



Candidate Information





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Plume Academy

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Welcome from our Joint Heads of Academy

Dear Candidate,

May we take this opportunity to warmly welcome you as a prospective candidate to the Plume Academy Family!

We genuinely believe you will find that our collaborative ethos, together with the academy's strong sense of community, produce an exciting and aspirational environment in which to work.

Our vision is based on three core values: to be an education provider of choice for our students, an education provider of choice for our parents and carers, and an employer choice for our staff. To me, each employee has a vital part to play in helping the academy to successfully achieve as well as maintain these.

At the very heart of our vision and ethos is our Discipline with Dignity mantra which ensures that we respect ourselves, each other and our environment and local community each and every day, without exception.

We have prepared this guide to support all candidates with an understanding of how we work together as well as support one another.

We wholeheartedly hope that should your application be successful, you will find your work as a member of the Plume Family both pleasant and rewarding, and that your time at the academy will also provide many opportunities for you to grow and develop as an individual, as well as achieve many successes within our educational setting which we are all proud to be part of.

Yours sincerely,

**Mr T Baster and Mrs R Clark,
Joint Heads of Academy**





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Our Community and History

Welcome to Plume Academy, the first choice academy for the majority of families in the local area and one full of history, having first opened our doors in 1608 in the town of Maldon.

The ancient market town of Maldon sits proudly perched on the top of a steep hill. It has a fascinating and diverse history and a vibrant community feel to it, bringing visitors back time and again. With an architecturally interesting High Street filled with independent shops, the town attracts both local people and interested tourists.

Plume Academy is at the heart of a community that stretches back to the Anglo-Saxons, Viking battles and Domesday Book references. Today it is well known for amongst other things, being the home of Maldon Sea Salt, The Maldon Mud Race and, the famous Thames Sailing Barges.

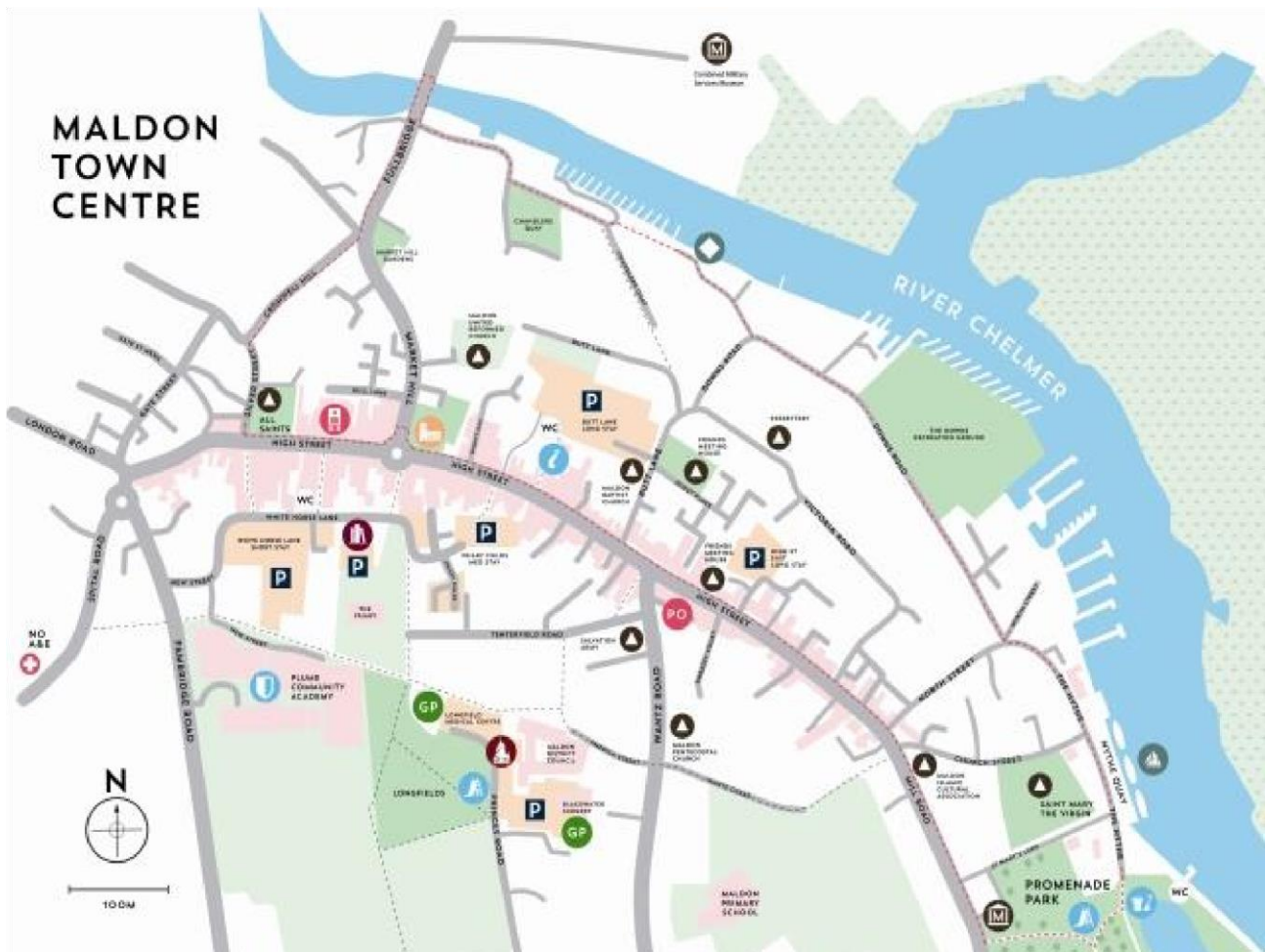
The history of Plume Academy traces an equally colourful route with the mention of numerous educational establishments in Maldon as far back as 1388. At the start of the twentieth century Essex County Council was effectively overseeing the Grammar School and after the provision of extra finance a new building was opened on the present site in Fambridge Road in 1907. In 1971 the Maldon Grammar School was transformed (and amalgamated with the then Maldon Secondary School in Wantz Road) into the new Plume Comprehensive School. In 2008 we held a celebration to mark 400 years of education in Maldon and in 2021, we celebrate 50 years as a comprehensive school. In 2012, Plume formed academy status and our current name converted to 'Plume, Maldon's Community Academy.'





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Plume Academy aspires to be at the heart of a community which is distinctive as well as diverse. We have built many excellent partnerships over the years and these include our 'Aim Higher' and various other community partnerships that help us to continue to address these issues and as an academy, we strongly believe that disadvantage should never be a barrier to achievement. An extensive and diverse range of enrichment opportunities ensure that community involvement is embedded and our developed links with schools in the UK and abroad are examples of the energy with which our staff and students engage with local, national and international communities. Plume offers students cultural capital opportunities to travel. Recently students visited Disneyland, Paris as part of enrichment programme and theatre trips have taken place. Our students participate in gaining their Duke of Edinburgh awards at Bronze and Silver level.

Our students and staff have also been recipients of the Diana and Jack Petchey Awards, and we continue to conduct a whole Year 10 work experience programme and Year 12 work shadowing scheme at the end of every summer



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term. These form part of an established, embedded and formally recognised CEIAG programme, and in June 2020, we were also formally reaccredited with 'Healthy Schools' status, after a great deal of hard work which we were immensely proud to receive.

Plume Academy has ambitious strategic development plans to meet increased demand for places due to popularity and the significant housing growth in the area. Detailed plans have been developed, working in partnership with Essex County Council, to expand and re-model parts of both Mill Road and Fambridge Road campuses. This will increase the number of classrooms, re-purposing of existing areas to increase sports provision and capacity. In turn this will improve student flow, all of which is essential to provide a future fit for purpose academy with 2000+ students spread over two campuses.





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Our Ethos and Vision

Our vision is to deliver outstanding learning outcomes, employ and develop outstanding staff and develop and sustain an outstanding learning community.

Plume Academy's moral purpose is: To endeavor to provide an outstanding education to all students who attend our academy. We will always aim to be fully inclusive with our provision regardless of social background, ability, ethnicity, religion, gender or sexuality.

We will strive at all times to prepare our students for successful futures, seeking to continually improve progress and attainment for all, and to secure the highest levels of achievement appropriate to the individual learner. We strongly believe that education should be an enjoyable experience for all students and be challenging, inspiring and positively memorable whilst fully preparing the adults of tomorrow for the next stage of their education, employment or training.



The education provider of choice for students



The education provider of choice for parents and carers



The employer choice for staff





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The education provider of choice for students - Our ambition as the education provider of choice for current and prospective students is to do our utmost to ensure they achieve the best possible outcomes across all key stages and appropriate to their ability. In order to do this, we need our students to attend the academy regularly, enjoy their learning and aspire to be the best they can possibly be. A fundamental part of that enjoyment and aspiration is related to extra-curricular and enrichment activities that give our students further opportunities to engage in sport, performing arts, trips, visits and workshops that in turn develop teamwork and leadership skills.

The education provider of choice for parents and carers - Our aim is to make Plume Academy the first choice for all our local families, not just because there is no other school locally, or because it is too far to travel to the next provider or beyond, but because it is a rightfully perceived as a centre of educational excellence for the whole of our community. We want all of our parents and carers to be assured that their child receives a high quality education provided by staff who are all at least good if not outstanding practitioners in their own right and who are fully committed to our academy.

The employer of choice for staff - We aim to become as well as remain an organisation that is seen as the first choice of employment for senior leaders, teachers and support staff. We want to develop, retain and recruit only the best staff and to subsequently provide them with excellent conditions of service, rewarding and enticing benefits as well as bespoke, high quality and professional development focused training.

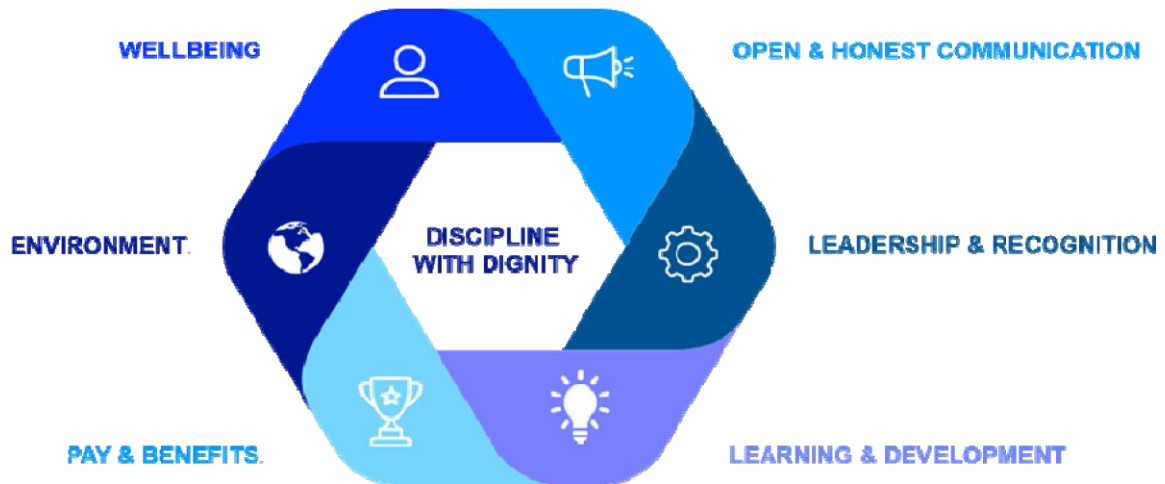




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Plume People Programme



We welcome you to Plume Academy and are proud of our Plume People Programme which is part of our induction process and surrounds our Discipline with Dignity training programme. The Plume People programme is an integral part of our Investors in People Award at Silver level and is explained as follows:

- 1 Environment** - Confident in our environment, including everything that you need to know about Plume Academy and how it works. From information about our academy day, to our security and emergency procedures.
- 2 Wellbeing** - How we look after our staff, our absence management practices and first aid information for staff and students.
- 3 Open and Honest Communication** - We communicate respectfully, sensitively, honestly, and effectively, and there are guidelines written for staff to adhere to accordingly.
- 4 Leadership and Recognition** - Information about our academy leaders and our recognition practices included within our 'Plume Wave' staff newsletter.
- 5 Learning and Development** - We take pride in ensuring that our learning and development programme supports all staff. Information about our Performance Management Reviews (PMR) Continued professional development (CPD), training courses, how to access our academy policies and procedures, and details of our teacher coaching programme.
- 6. Pay and Benefits** - Information about the salary scales for all staff, information about our pension schemes, holiday entitlement, and our Plume Staff Support Association



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How to Apply

Applications with supporting statements should be made by downloading the application form from the academy website www.plume.essex.sch.uk/worthwithus and emailed to HR@plume.essex.sch.uk.

Your formal letter of application (supporting statement) should be no longer than two sides of A4, and should address the selection criteria detailed in the person specification earlier in this document.





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