



Paignton Academy

Candidate Information Pack



THINKING SCHOOLS
ACADEMY TRUST

Part of the Thinking
Schools Academy Trust

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Message from the Trust

Every young person in our community deserves to have the best opportunities at life regardless of their individual circumstances.

Education is the key to accessing these opportunities and we support and develop every member of our community to:

- Think about their Thinking
- Be their Best self
- Shape their Success

In this way Thinking Schools Academy Trust transforms life chances.

Our Values



Child First

To provide a stimulating learning environment for all where learners feel safe to explore knowledge and understanding. We believe that children learn best when they are motivated, clear about expectations in their work and behaviour, feel valued, secure and confident, are challenged and receive constructive feedback about their performance.



Aspire

To be the best they can be. We believe that all staff and pupils can aspire for personal and professional prowess and become empowered through the 'Thinking' philosophy.



Challenge

To actively shape the minds, attitudes and habits of young people through a framework of cognitive education that enables them to become the master of their own destiny. We believe that pupils require an accurate reflection of what they are good at and need to develop personal insight and manage uncertainty confidently. Developing skilled, independent and reflective learners is part of our vision.



Achieve

For all stakeholders to demonstrate the highest levels of thinking and habits. We want our pupils to be questioning in nature, achieving the highest levels of independent and interdependent prowess.

At the Thinking Schools Academy Trust we are committed to providing our staff with high-quality professional learning throughout their career. At every level and in every position, we place a high priority on the development of our people.

Staff at our Trust have access to a variety of training sessions and professional growth opportunities, including nationally accredited development programmes, all designed to meet the needs of our schools and our people. So, whether you're just starting your career in teaching or you're an experienced senior leader, we'll support you to be the best that you can be.

For any enquiries regarding our vacancies or to arrange an informal conversation about your future career

Message from the Trust

prospects, please email recruitment@tsatrust.org.uk

You can also sign up to our Talent Pool to receive regular updates on opportunities to join our expanding Trust.

Professional Development

Our Trust-led CPD provision, Thinking Horizons, offers pathways for professional development that each cater to different aspirations for how you wish to advance your career.

Whether you're at the beginning, looking to train-to-teach; maybe you're ready for that next step and want to develop leadership and management skills or perhaps you want to grow your skillset beyond the scope of your current role, our Trust is here to help you reach that next step.

We are One

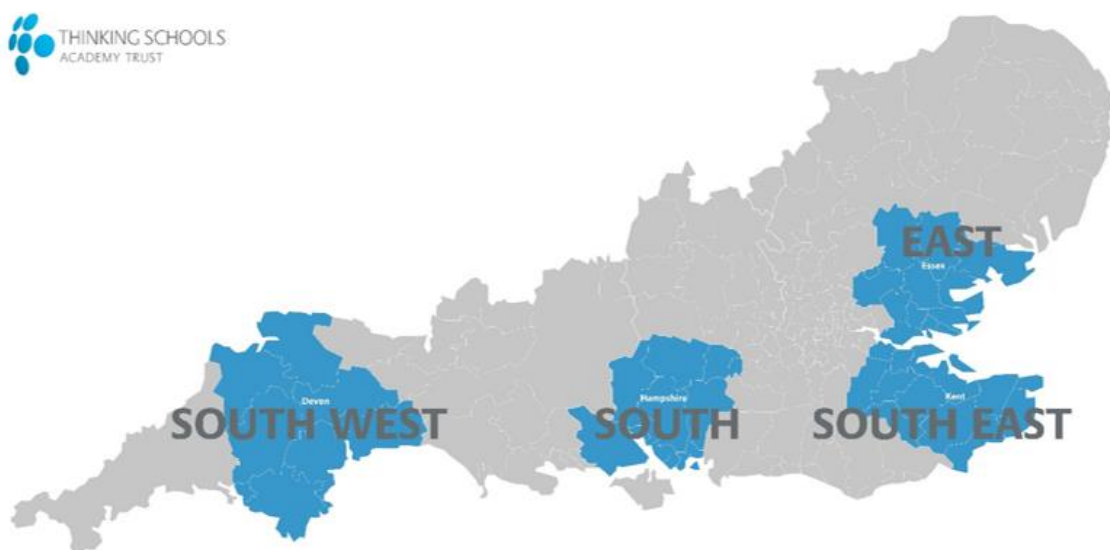
As a family of schools, we have an abundance of resources and accumulated knowledge, experts within education as well across our Central Solutions branches.

As a member of the Thinking Schools Academy Trust, you will have access to our shared network to support you.

Transforming life Chances

Everything we do, is centred around 'Child First.' We truly believe in the necessity of providing equal opportunity for all of our students and young people; to be part of our Trust is to be part of a collective that seeks to Transform Life Chances and ensure students have the opportunity to achieve their aspirations.

The work that we do is transformative for young people, and if you are passionate about having a positive impact, then a career in our Trust might be the one for you.





Message from the Principal

Dear Candidate

Thank you for your interest in this role.

Paignton Academy is the largest secondary school in Torbay, split across two sites: Waterleat Road and Borough Road. Crucially, each site replicates the other and so we have years 7-11 on each site.

The Academy is experiencing rapid growth and improvement. We are now a heavily oversubscribed school educating over 1500 pupils across both sites. To support this growth, I want to recruit high calibre staff so that our pupils gain the very best education.

We operate within a small but selective authority which contains 3 grammar schools and other selective providers. This inevitably has an impact on the remaining fully non-selective schools within the authority. However, we also have the full range of ability and backgrounds in the school. From this we gain our profound sense of moral purpose which is key to this school and central to my vision for education. We know that at Paignton Academy we educate young people of all backgrounds and all abilities so that we, through excellent teaching and learning, pastoral care, leadership, support and clear structures, procedures, systems and routines can help transform their lives and with it promote social mobility. With this in mind, I want this school to be a powerful engine of social mobility across Torbay.

Underneath our motto of 'Believe & Achieve' we have seven core values: Ambition; Excellence, from all, for all; Love of Learning; Outstanding Relationships; Character; Community and finally Pride. At the heart of this is our first core value: Ambition. I want our students, and staff, to be ambitious - for themselves and for the school community. Our students deserve the very best teaching and learning focused on a values-led, research informed, coherently sequenced and knowledge rich curriculum.

In September 2023, we joined the Thinking Schools Academy Trust (TSAT), a large multi academy Trust containing 26 schools ranging from primary, non-selective secondaries and grammar schools spread over 300 miles from Plymouth, Torbay, Portsmouth, Kent and finally Essex. The Trust educates over 16,000 students and has over 2000 staff. By joining Paignton Academy, you will join the TSAT family and take advantage of the benefits that a large Trust can offer. This includes the TSAT pay scales, its extensive CPD programme, its professional growth programme to the benefits of sharing knowledge and expertise with your counterparts in other schools. For more information on our Trust, please visit: <https://www.tsatrust.org.uk/>

By joining us at Paignton Academy, you will join a professional, ambitious but highly supportive team committed to high standards of teaching and learning and the very best safeguarding procedures. Schools are nothing without their staff and all colleagues within this Academy, be they teaching or non-teaching, play a key role in the effective running of the school. We are committed to your professional development.

This application pack can only give a small glimpse into Paignton Academy. You can also visit our website <https://www.paigntonacademy.org/> and also follow us on social media such as Facebook. You are also welcome to visit the Academy for further discussions and a meeting with me.

I very much look forward to receiving your application.

With best wishes,

Derwyn Williams

Principal



Message from the Academy Council

The Academy Council

As a trust, TSAT place a large emphasis on listening to and acting on pupil voice. Each term student representatives from all 26 schools from across the Trust feed back to the TSAT student voice forum which is chaired by Simon Underdown, Headteacher at Plymouth High School for Girls.

In the previous academic year, the student body across the Trust selected Charity, Food service, Environmental issues and a review of the Be Your Best Self Journals as their focus and areas they were most interested in developing and working towards.

This year two further agenda items have been added that will centre around Reading culture and Anti Bullying initiatives.

At Paignton Academy we have a chosen Form Captain for each one of our Tutor groups via an application process. These students meet every half term on their respective sites and with further representatives join our Academy Council meetings which are chaired by our Head Students.

Each year, the students involved also take part in leadership training.

Aims and Objectives of our Academy Council

- To promote 'Student Voice' to enhance Teaching and Learning along with the Academy environment.
- To focus on Student Wellbeing through assemblies and surveys.
- To support at Academy events and to help with the planning and preparation.
- To plan and participate in charity events.
- To promote and support House competitions at all times.
- To set an excellent example to others and to be 'Role Models'.

Head Boy BRC – Jack Haycock

I'm Jack, Head boy at the Borough Road site. I joined the school in Year 7 from Roselands primary school. In the future, I would like to study medicine at university. I have enjoyed my time at Paignton Academy due to the dedicated teachers and support staff who have allowed me to excel during my time at the Academy. The school offers an excellent range of clubs at lunchtime and after school clubs so there is something for everyone. During my time at the Academy, I completed my Bronze Duke of Edinburgh Award which was a memorable experience for me and allowed me to gain valuable skills. The school encompasses a range of core values creating a kind and inclusive school environment. Whilst at the school I have achieved awards recognising my success during my time at the Academy. I wish you the best of luck with your application.

Head Girl BRC – Darcey Suddick

My name is Darcy Suddick and I'm the Head girl on the Borough road site. I first joined Paignton Academy at the start of Year 7 from Kings Ash Academy. My favourite part of Paignton is how devoted the teachers are to the students, from settling Year 7s into the school to holding multiple revision clubs for Year 11s. I also love the amazing facilities that the school holds such as the Arena and the newly renovated fitness suite. I have been lucky to win both the Drama and

Message from the Academy Council

Performing Arts award and the progress award for Broadsands. I have also been awarded the student of the month on two occasions. After Year 11 I hope to attend Exeter College and study drama and performing arts where I want to pursue my passion for drama and my dream of becoming an actor. Everyone here wishes you luck in your application to work at Paignton and hopefully being part of the team!

Head Girl WRC – Amelia Bulman

I'm Amelia, the Head Girl at the Waterleat Road site, I joined the Academy at the start of Year 7 and I previously came from Oldway Primary school. I have absolutely loved my time at Paignton Academy thanks to the phenomenal teachers here and I now aspire to go into the business world, sales, marketing and so forth. I have always understood the teachers to be extremely supportive and welcoming people, who communicate well and have always been approachable if I have ever had any worries. There are incredible facilities at Paignton and I've seen the amount of clubs at the school continue to grow, there is always something for everyone and all students are included. During my time at the Academy I have won multiple awards throughout the years, however one of my greatest achievements was being invited to the Iceland trip of 2023 with my fellow geography students! I am extremely proud of all my achievements, most of all becoming Head Girl. My personal confidence has flourished during my time here and I feel I have my teachers to thank for this. I wish you good luck with your application as you will be joining a wonderful school!

Head Girl WRC – Carrie Twelves

Hello, I'm Carrie Twelves, Head Girl at Waterleat Road. I joined the Academy in Year 7 from Roselands Primary School. I have enjoyed my time at Paignton Academy, I have always found that I could find teachers who were friendly and approachable, so I can always talk to somebody. I have been in leadership roles since Year 7, initially I started as a Sports Leader and then in Year 10 I progressed to becoming a House Captain. I now have the pleasure of being a Head Girl for my site and representing the views of the pupils to senior staff. The pastoral care has been amazing during my time here and the staff have helped me deal with the stress of home and school life incredibly well. I have been awarded a variety of different awards in my time, but my biggest achievement is the social sciences award that I received last year as a result of my work in childcare, which is my favourite subject.





About Paignton Academy

Believe and Achieve



The Academy prides itself on being an integral part of the community it serves; importantly, all pupils are welcome at Paignton Academy and the Academy recently reorganised itself to ensure all children in Torbay were able to secure a school place.

As the largest school in Torbay and the only secondary school in Paignton, there are very strong links within the local and wider community. The outstanding sporting facilities provide a central hub of community sport for the entirety of Torbay. As a host site for adult, junior and disability sports such as football and netball, on a weekly basis over 2000 members of the community take part in regular physical activity at the Academy.

The school leads a primary sports partnership of 8 primary schools and holds the School Games organiser role for Torbay which benefits pupils across the area. Previously, we have hosted the Devon School Games and the South West Youth Games. Throughout recent months strong links have been built with local food charities including the foodbank; Academy staff have organised and delivered over 1400 meals and 500 food parcels throughout lockdown to targeted families. Paignton Parish Church is a key partner, there is a long-standing link with Paignton Zoo and an Interact club has been built with the regular input of the district Rotary officers; this showcases a wealth of cohesion between the Academy and local organisations.

The Academy is also proud to provide a vast range of extra-curricular opportunities which support pupils' personal development. Academy pupils can gain the Duke of Edinburgh Award, undertake Bikeability cycle training, join the Academy Council or the Junior Rotary Club. Participation in extra-curricular clubs is excellent and 96% of parents report that their child takes part in clubs and activities at the school.

Ethos and Values

1. Ambition
2. Excellence, from all, for all
3. Character
4. Outstanding relationships
5. Love of learning
6. Community
7. Pride





Working at Paignton Academy

At Paignton Academy, we are committed to ensuring that all staff, teaching and non-teaching, are fully supported. We care for our colleagues and want to see everyone within our school community grow and flourish within their roles. By joining Paignton Academy, you will receive a dedicated induction programme and through our Trust and our "2-22" vision, gain opportunities to grow and develop.

Role: Director

- **Subject: Science**
- **Time at the Academy: 10 years**

I have worked at Paignton Academy for 10 years. Starting off as a cover supervisor fresh out of university, I very quickly started to pick up some Science lessons and really enjoyed it. I made the move over into Science full time and never looked back. I have worked my way up from a teacher of Science to now being a Director of Science. I really enjoy working at Paignton Academy. I enjoy the challenge that is presented by the demographic, the pupils are inquisitive and keen to learn. I enjoy watching pupils grow both academically and personally and the moment when they understand a concept is amazing.

Role: Pastoral Manager

- **Time at the Academy: 8 years**

I first joined the Academy as a Teaching Assistant back in 2014. The position was advertised as a post working in the Personalised Learning Department, a new department which gave some of Paignton Academy's most challenging students the ability to finish their education and reduce Fixed Term Suspensions. The project was based offsite for the first couple of years, then we returned to Borough Road Site which enabled us to work with more and more students

I was lucky enough to be given the chance to work with all abilities covering a wide range of subjects such as English to Construction. I attended Paignton Academy as a teenager and was delighted when my children opted to do the same. My children were given a fantastic opportunity to achieve their full potential and I wanted to work with others to help them achieve and work towards their dreams. I have had the opportunity to develop my own skills through the academy, who have witnessed me grow and encourage me to progress forward in my own development, enabling me to apply and become a Pastoral Manager, a post I always wanted to achieve. The Academy is a great asset to Torbay. It is not just the teaching staff that make a student achieve their potential but the whole team. Each member of the Academy staff contributes in some way in creating a well-rounded individual who are given the tools to thrive and achieve, for this I am a proud member of the Paignton Academy Team.



Working at Paignton Academy

Role: Assistant Principal

- **Physical Education & Maths**
- **Time at the Academy: 16 years**

The Academy has a rich history of Sports College status and phenomenal PE facilities which was a huge attraction for me. I also felt that the values and morals of the school were ones which I aligned well with and I was encouraged to apply by current staff. It is also fantastic living locally and taking advantage of all Torbay has to offer, the coast line and in particular the sea.

I am surrounded by enthusiastic and dedicated colleagues. I genuinely feel we are a strong team who work together and make a difference to students' lives on a daily basis. The students are vibrant, caring and engaging, they are very polite and appreciative of all the opportunities we offer. We are the largest school in Torbay and the only secondary school in Paignton. All staff have access to a fantastic supportive CPD programme and many opportunities for progression, I have been promoted on four occasions and been funded to complete the NPQML, NPQSL and NPQH alongside a whole raft of other courses and I know I am nurtured and looked after as a colleague and employee.

Role: Teacher & ITE Coordinator

- **Subject: English**
- **Time at the Academy: 5 years**

Having arrived at Paignton Academy for the first placement of my teacher training, it became very apparent to me early on that the school was a place that would be hard to leave. There is an energy and feeling around both the corridors and classrooms at Paignton Academy that is somewhat infectious. Having been invited to return at the end of my training year, whilst still on placement, it was a very easy decision to make and it was an offer I could not turn down.

Our children are charismatic, kind, enthusiastic and incredibly loyal, once you have established a foundation of trust. When our children feel seen, heard and valued, there is very little that they won't strive for on their quest to repay you. It is only fair to share an anecdote as testimony of this... I once told a Year 10 class that I was upset due to the loss of our family dog and the impact it had on my mum. The somewhat 'lively' class respected this and were perfect. I thought nothing more of it. However, the next day the class arrived with a bunch of flowers that they had put their own money towards to give not to me but to my mum. And so, if I could only choose one moment that captures the essence of our students, it would be this!

Since arriving at Paignton Academy, the Senior Leadership Team has been very encouraging and supportive of my professional development. As an NQT, there was a CPD programme that allowed for considered development very early on. During this time and despite thinking as an NQT I might be rather low down on the considerations of SLT, I always felt enabled to sit and talk openly with the leadership team to explore my evolution as a practitioner. This has continued over the course of my five years at Paignton and I am fortunate to consider the Deputy Principal a



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key mentor as well as feeling very much 'seen' by our new head, Derwyn Williams. Through constructive conversations, I have been navigated towards a role that plays to my strengths overseeing Initial Teacher Education at the school. Alongside this has been the opportunity to complete my NPQ in teacher development. I am very clear on where my flightpath lies.

Role: Teacher

- **Subject: Geography**
- **Time at the Academy: 7 years**

I was encouraged to apply to Paignton Academy when I was taking a career break due to having young children. I was unsure whether I wanted to return to teaching at the time but I live locally and from my interview I loved the school from the get go! I have never regretted applying for a job here and I am so pleased I've had the opportunity to work with our students.

The students are the best part of working at Paignton Academy. I laugh on a daily basis and they make me smile every lesson. I enjoy watching them develop and they thrive on a consistent, empathetic approach. Also teaching Geography whilst being located in such a great coastal location is a Geographers dream!

The staff at Paignton Academy also make it a great place to work, I have always been supported personally when needed with a caring and professional manner. I know where I can go if I need help and there are many professional development opportunities.

Role: Teacher

- **Subject: Languages**
- **Time at the Academy: 6 years**

The quality of my department and their results in the years running up to my application were very attractive. The prospect of teaching languages in such an experienced and energetic department was too exciting to overlook! I also wanted to find a school which had a rich extra-curricular programme on offer for the pupils and Paignton Academy boasts a vast range of clubs and groups which the pupils can take part in. Finally, Torbay is a beautiful area with a fantastic coastline and the appeal of moving somewhere with such nice beaches and coastal paths was a significant bonus for me!

The pupils always bring a smile or laugh daily. It would be misleading to say that working with children didn't have its occasional challenges, but the friendly, vibrant and genuine nature of our pupils is the most energising aspect of life



Working at Paignton Academy

at the Academy. When you combine that with the wide range of musical and sporting facilities, in addition to the large outdoor spaces available, it is fair to say that Paignton Academy has an energetic atmosphere.

There is such a sense of community amongst the staff and, in my opinion, that is an invaluable element of life here at the Academy. Education is an extremely rewarding sector to work in, but it also bears many challenges. The togetherness and support of the SLT, the Curriculum Team Leaders, teaching colleagues and Learning Support Assistants have made the Academy a unique workplace in terms of practical and emotional support.

Role: Curriculum Team Leader

- **Subject: Computer Science**
- **Time at the Academy: 12 years**

From speaking to friends who were working and still work here, I was blown away by the positivity they had for the Academy. It was clear to see from my first visit that the staff were dedicated to giving students the best opportunities they could, including the vast range of subjects and extra-curricular clubs. As a newly qualified teacher this was exactly the environment I wanted to work in, where students came first.

The best part of my job is the outstanding relationships you can build with our students and staff. The diverse range of students makes lessons exciting and dynamic and these young learners bring a real zest for learning that created exciting and vibrant lessons.

There is a clear togetherness at the Academy, where there is a real sense of team spirit and staff all motivated to creating a fantastic learning environment for our students to achieve success. There is real opportunity for progression and a sense that staff are rewarded for their efforts. Personally, I have moved from a cover supervisor to a middle manager within our Academy, and there are numerous examples of this, where dedicated staff have the opportunity for career development and progression, and having input and impact on improving the lives of our learners.

Role: Curriculum Team Leader

- **Subject: Science**
- **Time at the Academy: 6 years**

During my teacher training I attended the academy as my first placement school. I knew instantly that I wanted to work here. I had the opportunity to work with the Science teams on both sites and felt like a member of the team very quickly. This has continued throughout my career here and I couldn't imagine working anywhere else.



Working at Paignton Academy

The students have a genuine appreciation of the staff that work with them on a daily basis. Each day is never the same and I work with a brilliant, supportive and hardworking team of people.

From that very first day of my teacher training it was clear to see the CPD support available to staff and the encouragement from leaders to progress in your career. In my time here, I have attended many courses and been provided with many opportunities to progress in my career.

Role: Director

- **Subject: English**
- **Time at the Academy: 1 year**

I wanted to be part of the largest school in Torbay! I live locally and have been lucky enough to see and hear about the amazing facilities at Paignton. I am surrounded by teachers who know their craft and genuinely want the best for the pupils in our school. Pupils appreciate the work you put in to support them. The Academy is committed to improving the quality of education for pupils and supporting teachers. There are many opportunities for personal development and improving your own teaching; the coaching programme and the offer of NPQs have already shown that the Academy want everyone to be the best they can be.

Role: Learning Support Assistant

- **Subject: Supporting students across all subjects from Years 7-11**
- **Time at the Academy: 2 Years**

The Academy's ethos of Believe and Achieve fitted with what I stand for and its values and shared goal of love for learning aligned with the person I have become. I was attracted by the facilities and how smart the students were. I also felt like I could improve my skillset and capability through the support and opportunities for professional development.

I am so grateful to be surrounded by such inspiring and dedicated colleagues as we come together with the shared goal to make every student reach their full potential, to be the best they can be, and to make them believe in a future they can be proud of. I'm thankful to be surrounded by such wonderful amazing unique students who inspire me to be better and make every day a wonderful day to grow as a person.



Working at Paignton Academy

Supporting our kind, polite and amazing students to reach their dreams and aspirations makes Paignton Academy a great place to work, I am honoured to be in a position where I can impact their lives on a daily basis. Since I started, all the staff have made me feel welcome as well as giving me the opportunities to give the best support to every student to make them resilient and lifelong learners.

Living and working in the South West

Paignton (population: 49,021) is one of three towns within Torbay, a unitary authority. The other two towns are Torquay (population: 51,573) and Brixham (population: 16,823). Situated on the English Riviera, it offers 22 miles of stunning coastline which is an UNESCO designated Global Geopark.



To the north of Torbay is Dartmoor National Park. Along the coast is South Devon and the South Hams - an area of outstanding natural beauty. The popular towns of Dartmouth, Totnes and Kingsbridge are a short drive from Paignton.

Transport links into Torbay are good with train services into Paignton and Torquay. Road infrastructure has been recently improved with the thriving city of Exeter now 30 mins journey by car. The ocean city of Plymouth is 45 minutes by car.

As befitting a major tourist destination, there are ample opportunities for dining with many award-winning restaurants. Given the dramatic coastline and the close proximity of Dartmoor National Park, there are many opportunities for outdoor, active pursuits be they along the coast or in the countryside.

Torbay, and particularly Paignton, is also undergoing significant improvement and investment. In 2021, the government gave the go-ahead for over £13m funding to improve the town centre which would see the redevelopment of the Crossways shopping centre, new flood defences, restoration of Paignton Picture House, upgrade of Station Square and a residential development which would create 400 new homes.



Approximate travel times (by car)	
Exeter:	30 minutes
Plymouth	45 minutes
Totnes	20 minutes
Teignmouth	20 minutes
Newton Abbot	20 minutes
Kingsbridge	40 minutes

We are committed to a safer recruitment. Applications will only be accepted using the application form.



Paignton Academy

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Part of the Thinking Schools Academy Trust
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