



Academy Freedoms

Eden Park High School is an academy. There are nearly 6000 academies in England and over half of all secondary schools in the country are academies. Being an academy means that you receive your funding directly from central government, rather than through a local authority. The day to day running of a school sits with the head teacher. As Eden Park High School is part of a group of schools within a single Trust (Education for the 21st Century) the school's strategic leadership comes from the Board of Directors within the Trust.

The original academy policy under Labour was aimed to improve struggling schools. However, this has changed radically and now all schools have been invited to become an academy. Academies are held to account just like other schools. They are subject to inspections by Ofsted and the DfE publishes their exam results and other data as it does for all schools. Academies also feature in school league tables.

Being an academy means that a school has more freedom over finances, curriculum and pay and conditions for teachers.

Eden Park High School plans to use academy freedoms in the following ways:

- Eden Park High School will employ teachers on non-standard contracts. This is to ensure that the extended day is staffed appropriately and ensure that the needs of our students and local community are fully met by the Academy.
- Teachers will be entitled to a non-contractual bonus each year which will be linked to appraisal targets and the grades of their students.
- In the event of over subscription, we will target 20% pupil premium grant students – seen in our admissions policy.
- Eden Park High School will modify curriculums according to student need and to reinforce our key aims. For example, all students will follow a STEM SKILLS curriculum in Year 7 and 8 that develops key skills and attributes. Students requiring significant literacy and numeracy intervention will have a fully personalised offer until these key skills have been mastered to an appropriate level.
- Through our enrichment programme, the teaching staff will be joined by peripatetic and coaching staff in specialist areas to add unique industry/ business / sport / performing arts / creative arts perspectives to the work of the school.
- We would seek to be a provider of educational services to the local area/community. All income generated would be reinvested in the Academy for the benefit of our students.

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