

## **Norbury Manor Business and Enterprise College for Girls – Background**

Norbury Manor Business and Enterprise College for Girls is an all-girls 11-19 academy in north Croydon. The academy has approximately 1,200 students (including 150 students in the sixth form) and an above-average proportion of students who qualify for the pupil premium funding and EAL classification. The academy was last inspected in March 2017 and was graded as Good.

The academy takes up to 240 students in year 7 from a wide range of feeder schools through the Croydon Local Authority admissions process and because of its location close to borough boundaries many students come from the surrounding boroughs. Students come with a wide range of abilities and needs; support is provided through a proactive Learning Support department and specialised EAL support. The academy has learning mentors, year leaders and pastoral leaders to ensure that students' needs are met and also employs a careers advisor.

The academy has high standards for its teaching and prides itself on the outstanding quality of the lessons taught and the feedback used to promote students' progress. Over the last four years P8 has gone from +0.13 to +0.67 and PPG students had a P8 score in 2019 of +0.4.

The academy is part of a multi-academy trust (established on the 1st February 2019) along with the local primary school, Kensington Avenue Primary School (KAPs). Finance is centralised across the MAT and staff have opportunities to work across both academies and use expertise from across the MAT to support students' learning and progress. Norbury Manor is approved as a sponsor academy for both primary and secondary phases and the MAT would embrace opportunities for expansion in the future.

There is an established scheme of delegation in the MAT with a trust board that has a range of skills supported by the Audit Committee and local governing bodies for each academy. The successful candidate would work closely with the local governing body as well as the CEO, CFO and Trust Board.

Norbury Manor is committed to providing an appropriate, ambitious and broad curriculum as well as ensuring that students have opportunities outside the classroom to develop and inspire them. Drop-down “Deep Learning Days” support a wide range of visits as well as training such as the Jack Petchey “Speak Out” public speaking challenge and a range of enterprise competitions and career events. There is a wide range of extracurricular activities for students including the Duke of Edinburgh’s Award challenges, a range of sports teams, a poetry club, debating clubs, an LGBTQ group, several school choirs (including the elite Celeste choir) and a STEM club to name but a few.

The academy leadership team is experienced and comprises two levels: the senior leadership team currently comprises three deputy headteachers, three assistant headteachers and the Chief Finance Officer and the extended leadership team includes the faculty leaders (English; maths; science; humanities; computing and life sciences; language and expression; and technology) and the Head of Sixth Form. Staff development and training is encouraged and supported. The school has a number of student teachers every year, subsidises an MA programme for staff along with middle leader training and a range of recognised professional qualifications. Nearly one third of the teachers trained at the school and staff retention is high.

Students are encouraged to participate in school activities and have a say in setting school policy and implementing change through the Student Voice council. Students undertake prefect duties, receptionist roles, are trained student translators, student observers and librarians; they are also involved in the recruitment of all senior staff and participate in leading assemblies.

The school recognises its place in the community. It celebrates the harvest, collecting and distributing gifts of food to the needy in the local area, holds an annual Christmas celebration in the local church, hosts an annual tea party for the local elders and is used over the weekend by a range of local churches and religious organisations. The academy is part of the Croydon Fair Access process and accepts students who are in need of a second chance/fresh start.