



EKC
Sheppey
Secondary

**BRAND NEW SCHOOL
OPENING SEPT 2024**

**INTRODUCING EKCSS
WHERE BELONGING
MEETS BRILLIANCE**

A Message from the Headteacher

Thank you for expressing interest in joining our team at EKC Sheppey Secondary (EKCSS). This is your chance to be part of a brand new school set to transform secondary education on the Isle of Sheppey and to be part of the story from the beginning; I hope this guide gives you all the information you need to decide EKC Sheppey Secondary is the school for you and your talents.

EKCSS opens this September to students from Years 7-9, with Years 10 and 11 forming as our students in KS3 move through to KS4, and we're ready to nurture every student's unique spark.

EKCSS will provide students with a first-class education tailored to meet the needs of every student, regardless of their starting points, backgrounds, abilities or beliefs. Every aspect of EKCSS has been designed to blend the best from across sectors. So, whilst setting the highest standards for secondary education, we're rewriting the rules with a look, feel and approach that is deliberately different from a standard secondary school... we know this is exactly what the Island needs and will create a dynamic, engaging, exciting environment where students and staff thrive.

Our strong and supportive senior leadership team prioritises purpose over paperwork and value-adding activity over box-ticking, freeing you up to do what matters most: nurturing bright futures. At EKC Sheppey Secondary, the rewards of teaching far outweigh the challenges.

We are proud to be part of EKC Schools Trust, known for its innovation and empowering its schools to meet the unique needs of their communities. As part of the wider EKC family, our Trust and sister organisation, the East Kent Colleges Group, have a strong and successful relationship with young people and families on the Isle of Sheppey. The #EKCFamily is a unique and sector-leading partnership; together, we run the Island's only outstanding provisions – Queenborough Primary School and Nursery and EKC Sheppey College – and raising the aspiration of all within the communities we serve drives our work.

The approaches and delivery model in these organisations have successfully addressed behaviour, created a culture of success, and are places where staff are incredibly proud and happy to work. We will be bringing all this expertise, culture, ethos, and curriculum approaches to EKCSS.

There is never going to be a more exciting time to join our school community. We're not just opening a school but forging a learning community where students and staff thrive... where belonging meets brilliance!

If you think EKC Sheppey Secondary could be the school for you, please email:

january.lorman@ekcschoolstrust.org

We look forward to seeing you soon,

January Lorman
Headteacher



Our Vision

Our school will be proud of its welcoming ethos and culture of belonging, where all students will thrive and be excited by their learning. Led by a team of thoroughly committed staff, we will ensure the success and well-being of every child in our care.

As a small and unique school, all staff will know every child and nurture and challenge them to reach their full potential.

We understand and value the Island's strong sense of community, which will be palpable throughout our school. EKCSS will be an extraordinary part of the Island community, celebrating all the Island offers.

We firmly believe that we can empower all in our community through learning and that education has a unique ability to transform lives and provide exciting opportunities for all members of our community.

A highly effective and personalised education is more important than ever in this ever-changing environment that we live in, and we will be a source of stability and comfort for all. We will be at the forefront of ensuring our students and their families have access to the highest quality advice, resources and curriculum, delivered through positive relationships and excellent teaching so that every one of our students will leave us at the end of Year 11, fully equipped and ready to flourish in the 21st Century world.

Our commitment to our stakeholders



Be a Change Maker
Apply to join our Student Leadership Team! Your voice matters, and we want to hear it!

Dress for Success - Comfort meets cool
Ditch the uniform blues! Rock our teal polos and black sweatshirt with your favourite black trousers (yes, really!). Be you, be comfy, be ready to learn!

Power Up!
Power through the day fueled by delicious healthy eats from our canteen.

Friend Zones and Year Group Hangouts
Hang with your friends in your Year Group zone, or explore the communal area and meet new people. EKC Sheppey Secondary connects you!

Lessons and Clubs That Rock!
We've got the classics - English, Maths and Science - but that's just the beginning. Unleash your creativity in Art, Music and Design with our Creative specialism. Want to build robots or be a master chef? We've got you! And with Clubs for all interests and talents, EKC Sheppey preps you for the future but makes it epic!

EKC Sheppey Secondary

**Students,
We're All In This Together!**

Your School, Your Voice!

www.ekcsheppeysecondary.org
Where Belonging Meets Brilliance

Learning That's Anything But Ordinary

Your child will explore a wide range of subjects that will set them up for success in the real world.

Local Links, Global Ambitions

We're passionate about our community and will make sure your child's learning reflects that.

Passionate Staff, Bigger Impact

Our teachers are rockstars at getting to know your child and helping them reach their full potential.

We Don't Do "One Size Fits All"

Whether your child's a bookworm or a tech whizz, we've got a path that helps them shine.

Small School, Big Support

Year 7-9 get the spotlight: In our first year, we're focusing on Years 7-9 to create a supportive environment where everyone feels comfortable asking questions.

Year by year, they'll grow: As they move up through the school, they'll gain more independence to prepare them for the exciting world beyond Year 11.

EKC
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Parents,
We're All In This Together

Parent power! We believe parents are a child's biggest champion. That's why we offer plenty of opportunities for you to be involved.

Your feedback matters! We're always learning and growing, and your voice matters to us.

Visit our website or contact us today!

www.ekcsheppeysecondary.org

Where Belonging Meets Brilliance

Students Thrive - Building Emotional Bridges

Sharing best practices for emotional regulation and ensuring consistent support amongst the team is key. With additional support from the Inclusion team for those who need it. Together, we empower ourselves and students to succeed and achieve their best.

Zero-tolerance without positive change doesn't work!

We strongly oppose bullying and believe in consequences and restorative justice. It's about understanding, accountability, and positive change, where students learn from mistakes and build strong character. Let's create a culture of Aspiration, Resilience, and Kindness together.

Staff Thrive - Purpose over Paperwork

We prioritise purpose over paperwork, value-adding activity over box-ticking, freeing you up to do what matters most: nurturing bright futures.

Because at EKC Sheppey Secondary the rewards of teaching far outweigh the challenges.

EKC
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Secondary

Staff,
We're All In This Together!

Where 'Belonging Meets Brilliance'
means students and staff thriving
together!

www.ekcsheppeysecondary.org

Where Belonging Meets Brilliance

Valued Partners, Seamless Transition, Soaring Confidence

We value your partnership! Starting as we mean to go on, we partner with you to build a dedicated Year 7 programme, a smooth transition and continuous progress thanks to a curriculum built on your insights (and our know-how).

Familiar Rewards, New Inspiration

They'll love the ClassDojo points they know, plus exciting epic rewards based on our ARK values: Aspiration, Resilience, and Kindness. Watch them shine!

Shared Success

We know you're invested in their success, and we're excited to continue the journey you've so brilliantly begun, and with regular meetings keeping you informed, we can't wait to share and celebrate your Year 6 pupils' continued success!

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Headteachers,
We're All In This Together

You've nurtured bright young minds, fostered their curiosity, and now it's time for them to take flight.

Here's our commitment to you and your Year 6s. We understand that belonging meets brilliance; we (all) belong to the Sheppey community, and working together means brilliance for our young people.

www.ekcsheppeysecondary.org

Where Belonging Meets Brilliance

Pastoral Care

Our pastoral care will be based on building personal relationships with each child, understanding their strengths and recognising their potential.

Working solely within their year groups, our staff will know our young people as individuals so we can provide the teaching, help and guidance they need to achieve their best. We all know that we work much harder and are more committed and more enthusiastic when we love the person we are doing the work for! This will be the culture of EKCSS and our staff will help our students thrive in a culture of high levels of personal development and nurture for all.

Our year group managers will be the centre of care. Being a smaller school, we will be better suited to create a sense of family, and all staff will do everything they can to ensure our students have everything they need to be successful. There will also be a range of support mechanisms, including attendance, mental health, SEND, and mentoring, working together to bring the right support to the student and the family and enabling our teachers to focus on the learning.

Students will also have access to daily mentoring time in small groups; their mentors will create a safe environment for the children in this group, a family atmosphere where issues are dealt with openly, and discussions are had, which enable students to develop their character.

Through this time, a formalised character education programme focuses on developing key character traits and advertising routes into careers suited to individual students and the wider community.

Curriculum

Our curriculum consists of three pathways, academic, blended and a bespoke SEND pathway.

At the centre of everything we do, we will work to develop our students' character. We want to ensure that every young person we teach leaves us able to thrive in the 21st-century world. We want them to be kind and to be future leaders so that they, too, can impact change for the better within our community and beyond.

We are not only educating our children so they can pass their exams; we want their education to empower them to achieve anything and everything they want. We want our young people to have every door open to them in their future so they can choose from a wide range of opportunities for the next steps of their education, whether that be at any of the EKC colleges, apprenticeship opportunities or university.

In Key Stage 3, students will have access to a broad and balanced curriculum, which will enable them to identify where their individual talents and interests lie so that they can develop and perfect these skills in Key Stage 4. At the end of Key Stage 3, our students can choose between the three pathways to suit their ambitions. This will include the full range of academic GCSEs, preparing them for A Levels or other academic post-16 routes.

In addition, there will be a range of other pathways for young people interested in technical and vocational learning who would like to balance their core curriculum—English, maths, and science—with creative subjects such as dance, drama, technology, and engineering.

Students can combine academic with vocational courses depending on their individual ambitions and abilities, or they can choose to study one of our two specialisms: Creative or Engineering. These programmes are designed in partnership with East Kent Colleges Grouppeppey College and will provide a direct route to the outstanding provision and facilities for students to progress to Level 3 and into employment.

Our curriculum will have clear, signposted links with careers so that all our students are confident in deciding which options will best benefit their future. In addition, students will be provided with a programme of extra-curricular activities, including clubs during breaks, lunch, after school, and trips. We will take every advantage to promote cultural capital to broaden our students' horizons and expose them to experiences which enable them to see all that the world has to offer them.

Staff at EKCSS will have the unique opportunity to be part of the design and creation of the curriculum and will be given the encouragement to make choices about resources and topics, approaches and styles to enable them to achieve the very best. One size does not fit all for students, and neither does it for staff. Our staff will be able to bring their own flair, views, ideas and expertise to the curriculum and will be supported and guided to make this work within the school's teaching and curriculum frameworks.

EKC Schools Trust are skilled in balancing this innovative and creative approach with our commitment to staff wellbeing and workload.

Staff wellbeing

At EKCSS, staff wellbeing is at the centre of everything we do; it forms a part of every decision made. We believe that all staff should be involved in decision-making to ensure that a wide range of views and experiences are considered before any strategy is implemented.

We recognise that working in a secondary school is incredibly rewarding but also very challenging. Therefore, we must implement a range of wellbeing and workload strategies to ensure that every member of our staff feels supported and valued by their leaders and our school. We will have a designated wellbeing budget to fund initiatives agreed in partnership with our staff.

We have very high expectations of our staff and provide high levels of support, development and care to ensure they are equipped to deliver our ambitious vision. Across the Trust, 100% of our staff are proud to work with us!

Our aims are to:

- Provide all teaching staff with over and above their PPA entitlement and provide occasional opportunities to work from home so that planning, marking and curriculum time is not interrupted by events from the school day.
- Ensure that meetings after school are kept to a minimum. For example, departments with more than one staff member will schedule meeting time into their timetable wherever possible. This will also enable team planning, moderation, and other team meeting activities as a supportive group.
- Implement a feedback policy that takes full advantage of a range of feedback tools to reduce marking workload.
- Commit to annual reviews of all workload expectations and a continual focus on reducing burdens.
- Include staff shoutouts and reward opportunities throughout the school year.
- Ensure that the business and education calendars are monitored and planned carefully throughout the year to reduce 'pinch points.'
- Implement appraisals which focus on evidencing strategies implemented, development and improvement, not reliant on data-driven targets.
- Provide additional time for essay-based or coursework-based subjects during tight assessment periods.

- Provide free lunches for staff who eat with students in our school restaurant or complete lunch duty.
- Provide free access to a wide range of resources for all school staff to reduce the need to create planning, make resources or report documents from scratch.
- Provide time for collaborative planning with subject experts to reduce workload.
- Introduce a comprehensive programme of CPD, including NPQs and career progression.
- Provide one Special Leave Day per year per member of staff to enable staff to have the security that they can plan for something they would otherwise miss because of the term time school commitments.

READY TO ACHIEVE YOUR AMBITIONS?

CHOICE OF LEVEL 3 PATHWAYS LEADING TO FURTHER STUDY OR THE CAREER OF YOUR CHOICE

ALL ROADS LEAD TO

EKC

Sheppey
Secondary

RICH, EXCITING CURRICULUM WITH A FULL ACADEMIC OFFER AND PROFESSIONAL SPECIALISMS

TAKE THE NEXT STEP TOWARDS YOUR FUTURE

Proud to be part of



About our Trust

At our core our purpose is to:

- strengthen and enhance our communities*
- enable the power of education to inspire
- maximise and achieve the potential of every learner
- enrich the curriculum through partnership and collaboration

As a family of schools, colleges and business units, EKC Schools Trust and its sister organisation the East Kent Colleges Group, are committed to raising the aspiration of all within the communities we serve.

Enabling all ages to access the highest quality educational provision, helping them to grow and flourish, and achieve their ambitions.

Each of our schools has its own unique and distinctive character and vision for its community, something we proudly celebrate and protect. The Trust is the conduit for connecting us all and providing a central core purpose, which compliments and galvanises the work undertaken in each locality under the EKC banner.

Leadership teams across the Trust are committed to ensuring that our communities, children and families, and staff grow and flourish and achieve their personal ambitions.

Our children and families experience this through inspiring education, high expectations and our curriculum enrichment programme, delivered in partnership with our friends at the East Kent Colleges Group.

You can learn more about our Trust at www.ekcschoolstrust.org

Our Commitment to our Staff

- A warm and welcoming environment, a true sense of community as a school and across the Trust
- Ongoing opportunities to share your views and opinions and feedback your experience as an employee
- A detailed, comprehensive induction programme that provides all new staff with the tools, knowledge and access to support required to do a really good job
- A comprehensive professional development programme which enables you to remain up to date in your job role, but also offers the opportunity to upskill ready for future opportunities and career progression
- A leadership team (across all academies and the Trust) and a Governance model which actively promotes inclusion, tackles any form of discrimination and truly values the people we work with
- Staff Discounts -As a member of EKC Schools Trust, you'll also benefit from a 10% discount to Canterbury College Sports Hall and Gym and The Yarrow Hotel, located next to Broadstairs College.
- Exceptional pension - Local Government Pension Scheme and Teachers Pension Scheme

EKCSS is committed to safeguarding and promoting the welfare of all our young people.

Safer recruitment is paramount, and all roles are subject to safeguarding checks, as detailed in Keeping Children Safe in Education, including an enhanced DBS and Barred List check.

Our commitment to safeguarding is underpinned by our Safeguarding and Child Protection Policy and robust processes and checks which are in place across the Trust.

If you share in our vision, our commitment to safeguarding and believe you would strengthen our community we want to hear from you.