

The Compass Academy prides itself on providing the highest standard of education to all students, regardless of their background.

We believe that those who have the least should be given the most. We achieve this through providing all pupils, but particularly those who have the most challenging and complex backgrounds, with a rigorous and academic education which challenges them, not only academically, but also in terms of their place in society.

We teach Character Education to prepare our pupils for life beyond the school gates and to give them the opportunity to flourish in modern society. We believe that there is a strong link between character and attainment, and that success is not measured simply by quantifiable outcomes such as test results and attendance figures. Achievement is praised through good attitudes towards learning coupled with good effort.

We believe that if you look after the whole child, then everything else will fall into place. Developing our pupils to have skills alongside knowledge is the key to success. All our pupils get the chance to achieve, be resilient, tolerate others and make great choices for life – in and outside school.

We strive to create an environment where each individual can flourish irrespective of their previous difficulties. We take a holistic approach to developing our pupils from support for families, to bespoke educational programmes leading to successful onward transition.

Together we will create powerful and collective experiences of compassion, courage, achievement & meaning. Ultimately, supporting & encouraging our pupils to chart their own course through life as successful citizens. We believe each and every member of our Compass family has the right to be successful, feel valued, loved and cared for.

The journey to success starts here!

## JOB DETAILS

All posts at the Compass Academy involve at all times seeking to further the mission, values and strategic aims of the school; accepting responsibility for the implementation of school policy, procedures and other guidance as set out in the Staff Handbook and elsewhere; working positively, flexibly and co-operatively both with colleagues and as appropriate with those outside school; and the setting of high standards.

All roles involve responsibilities and expectations as set out in the appropriate national standards and in the school's role specifications and documentation.

All members of staff are expected to promote and safeguard the welfare of students in accordance with the Safeguarding Children in Education Act, including maintaining clear professional boundaries in all relationships; to promote an anti-racist, multi-cultural approach; in line with school policy. Additional duties may be asked of members of staff by the Principal as occasion requires.

The generic role specifications below are offered in good faith as a guide to professional practice in the expectation that staff will seek to approach them in a professional manner. All role specifications are subject to revision in the light of changing circumstances.

Good luck with your application and I look forward to hearing from you!

**Claire Horne**  
**Principal**