides intervention, care and guidance of the highest quality.

The foundation upon which The Hathaway Academy is built, will be the highest expectation of every student. It is our aim, and one by which we must be judged, that students are equipped to achieve highly, academically and personally. Not simply whilst at the Academy but for life.

This prospectus is only a glimpse into the life of a Hathaway Academy student, so please do come along to our Open House events.

As a new Academy we are incredibly excited about the future and look forward to meeting and welcoming you to our Academy.

Care & Guidance

I believe that one aspect that came out positively from previous inspections was care and guidance.

Our pledge at The Hathaway Academy is to create an environment where every student can be safe, happy and successful. We value the diversity of our community and want to encourage and support individually, but also realise we need to provide care and guidance for all students to become model citizens within their own community.

All aspects of life will present different sets of challenges and, as an Academy, we must provide students with support and guidance, whilst equipping them with the skills to manage and be resilient. Our students will develop the skills to respond positively to challenge.

At The Hathaway Academy we have the commitment as well as the staff and pastoral systems to provide this. Our goal and vision will only ever be met if The Hathaway Academy students leave our academy as well rounded and skilled citizens who are confident in their ability, with strength of character, moral judgement, emotional intelligence, resilience and most important of all, the aspirations to make the most of their lives and strive to be better.

Our faculty system, supported by non-teaching pastoral leaders facilitates a sense of healthy competition and belonging. It will help create opportunities of awe and wonder, as well as memorable moments. In doing so it will ensure no Hathaway student is left behind, undervalued or ignored. It is the aim of the Academy to work with parents and carers to help every student reach their potential academically, socially and personally.

A group of students in school uniforms are gathered around a display case filled with trophies. They are looking at the trophies with interest and pride. The display case is made of wood and glass, and contains several large and small trophies. The students are wearing dark jackets, white shirts, and dark ties. The background shows a blue and white striped wall.

Increasing amounts of good and outstanding teaching are helping to secure much better progress



Parents and carers agree that their children enjoy school and are kept safe.

Expectations & Standards

The Hathaway Academy will be built on high expectations of student achievement and will be matched by equally high expectations of students' behaviour.

This means a common commitment to creating a calm and orderly environment where teachers can teach effectively and students can learn. It also means a common emphasis on hard work.

Our Code of Conduct clearly lays out the standards Hathaway students are required to meet:

- Work hard, allow others to learn and follow staff instructions.
- Come to school on time, in uniform, with the necessary equipment, planner and home learning.
- Be polite, responsible and well-mannered and show consideration and respect for others at all times.
- Maintain a clean, safe and pleasant working environment.

Our home-school Partnership agreement reinforces these expectations and standards and reflects, firstly our partnership to ensure we all accept and undertake our responsibilities for the students' development. Secondly, the aim is to develop self-motivated and aspirational students who know right from wrong and how to conduct themselves.

The Hathaway Academy culture will be one of inclusion and mutual respect, encouraging a positive working relationship between students and staff. This will be enhanced by the quality of teaching and learning provided by all staff, which must be of a good or better standard, satisfactory is simply no longer acceptable. It will be underpinned by an emphasis placed on the quality of learning experiences outside the classroom. All students are expected to participate in extra-curricular activities.

Opportunity



The Hathaway Academy curriculum will be far more than the subjects that are taught. It is the whole range of learning opportunities that students have access to throughout their Academy career.

We will make this exciting, challenging and fun so that all students develop the knowledge, skills and interests that will enrich their lives.

These learning opportunities fall into three categories:

- The curriculum (in the classroom)

We constantly review and develop our curriculum so that students have access to subjects that will maximise their learning and future options. We will develop pathways that engage, enthuse and inspire.

Our KS3 includes all of the core and foundation subjects including English, Mathematics, Science, ICT, PE, MFL, Music, History, Geography, RE, Drama, Food Technology and Art to give a broad and balanced learning experience for all.

In Year 7 students take a course in Philosophy for Children. At KS4 additional subjects are offered such as Business Studies and Media Studies.

Extra-curricular (opportunities beyond the classroom)



There is an incredibly extensive range of clubs and activities that are offered before and after school.

All students are expected to take part in these activities which are essential parts of their learning; developing skills, extending talents and building character.

These include sports, Music, Drama, Debating, ICT to name a few. If there is a demand and we have the expertise we will try to facilitate clubs where all interests are catered for.

All students have the opportunity to take part in Drama, Media, Art and Music productions (more than fifteen a year). There are visits and trips locally, nationally and internationally that all students can take part in. All of these are true learning and development opportunities for students – as well as great fun.







In an outstanding physical education lesson, an exceptionally well-structured practical activity helped all students including those with special educational needs and/or disabilities to work together to make outstanding progress.

Personal Development

The personal development of each student is also addressed through our standards, expectations and tutoring as well a programme of Religious Studies that includes the valuable skills of Personal Social Health Enterprise Education and Citizenship, this is a program that enhances social, moral, spiritual and cultural awareness.

We believe we have a joint role with parents in ensuring each student develops a set of values and moral standards that will make them aware, caring, responsible and principled people. Personal, social and health education is part of each student's learning and we supplement this with assemblies, tutor periods, special days and subjects such as sex education, life skills learning is a mind-set, as much as a series of skills. We therefore teach students how to study and become effective and successful lifelong learners building their learning power for years to come. We also study Preparation for Working Life from financial awareness to careers and enterprise.

We work with students to develop their confidence, ambition and self-esteem so they can use their qualifications to become successful in their careers and lives. Ultimately we aim to ensure students gain knowledge, skills and experiences that will assist them in every aspect of their lives.

Challenge

To be an outstanding Academy we have to have the highest aspirations for all of our students.

We need each student to believe they have the potential to be outstanding, but also to accept that this will require great commitment and effort. This belief is summed up in our Aspiration agenda and drive for everyone within the Academy to striving for excellence.

Post 16 at the Hathaway Academy



It is the intention of the Academy to open a post 16 provision in preparation for September 2014.

This will be done through a process of consultation, at the heart of which will be the drive to provide a curriculum that is designed by the current Year 11 students for the current Year 11 students. It must meet the demands of the digital era, whilst facilitating a curriculum that engages and interests students. The curriculum will be reviewed on an annual basis to meet the demands of the incoming year and the changing face of education.

Academic Challenge

The Academy expects our examination results to improve each year and this means that all students need not to just reach their targets, but to exceed them.

We will ensure systems are in place for every student to reach their full potential and for their gifts and talents to be identified. University should be an option for every student.

Leadership and Community



We expect every student to develop leadership qualities and skills as well as an awareness and responsibility for the community and world they live in. We expect all of our students to become leaders. We will give them the training, opportunities and experiences to be examples and leaders.

The Hathaway Academy is a community Academy, all those who study and work here form a caring and supportive community characterised by positive relationships. We work together to deliver our vision and our aims and to help each other to develop to be better and more successful people.

The Academy has an Aspirations Council which provides students with a voice and we listen. The Hathaway Academy is the Academy at the Heart of Grays and Grays should be at the heart of The Hathaway Academy. We want our local community to be proud of their Academy and the school to lead and be involved in the community. We will be involved in many community related projects, working with other local schools and organisations to make our community better for everyone. We also welcome the community into the school to work with our students, share our activities, productions and resources and to make us a better Academy.

Aspiration



The Hathaway Academy is committed to helping foster students' aspirations so that all students reach their fullest potential and achieve the success they want for themselves.

Central to this success is the innovative Aspirations Framework which outlines how to recognise and develop students' aspirations, while trusting in the professional judgement of educators to decide what concrete actions are best for their academy. The framework is a research-based set of principles and conditions, yet does not provide a prescription for implementation, ultimately senior managers, teacher and students must guide decisions about how best to realise the Aspirations framework in our own Academy.

The combination of the experience and expertise of external supportive bodies, along with an Academy's expertise in its own unique culture is what cultivates a learning environment in which all students are inspired to achieve their very best – personally, socially and academically.

A man in a dark blue suit and light blue shirt stands in the center, smiling. He is surrounded by a group of about ten students in school uniforms (black jackets, white shirts, and blue ties). They are all smiling and looking towards the camera. They are standing behind a grey concrete wall with a brick base. In the background, there are light blue double doors set into a stone wall. A colorful horizontal bar (yellow, pink, green, blue) is at the top right, above a white speech bubble containing text.

All groups of students are making good progress.

The reasons to choose The Hathaway Academy:

- A local Academy with the support and structures to inspire the best in every student, whether they need to be stretched, are struggling, or are somewhere in the middle
- A Principal with the experience of creating outstanding schools
- Emphasis on the traditional values of good manners, strong discipline and smart uniform – as well as the best of modern teaching methods and technology
- A full and demanding curriculum, with a full range of academic subjects and worthwhile vocational options
- An Academy that nurtures strong interpersonal skills and the aspiration to be successful
- A Faculty System that gives our Academy the feel of a small school and helps every student have a clear sense of belonging
- A culture of involving parents fully with their children's education and Academy life in general
- A fun and involving range of extra-curricular activities that gives everyone the chance to shine; Established links with world renowned educational researchers
- Links with the Royal Opera House and the Westminster Kingsway Academy
- An admissions system that welcomes students of every academic ability.







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