

THE BOXING ACADEMY

ASSISTANT PRINCIPAL - QUALITY OF EDUCATION CANDIDATE INFORMATION PACK



Introduction

The Governors of the Boxing Academy are seeking to recruit a talented and exceptional senior leader to become Assistant Principal - Quality of Education from September 2021. This is a significant opportunity for an ambitious candidate to develop their own leadership and to help shape the future of one of the UK's most successful Alternative Provision schools. The academy provides an alternative pathway for children who have failed in (and been failed by) mainstream education, operating with the spirit of a boxing gym. For any candidate, aligning with this vision and wanting to work to improve the life chances of vulnerable and disadvantaged students is vital.

The Boxing Academy converted in May 2017 to become an Alternative Provision Free School. Since then, it has delivered on its mission of delivering high quality education and development to the most hard-to-reach young people, realised through the discipline and ethos of boxing. The Academy has gained a local and national reputation for excellence by consistently achieving some of the best outcomes of any AP in the country.

In 2017, in recognition of these achievements, the Boxing Academy was named the Tes AP school of year. In March 2020, following its most recent OfSTED inspection, the school was graded 'Outstanding'.

Diversity

The Boxing Academy is passionate about diversity and recognise that as individuals we all bring something unique to the role regardless of age, gender, race, beliefs or disabilities which is why we treat all our people equally, without compromise. We are committed to ensuring that the recruitment and selection of staff is conducted in a manner that promotes equality of opportunity.

The Boxing Academy is committed to safeguarding children and successful candidates will be subject to an Enhanced DBS check. Our commitment to safeguarding is underpinned by robust processes and checks which all applicants must undergo.

Background of the Boxing Academy

The Boxing Academy was established as a charity in 2007. The Academy addresses a need within the current education system: that the most vulnerable and challenging students do not receive the level of support that they require in mainstream settings. It is our experience that these children then become disengaged causing a cycle of exclusion, failure and low self-esteem which often results in permanent exclusion and has profoundly damaging outcomes in the short- and long-term for the pupils, their schools, their families and the wider community. We reverse this cycle by helping the pupils address their issues and giving them the skills they need to succeed in education and build a productive and happy adult life.

Our Students

The lives of most of the children at the Boxing Academy are often chaotic with no consistent adult presence at home. The experience of these children in education has been profoundly negative and they have low self-esteem and poor confidence. As a result, they can become rude, disruptive and unable to comply with any sort of instruction in a school environment. It has been our experience that for the young people referred to the Boxing Academy, the purpose of education is a mystery; indeed, to some the education system seems to be an elaborate punishment. Our unique approach uses an intensive mentoring system within a framework of small class sizes, high-quality teaching, personal learning support and daily exercise in boxing training to help even

the most difficult-to-reach children to re-engage with their education. All our staff receive training in trauma and attachment awareness, which is employed alongside their key skills of emotional intelligence and compassion.

Why Boxing?

Boxing benefits our students by getting them fit, teaching them teamwork, anger management and discipline, and improving their confidence and concentration. This school is not, however, aiming to produce competitive boxers, indeed many of the students have no interest in Boxing. The value is in the relationships that grow in the gym. We employ boxing coaches in this role because young people instinctively look up to and respect the strong role models within the boxing gym who present a positive image of respect for others, discipline, responsibility, a work ethic and good manners.



The boxing coaches support their students in the gym and the academic classes which allows the academic teachers to teach without interruption. Our approach to boxing training offers pupils the opportunity to expend their energy in a purposeful manner, to channel their aggression and to learn teamwork, discipline and the acceptance of authority. The support and encouragement they receive improves their self-esteem and confidence, while creating a positive cycle of achievement. Our students are interesting, challenging, lively, bright and funny: attributes that contribute to the unique atmosphere found in the classrooms and the boxing ring.

Curriculum

We currently offer a core curriculum of six GCSE or equivalent subjects including maths, English, Science, Art, RE and PE. The Academy also offers the capacity to sit exams in students' community language if appropriate. Curriculum delivery is interspersed with boxing sessions, and SMSC, PHSE and British Values. We also offer careers advice, and free to participant trips such as residential outward bounds holidays and an annual ski trip to the Alps.

The curriculum at the Boxing Academy is constantly reviewed and assessed for impact so that we can be sure it meets the needs of our cohort and their ever-changing circumstances.

"The curriculum is designed to prepare pupils for life in modern Britain. Staff quickly get to know each pupil, so that they can provide individualised support. They model the personal characteristics and traits needed to be a successful adult. They listen carefully to pupils' concerns and interests... Staff ensure that every pupil goes on to suitable education and training when they leave. Pupils follow courses leading to GCSE qualifications. These have been deliberately chosen to give pupils a concrete starting point for future study. Teachers quickly assess pupils' academic needs. They know that many have gaps in their learning. Some have special educational needs and/or disabilities (SEND). The needs of these pupils are met."

- OfSTED 2020

Performance and Results

The GCSE results for 2020's cohort were based on teacher assessed grades, according to the arrangements put in place by the DfE due to the Covid-19 outbreak. The Boxing Academy employed a rigorous method with solid evidence which was moderated internally and then externally by the FFT Aspire service. This cohort deserved the grades they were awarded, and we are proud of their success and their progression.

Outcomes 2019-20 (Against DfE statistics 2018-19)	Percentage of pupils at the end of key stage 4								
	Achieved 9-4 pass in GCSE English	Achieved 9-5 pass in GCSE English	Achieved 9-4 pass in GCSE maths	Achieved 9-5 pass in GCSE maths	Achieved 9-4 pass in BOTH GCSE English & maths	Achieved 9-5 pass in BOTH GCSE English & maths	Entered for GCSEs or equiv	Achieved any GCSE pass	Progress 8 Score
Boxing Academy	50%	25%	50%	25%	45%	20%	100%	100%	+0.49*
England AP	14.5%	7.3%	14.5%	5.2%	4.5%	1.4%	62%	58%	-3.08
England Mainstream					65.7%	43.8%	99.2%	99%	+0.01

* = CVA contextual value added

- **45%** of Boxing Academy candidates achieved a Grade 4 or above for **both** English and maths GCSE; 4.5% nationally for AP.
- **20%** of Boxing Academy candidates achieved a Grade 5 or above for **both** English and maths GCSE; 1.4% nationally for AP.
- **50%** of BA candidates achieved a **Grade 4 or above** for **English** GCSE; 13.3% nationally for AP.
- **50%** of BA candidates achieved a **Grade 4 or above** for **mathematics** GCSE; 15.1% nationally for AP.
- **30%** of BA candidates achieved **5 GCSE's** at Grade 4 or above;
- One **EHCP** pupil achieved **4,5,5,7,7,8** in their GCSE's.



Person Specification

Qualifications	Essential	Desirable
First Degree or equivalent	x	
Evidence of professional study in relation to students		x
Experience		
Working with students with learning, emotional or behavioural difficulties	x	
Leadership & management at senior level		x
Experience of working with or within mainstream schools	x	
Knowledge and Skills		
Knowledge and experience of devising, developing and monitoring programmes to support the needs of young people	x	
The ability to prioritise, plan and organise yourself and others	x	
The ability to communicate effectively both orally and in writing	x	
Knowledge and experience of team leadership	x	
The ability to collate, analyse and interpret pupil data to inform school development	x	
The ability to collaborate effectively with the wider community to promote the Boxing Academy	x	
Personal Qualities		
Inclusive, approachable, pro-active and collaborative	x	
Ability to communicate effectively with the whole school community	x	
Emotionally intelligent and resilient	x	
Willingness to try things differently	x	
Enthusiasm for Boxing		x