



Working with Others Statement

The Sponsors intend the Academy to be an integral part of the Tunbridge Wells community and a catalyst for transformational change and regeneration in the area. It will establish itself as a hub for community services and learning needs, designed to be fully accessible to all throughout an extended day and in the evening, at weekends and in school holidays. The Academy will ensure that its facilities are available for a wide range of adult education, leisure activities, ICT and business and community use.

A Culture of High Standards and High Aspirations

The Academy will work in partnership with The Skinners' School and West Kent College to increase motivation, raise standards and develop a curiosity for learning. The Skinners' School will build on the existing relationship they have with Tunbridge Wells High School in using Skinners' School's staff expertise and vision to assist the Academy in developing its specialism of Science. West Kent will support the Academy in developing Engineering and in a breadth of academic and vocational learning contexts. West Kent College will draw on its expertise as a business led organisation to ensure that the Academy is powerfully led and efficiently managed, in partnership with the Skinners' School.

All establishments will benefit from joint training and professional development activities led by the Skinners' School, West Kent College, and, in the future, the Academy. The Skinners' School will also be able to provide essential support to the Academy by enhancing its gifted and talented programme. In time, the Academy will become equal partners with the Skinners' School in promoting the Specialisms of Science and Engineering in other schools, specialist colleges and academies, offering training and support to middle and senior leaders and college practitioners. West Kent College will provide support to the Academy with advice on curriculum planning and joint curriculum delivery, particularly with the new Diplomas, other 14-19 qualifications and preparation for Inspections.

West Kent College will support the Academy in fostering the growth of enterprise, employability skills and lifelong learning goals, through sharing specialist vocational facilities and industry standard equipment in engineering and other specialist areas of interest to Academy learners. It will also offer support with the establishment of mini enterprise activities, advice and guidance for students and summer projects. West Kent College will also make available to Academy students its established HE provision and progression opportunities to Apprenticeships, Foundation and Higher Diplomas and Honours degrees. Through this strong partnership and access to the North Farm Vocational Facility, students will have access to the full range of qualifications linked to current and future frameworks, a diverse choice of academic and vocational pathways and qualifications relating to personal and social development.

Through West Kent College, the Academy will have access to support from local employers and businesses. The Academy will ensure that it acts on feedback from West Kent College and local employers by responding and providing opportunities for the acquisition of the skills required for local and national employment and will feed this into curriculum planning. Employers will be asked to act as mentors to students where relevant, run mock interviews, to provide opportunities for work experience and work-based learning, and contribute to the development of employability skills and life skills programmes. The Academy will offer opportunities for both staff and students to access business mentoring and quality work placements that enable students to sample career options.

The Academy will also work in close partnership with the 14-19 Local Planning Forum to ensure the needs of learners in the Tunbridge Wells community are met. The Academy intends to offer the delivery of qualifications related to its specialisms of Science and Engineering and other related subjects, such as Maths and Technology, within the West Kent Learning Federation. This gives the Academy the opportunity to contribute to the raising of standards across the Federation. Students from the Academy will be able to access other Diplomas or additional/specialist learning opportunities at West Kent College, or at other schools, as they become available through common timetable arrangements.

The Academy leadership and its partners will work closely to organise a range of activities for students outside the normal Academy day with the purpose of raising standards of attainment. These may include revision and extension classes and providing opportunities to raise basic skills. It will also provide opportunities to study new or additional subjects.

Teachers and professionals from other establishments will enhance the offer available from Academy staff.

Teachers will be expected to provide the highest quality teaching, suitable for and appropriate to the needs of C21st learners. The Sponsors will ensure that links to the University of Greenwich, Christchurch Canterbury University and other South East England Universities will be further developed to enhance students' progression and in order to ensure the Academy staff are supported with access to high quality, research based knowledge and opportunities for professional development and further qualifications.

Staff at the Academy will also be able to access high quality Professional Development through the Science Learning Centres. Teachers and technicians will be able to use the local Centre to access the latest scientific development, contemporary resources and contemporary industry research and practices. They will be able to gain support and expertise in developing innovative teaching approaches and creative ways of engaging pupils with differing learning needs in scientific discovery.

Parents will also be able to utilise the facilities and opportunities of the Academy and West Kent College. This partnership will support the learning needs of Academy parent/carers, by offering HE short programmes, Access courses and 'up skilling' and re-skilling courses in order to gain accredited qualifications, thus improving aspirations and economic well being for the whole family.

The Academy will, as a priority, work closely with all local primary schools to develop engaging and structured transition activities to support a seamless transfer to the secondary phase. The Sponsors are committed to providing excellent continuity and progression between the two phases, in order for students to make excellent progress. Cross phase professional development activities and jointly taught transition curriculum units will be organised.

A Culture of Active Participation

All students in the Academy will have good citizenship and community engagement encouraged, recognised and celebrated. Students will engage in a range of activities that will promote a sense of community and increase cultural capital, particularly volunteering activities and community-based projects. The Academy will benefit from the Skinners' School's excellent range of academic and social clubs, Human Rights and Charities

committees and VSU programme. In particular, students from the Academy will benefit from the strong Duke of Edinburgh programme and Combined Cadet Force within the Skinners School. The Academy will link with third sector charities and voluntary associations, to broaden the curriculum and provide opportunities for students to make a positive contribution. The Academy will also work with other schools nationally and internationally to support the curriculum and promote intercultural understanding and respect.

A spirit of entrepreneurship will be encouraged, through which students will gain an understanding of how business and social enterprise activities can be of benefit to both themselves and the local and wider community. Through links with the Skinners' Company, the Academy will develop associations with the City and global finance networks. This will offer opportunities to engage with the world of work, widening horizons, offering work experience and providing access to the rich traditions of the Skinners' Livery Company. Through West Kent College, the Academy will have access to the support of local employers and businesses.

Through the network of regional STEM Partnerships, the Academy will enable students to become involved in local and national competitions, awards and projects related to the specialism of Science and technology. These activities will enrich students' experience in Science, Technology and Mathematics and enable them to work closely with other schools locally, nationally and internationally. The Skinners' School will also work closely with the Academy to offer guidance on developing the theme of sustainability through 'Education for Sustainable Development' (ESD), ahead of the 2020 target for all schools.

In order to develop the tangible links between the Academy and its partner primary schools, students from across establishments will be able to engage in a range of activities together. As part of developing leadership skills programme, older students from the Academy will be able to organise events at primary schools, such as sports competitions and activities related to the specialisms. Pupils from primary schools will be encouraged to join summer camps and enrichment activities run by the Academy throughout the year. There will also be the opportunity for primary aged pupils to engage in particular lessons on the Academy campus in the summer term and summer holiday, prior to their admission. Academy specialist facilities will also be available to partner primary schools so as to enrich their curriculum.

An Emotionally Rich Learning Environment

The social and emotional aspects of learning will be an integral part of the Academy's curriculum. The Academy will continue to work alongside the Tunbridge Wells Local

Children's Services Partnership, as Tunbridge Wells High School has done, to pursue the Five Outcomes for Children and, in particular, to create a learning environment that builds emotional resilience and social aptitude. Each student will be allocated to a Tutor Group within a House. The Learning Mentor for each tutor group will oversee the development of the Individual Learning Plan (ILP) of each student and identify (in partnership with parents/carers) the need for any key services, such as Social Services, Educational Psychologists and health agencies to become involved. 'House' accommodation will be designed to incorporate multi agency involvement in student progress and well being. A flexible use of space will provide for such activity as counselling, mentoring, confidential parent/carer consultations etc. to take place naturally and routinely. Multi –agency partners will be encouraged to assume an ease of access to the flexible accommodation available for the benefit of students and their families.

Positive and supportive relationships will be at the heart of the Academy's success. The House system will aim to replicate those features that make for a happy and healthy home life provide a nurturing environment and structure in order for meaningful relationships to develop between staff and students. In Years 7 and 8 students will be taught by a dedicated team of staff, ensuring continuity of relationships. However, the Academy will ensure that students will develop the skills and confidence to work with and relate to peers and adults outside the Academy environment. The Skinners' School will develop further its peer to peer mentoring support and 'homework buddy' scheme. West Kent College will support students from Year 9 onwards via a mentoring scheme and via tasters and visits. The Academy will also ensure that all students are involved in a range of enrichment and extended learning activities, some of which may be led by professionals other than Academy staff, such as Sports Coaches. Community projects and volunteering activities will also give opportunities for students to interact with peers and a range of adults from within the local community.

Language is fundamental to the development of social and emotional skills and the Academy will work with partner professionals to develop a whole school language and literacy policy and programmes of study. The Academy will hopefully continue to benefit from Outreach SEN support from Broomhill Bank, a neighbouring Special School supporting statemented students with speech, language and communication needs. In particular, students from neighbouring Oakley Special School will continue to engage in a range of activities with both the Academy students and with Skinner's School students to the enrichment of all three communities of learners. The Academy will prioritise partnerships with parents/carers to support this work.

An Inclusive Environment Where Every Child is Known and Every Learner Supported

From the outset, Academy staff will ensure a detailed exchange of information about students' individual progress, attainment, health and well-being from primary phase colleagues, in order for them to plan the provision, address underachievement swiftly and identify any student not maintaining appropriate progress. The VP Junior House will manage the day-to-day links with primary schools and ensure smooth student transition from partner primary schools to the Academy.

Staff from partner services will become an integral part of the Academy and will be encouraged to work proactively within the Academy to develop and strengthen the student and family support capacity and systems. Working alongside the Tunbridge Wells Local Children's Services Partnership, the Academy will support other local and national initiatives aimed at helping vulnerable members of the community. The Academy will support families in need by developing a coordinated and proactive approach, working closely with voluntary and statutory agencies to develop communication systems that are robust and effective. This will ensure students have swift and easy access to available opportunities and provision.

The skills and talents of community members will be used as a resource for supporting teaching and learning, particularly in business and engineering ventures. The Academy will also ensure it works collaboratively with all agencies, services and professionals to provide exceptional advice and guidance for students to make appropriate and informed choices in their learning decisions and pathways. In particular, it will work with business industry professionals to help identify and review the key skills and aptitudes students need to contribute to the community, gain employment and be effective at work.

The Sponsors recognise that parental/carer engagement is one of the most important factors in driving children's educational outcomes. The Academy will work in partnership with parent/carers in order to ensure families are engaged in their child's learning, are able to celebrate their successes and support their challenges. They will be enabled to contribute to their child's learning through termly meetings, robust data flow and the e-learning platform. The Academy will encourage parents and carers to support the work of the Academy by utilising their knowledge and skills, where appropriate, through the extended schools programme, including breakfast clubs, homework clubs and enrichment activities.

Staff will also be considered learners within the Academy. They will be given the opportunity to learn from each other and neighbouring schools and colleges, sharing materials, expertise and good practice. The Skinners' School will also establish a 'TLR Buddies' scheme to support professional relationships between the two establishments, providing a critical friend, stimulus for action and opportunities for professional development. West Kent College will offer workforce exchanges and shadowing on a regular basis, as well as professional peer observation experiences. All staff will be valued for their contribution to the academy and offered innovative career progression and a strong leadership and management programme in order for them to be fully involved in the organisation and success of the academy and its students.