

# THE MILFORD ACADEMY



## Deputy Head Teacher Recruitment Pack

2024

*‘Aim high, achieve!’*



# Contents

- 1 Our children
- 2 Welcome from the Head Teacher
- 3 Welcome from the chair of Board
- 4 The Milford Academy Facilities
  - (i) Partnership Working
  - (ii) Nottingham Schools Trust (NST)
  - (iii) What is Special and Different about The Milford Academy?
  - (iv) Other key factors
3. About The Milford Academy
4. How to find us





## **Our Children**

Our children at Milford are kind, generous, empathetic and hard working. They thrive in a calm, structured and nurturing environment and this leads to excellent behavior in the classroom. They understand and demonstrate the Milford Values on a daily basis. The few children who find this hard to achieve, often due to personal challenge, are wonderfully well supported by our Pastoral Team. We are an inclusive school and we celebrate the developing diversity of Milford at the very centre of our school on our large World Map.

Over the years we have seen a cultural shift in terms of the aspirations of the school community with many of our children going on to achieve great success at Secondary School, College, University and in the world of work.

Boys and Girls are achieving great sporting success in the City and this success is beginning to be matched in the Arts as well. The children love their school trips and we consistently get superb and genuine feedback about their behavior and conduct when they are out in the Community.

While Nottingham City is indeed the fourth most deprived area in the Country and many of our children find achieving National Standards a real challenge they remain our greatest advertisement .

Please come and see them for yourself!

The Milford Academy



## **Welcome from the Head Teacher**

Firstly, thank you for your interest in this post and our wonderful school here at The Milford Academy. I have recently taken up my post here and so this is an exciting time to join us and be part of a special opportunity to really shape a new and shared vision for the school over the coming period of time. As you will see from this pack, Milford is a large city school with excellent foundations, facilities and so the sky really is the limit to what can be achieved here!

I am very excited to build a new leadership team who can then work with the experienced, talented and team-orientated staff to really drive the school forwards into an exciting future. One which builds on the strong foundations already in place and also reflects the context and community here in Clifton.

Milford is a fantastic school, the children demonstrate our Milford Values on a daily basis and we want to ensure we provide the very best education and experiences to enable them to reach their full potential. We are also committed to being the hub of the community here in Clifton and post pandemic I really want us to build even stronger lines of communication and links to our families and wider community.

I hope you feel excited by this unique opportunity to join a school at the start of an exciting journey whilst giving you the chance to take the next step on your own leadership pathway. As a school and as a Headteacher, I am committed to CPD and will ensure that all staff have the best opportunities to develop their own skills. We are also passionate about wellbeing for all stakeholders and this will continue to be a priority going forwards.

I look forward to receiving your application.

Best wishes,  
Mr Joe Turner  
Headteacher



## **Welcome from the Chair of the Academy Trust Board**

Thank you for your interest in Milford Academy and our Deputy Headteacher vacancy. Milford is a wonderful place, providing a vibrant learning community designed to nurture the very best from all our children and aspiring tirelessly for the very best outcomes for all. You are looking to join us at an exciting time in our development, with our new Headteacher leading the drive for excellence in teaching and learning. We are looking for someone to bring dynamic leadership skill, expertise and experience that will make a significant contribution to this drive for excellence.

The Trust Board and professional team here at Milford are proud of our single academy trust status, placing us in a strong position to make the most of all our resources to achieve the very best for our children. We are delighted to be members of the Nottingham Schools Trust which provides a network of valuable support and a rich source of opportunities to work together with other Nottingham schools, sharing expertise, knowledge and resources.

I am privileged to be the Chair of such a brilliant place, working with highly talented people who share a common aspiration to make the Milford Academy a centre of excellence for the community here in Clifton. I look forward to receiving your application.

David Dickinson,  
Chair of Academy Board



## THE MILFORD ACADEMY FACILITIES

The Academy Board are justifiably proud of all the facilities we offer to the children of Milford. The school, though it was built in the 1950's, has developed a lot over the years and is in a good condition. The new boilers were recently installed in 2018 and the water systems that serve the Nursery, KS1 and KS2 are all external to the building and installed in the last few years.

Our latest Modular Building was installed in November 2019 while the refurbished Milford Hub, which accommodates the Counselling Room, Sensory Room, After School Club



and Kitchen, Art Room, Music Room, Conference and PPA Room is a fantastic addition to the infrastructure of the school and will enable Milford to deliver an ambitious broad and balanced curriculum while giving professional colleagues the teaching and training environments they need.

At Milford, our kitchens provide excellent meals, cooked on site, supported by the National Catering Company 'Relish'. Hot food and packed lunches are served in the two Sports Halls between 11.30 a.m. and 1.00 p.m.

At other times, our Sports Coaches deliver P.E., physical interventions and After School Clubs throughout the day which has enabled Milford to become one of the most successful sporting schools in the City.



Milford has a large school playground with two climbing areas. A climbing wall, sun shelters, outside table tennis tables, a stage and with a mixture of concrete and artificial grass, can be used throughout the year.

To the rear of the school there is a large playing field, (shared with Blessed Robert Widmerpool Catholic School), which has an artificial cricket pitch, football pitch and space for a 200 metres running track in the Summer.



We have also designated gardening areas and a pond for Outdoor Learning. Many year groups also have designated outdoor learning spaces so this is really a site that can support a wide curriculum throughout the year.

Milford is UPVC double-glazed throughout the school with a new roof installed in 2014. The efficient boilers therefore work in parallel to ensure heating costs are manageable.

The Computing suite with 30 desktops and Whiteboards enables computing to be taught successfully in whole classes though we also have a class set of new Air iPads to support I.T. throughout the school, including The Hub with IWB screens in the Art Room, Music Room, Conference Room and the MOOSE after school room. Every classroom is equipped with interactive whiteboards to enable teaching staff to deliver a dynamic and stimulating curriculum.

The KS2 hall has 4 screens to project on Picture, our library in KS2 block has a computer scanner to monitor books in and out and a digital zone for the children to use for research.



## Partnership Working

Milford continues to develop positive working relationships with Nottingham Trent University, Nottingham University, East Midlands Teacher Training Partnership, Nottingham Contemporary, Nottingham Music Hub, Farnborough Sports Partnership and City Sports, and our Key Partner is Nottingham Schools Trust.

Challenged by a rapidly changing educational landscape together with a significant reduction in the capacity of the Local Authority education department, The Nottingham Schools Trust (NST) was launched on the 1st September 2017; a structure designed to provide the capacity to lead, challenge and support school improvement on behalf of its member schools and stand-alone academies.

Within the context of a supportive and collaborative context, NST has focused on:

1. challenging and supporting member schools so they can meet increased expectations through mutually supportive intervention and training
2. establishing a co-ordinated response to city wide school improvement enabling schools to collaborate, participate and respond to the needs of all children across Nottingham
3. encouraging every school to have a voice in the decision making process, though the Trust's open and transparent governance
4. valuing the diversity that exists in our schools and actively encouraging each school joining the Trust to maintain and further develop its own distinctive culture and identity.
5. developing a system that delivers efficiency, effectiveness and growing economies of scale in order to ensure maximum resource is reinvested directly into classroom practice.

In order to achieve its aims NST has deployed a highly skilled team of School Improvement Advisors (SIA) to underpin the NST school improvement agenda. Each member school and academy has a minimum of 5 days support from their appointed SIA, which is complemented by expertise that, where appropriate, can be drawn from its 36 member schools.

The Trust operates from an efficient core team to include the CEO and Administrative Officer. Each member school has nominated an individual to take on the role of member, normally either the Head Teacher or Chair of Governor. Members have then nominated the Board of Directors, who deploy their broad ranging skills to include law, change management, the business sector, education and politics to influence and shape the direction of the Trust. Members and Directors meet termly. Emanating from the Board of Directors are the 'Standards and Performance Committee' and the 'Finance, Audit and Risk Committee'.

The Trust finances itself from two sources: Local Authority grant funding and the annual school membership fee of £5100.00. Both the Local Authority and member schools have signed a five-year agreement to March 2022.

Formed in 2017, NST has 34 members.





NST has seen its school improvement and CPD offer to member schools grow significantly and whilst the NST strategic work programme is a full account of all NST school improvement and CPD initiatives here are some of its more notable achievements;

- \* Two successful SSIF bids providing a range of bespoke, school level CPD in maths and reading
- \* Access to 16 subject networks to include; English / Maths / Science / PSHE / Assessment / Art //PE / Inclusion / PSHE / RE / Phonics / ICT / geography / history / music / Early years
- \* Designated Safeguarding Lead training and the rolling DSL update sessions
- \* Data Protection Training and the appointment of 6 NST Advanced Data Protection Officers together with access to the NCC Data Protection toolkit
- \* School website audit
- \* School GDPR audit
- \* 20 whole school reviews 2019-2020
- \* Leadership training to include; New to Headship / Careering Ahead / Middle Leadership Development
- \* The NST Policy Library featuring templates, guidance documents, examples of good practice and a suite of core school improvement / assessment and self-evaluation toolkits
- \* School Catering contract renegotiation resulting in significant savings across member schools
- \* My Concern contract renegotiation resulting in a 20% discount to member schools

For further information about the Trust we would encourage you to explore the NST Website – a one stop shop for all core documents and policies

[www.nottinghamschoolstrust.org.uk](http://www.nottinghamschoolstrust.org.uk)

In addition, you may want to visit our Twitter account - @NST\_forschools

## What is Special and Different About The Milford Academy?



The Milford Academy is an oasis of calm on the busy estate of Clifton. The children enjoy the calm and structured environment that we provide for them while relishing the creative opportunities, school trips and after-school clubs that are an equally fundamental part of the tailored curriculum we provide. We have many vulnerable children at Milford so our Pastoral Team (SENCO, Achievement Manager, Learning Mentor and School Counsellor), make a vital contribution to the success of the school, not least by allowing our experienced and dedicated teaching professionals to focus on teaching throughout the day.

Our Sports Coaches provide a rich array of sporting opportunities for children of all abilities which promotes engagement and enjoyment while also allowing the most talented children to thrive and identify a pathway to elite sport. We have been particularly successful in promoting greater engagement in sport from our girls.

Milford actively promotes participation in and the enjoyment of music. This is an area for growth in the next few years as the children have already demonstrated their capacity to achieve exceptional standards in this area. Similarly, in Art, the Academy is in a great position to build on our developing partnerships in this area.

Milford has established a very positive in the local community and in the City. the reasons for this is the high expectations we have for behaviour and relationships throughout school and this is commented on by visitors to the school.

We would want our prospective Deputy Teacher to support, develop and enhance feature of the school.



reputation  
One of

positive  
often

Head  
this key

## Other Key Factors that Makes us who we are!

2 year old unit and Nursery  
Outdoor Weather Canopies  
2 School Halls  
2 Library areas  
Multiple Break out areas around school  
The Hub - separate refurbished building  
Memorial Garden

We hope that we have provided a positive portrayal of our wonderful school and we look forward to hearing from you.

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Mr. Joe Turner  
Headteacher