



WELCOME PACK

BUSINESS MANAGER



Cumbria
Academy
for Autism

WELCOME FROM THE HEAD

POST: Business Manager

This post will commence: from November 2021

Thank you for your interest in working at Cumbria Academy for Autism (CAA). I would like to take this opportunity to tell you all a little about our unique school and to highlight the significance of getting the right person appointed. Cumbria Academy for Autism is an aspirational SEN ASC free-school. It serves the boroughs of Allerdale and Copeland in West Cumbria, providing a unique educational experience currently for 54 students between the ages of 4 to 18 years old, Year 3-11. We deliver high quality education and intervention in a learning environment which will enable ASC children to achieve their full potential in their future lives. We are passionate about improving the life chances of children and young people with autism in West Cumbria. After three years of planning and applications the Academy was given approval by the DfE, with local authority support, and opened in September 2019. Now in our third year we have grown to almost full capacity of 56 pupils. We remained open throughout the Covid pandemic when we were able to and will be expecting our first Ofsted inspection in 2022.

I was recruited to lead the School and I am seeking a passionate and experienced individual to support and work collaboratively with to be the School Business Manager. This is a genuine opportunity to help define and continue to establish an emerging specialist ASC school for Primary, Secondary and Post 16 pupils. I want to find the right person who will work collaboratively with me and the senior leadership team in meeting our shared vision and values for everyone within the School. You are applying for the School Business Manager role, whose skills knowledge and passion will help shape the future for the trust, we want an Academy that will be establish as a centre of excellence for autism learning for the county.

We are looking for a genuine and caring person who will have a positive contribution towards an open and trusting culture. Who can bring a collaborative and 'can do' solution-focused attitude and who knows that the only way to achieve excellence is to maintain and motivate high-performing teams across the school. The successful candidate will demonstrate their enthusiasm, drive and dedication to make CAA a school that is Outstanding and meets all of its financial requirements and obligations. If you feel you can meet the needs of all our students without limitation and are excited to support CAA in its third year and ongoing development, then we look forward to hearing from you.

Please submit your completed applications to recruitment@cumbriaacademyforautism.org.uk Postal applications will be accepted (marked Private and Confidential) however, please ensure your application arrives in time for the closing date and postage is correctly applied as we will not be able to retrieve underpaid items.

For further information and an informal discussion please email me:
r.aindow@cumbriaacademyforautism.org.uk

Closing date Thursday 4th November 2021 at 9.00am, interviews will take place week commencing 8th November 2021.

We look forward to receiving your application.

Richard Aindow Headteacher.

CREATING LIFE CHANGING OPPORTUNITIES

Our Vision

Cumbria Academy for Autism is passionate about our vision to form a special free school in West Cumbria which creates life changing opportunities for our students and this is reflected in our mission and vision statements:

“To provide children and young people with autism in the Cumbria, the opportunity to reach their full potential in life by preparing them for adulthood, so they may lead fulfilled, happy and purposeful lives.”

“Be the best version of you.”

Our values strongly underpin our vision, as they hold ‘**AUTISM**’ at the very core of the school; they ensure our students are always central to every decision we make and everything that we do:

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| A <i>Ambition</i> | <ul style="list-style-type: none">• For every student, every member of staff and for the school;• Believing each individual with autism has the opportunity to make a positive difference in this world;• Setting challenging goals for students, staff and the school to ensure continuous progress;• To offer a wide range of academic and ‘life-skills’ qualifications for our students, reflecting the differing needs of our diverse cohort. |
| U <i>Understanding</i> | <ul style="list-style-type: none">• Recognising everyone needs compassion, empathy and patience, promoting tolerance and acceptance. |
| T <i>Tenacity</i> | <ul style="list-style-type: none">• To be determined and resilient in character; we will expect this of our staff and develop this in our students. |
| I <i>Inspiration</i> | <ul style="list-style-type: none">• Being a positive and empowering school that encourages and celebrates success in all individuals and respectfully promotes autism in the wider community; |
| S <i>Support</i> | <ul style="list-style-type: none">• To be a ‘centre of excellence’ where knowledge and learning is disseminated throughout the locality, with satellites for learning and sharing knowledge, ultimately improving the lives of those with autism.• For our students, their families, our staff and our community;• Forging links with local schools, academies, colleges and organisations to share knowledge, resources and information with mutual benefit;• To work closely with our students to ensure all outcomes are in line with their aspirations for the future, whilst supporting their transitions into adulthood. |
| M <i>Morality</i> | <ul style="list-style-type: none">• Creating respectful, honest students with strong British values, to enable them to become respectable adults and good citizens. |

Our Students

Our students are the ultimate reason for CAA, they are the essential core of our school and consequently their needs are at the centre of all that we do. The school caters for children and young people with a primary diagnosis of Autism and cognitive profiles which range from those with mild/moderate learning disabilities through to gifted and talented learners.

The majority of our students will be drawn from the Whitehaven/Workington/Cockermouth area of Cumbria which is the more populated region on the border of the boroughs of Copeland and Allerdale. CAA's designated catchment area is Cumbria, and as such will draw students from the more rural areas to the north and south. Young people from other areas of Cumbria and further afield may be offered places if directed by the LA.

We have 55 unique pupils with a primary need of ASC with varying levels of ability.

Our Curriculum

Intent:

Cumbria Academy for Autism delivers a Curriculum that will meet each individual child's needs. Using the National Curriculum and Autism Education Trust Targets (AET's), we will deliver a personalised learning experience that develops the whole person socially, therapeutically and academically.

We will create meaningful learning pathways so that the individual with ASC enjoys the same life experiences as they would within a mainstream setting, but instead it will be more adapted so that they are able to engage, enjoy and thrive.

We have high expectations for our pupils and aim to achieve national qualifications so that pupils can go on to access further education, work and meaningful life experiences. We want our pupils to be the best version of themselves.

We aim to create life changing opportunities and we believe that social and emotional development for our pupils is as important as the academic success.

Implementation:

We use a variety of overarching schemes to help plan our curriculum, but the learning for each individual can be highly personalised by their own interests and motivations. Teachers update and reflect on long term & medium term plans to meet individual needs and track progress through SOLAR (which shows overarching curriculum progression).

Each pupil is unique, as is each class. The class teacher has the responsibility as acting SENCO for their form group to identify, implement and monitor the impact of appropriate strategies for each pupil linked to their IEP and PISP. These strategies are shared with other teaching staff and handed over at transition points. The team actively monitors and gets to know their pupils with active strategies including trial and error. We seek specialist advice from SALT and OT and external professionals.

We provide extra-curricular activities so that the pupils have the same life experiences as any pupil in a mainstream school. We want to promote and support the socialisation and life skills of our pupils

Impact:

We measure the success of each individual using a variety of formative and summative assessment approaches. NC levels and AET progress are tracked using SOLAR, whilst reading ages are tracked using Accelerated Reader. EHCP targets are monitored and in KS4, students work towards academic qualifications.

We celebrate the individual success of each pupil rather than complete a cohort comparison; although, we do monitor overall school performance against national benchmarks.

We use a variety of KPI's to monitor the overall quality and impact of the schools performance.

Our Staff Team

We have a range of Teachers, HLTA's, STAs, TAs and Admin staff who support the needs of the pupils. We work with SALT's and OTs to further support the pupil needs.

Our aim is to recruit adaptive, energetic and dedicated teachers, support staff, therapists and leaders to CAA's team. The governing body is determined to recruit the highest standard of professionals to establish a strong, successful team who will lead improvements and outcomes for every individual student.

Our Facilities

All areas of the school are autism friendly spaces and were designed to promote a calming and comfortable learning environment.

The school has classrooms for general use and specialist rooms including a Sport hall, Science Laboratory, DT: Cooking room, Life skills Flat, Library, Music room, IT suite and Immersion suite and a sensory light room and two sensory dark rooms. Outdoors we have Sensory play equipment, a MUGGA and fields.

IT is fully established in the school and we use it to enhance the curriculum.

All of our facilities have been designed and invested to support the children and curriculum.

Our Governors

The Governing Body is accountable to CAA Trust Board. We are a Single Trust Academy and therefore not directly aligned with any other Academies or Free Schools. The main focus of our Governing Body is to support and work with our Headteacher and Senior Leadership Team. Our Governors are committed, knowledgeable and active in their support for the school.

Our Partnerships

To ensure the best opportunities for all our students we have strong relationships with a number of special schools, both locally and nationally. We also work closely with a number of local groups: and the NHS.

Our Website

Our website (www.cumbriaacademyforautism.co.uk) gives an insight into the life of the school and is used widely by parents and other stakeholders. Please have a look before making an application.

Our Location

CAA is located in the Lillyhall area of West Cumbria, just to the east of Workington. Access is via the A595, the main north-south route in West Cumbria. The school address is Branthwaite Road, Workington, CA14 4SS.

**Key School facts and Statistics:
Sept 2021**

Type of School	Special Free School
Age range	4-18 years
Number of students	54
Number of teachers	10 (Inc. 2 PT .6)
Number of HLTA	2
Number of STA and TA	17
Total Staff	38
Pupil Premium Students	11
EHCP/Statemented Students	55