



# Plympton Academy

Expand Your World

## CANDIDATE PACK

We are a community - courageous  
compassionate and curious about our world



# WELCOME TO PLYMPTON ACADEMY

At Plympton Academy, we value and invest in our staff. You will join a supportive, collaborative team committed to high-quality teaching and continuous professional development. As a Thinking School, we encourage reflective practice and professional curiosity, with regular opportunities to share best practice, develop skills and grow as an educator within a positive and inclusive working environment.

We are committed to helping every student become the best they can be. Our Core Values of Community, Courage, Compassion and Curiosity underpin all aspects of Academy life, shaping resilient, confident learners ready for the challenges of the 21st century. Students are encouraged to engage fully beyond the classroom through a wide range of extracurricular opportunities and student leadership roles.

Teaching at Plympton Academy is purposeful, varied and challenging. As an accredited Thinking School (University of Exeter), we place a strong emphasis on helping students understand how they learn, supporting independence, resilience and academic success. Our broad and balanced curriculum at Key Stage 3 develops strong foundations, while Key Stage 4 offers a wide range of GCSE and BTEC pathways to meet individual interests and aspirations.

We believe students thrive in an environment where they feel valued, supported and safe. High-quality pastoral care, inclusive practice and strong student support systems ensure all learners— including those with SEND and high-achieving students—are able to flourish and leave Plympton Academy as well-rounded, confident young adults ready to expand their world.





# OUR VALUES

At Plympton Academy, our Core Values of Community, Compassion, Curiosity and Courage underpin everything we do. They shape our culture, guide our relationships and support our ambition to help every student – and every member of staff – be their best self.

## Community

We encourage all students to engage actively with their community through a wide range of events, partnerships and projects. We are proud of our strong links with the Plympton community, including local MPs, businesses and media, helping students recognise their place and responsibility within the world around them. Plympton Academy is also proudly part of the Thinking Schools Academy Trust, a family of schools working together to transform life chances. Across the Trust, we share a common mission to nurture confident, successful young people who can think and act independently.

## Curiosity

As an accredited Thinking School, curiosity sits at the heart of our approach to learning. We equip students with a wide range of Thinking Tools that help them understand how they think, ask deeper questions and apply their learning across subjects. These tools are rooted in scientific and metacognitive research and are used throughout the curriculum to support independent, reflective learning and lifelong curiosity.





# OUR VALUES

## Compassion

We believe students learn best in an environment where they feel valued, respected and supported. Compassion underpins our approach to relationships, pastoral care and inclusion, ensuring that all members of our community feel safe, understood and able to thrive.

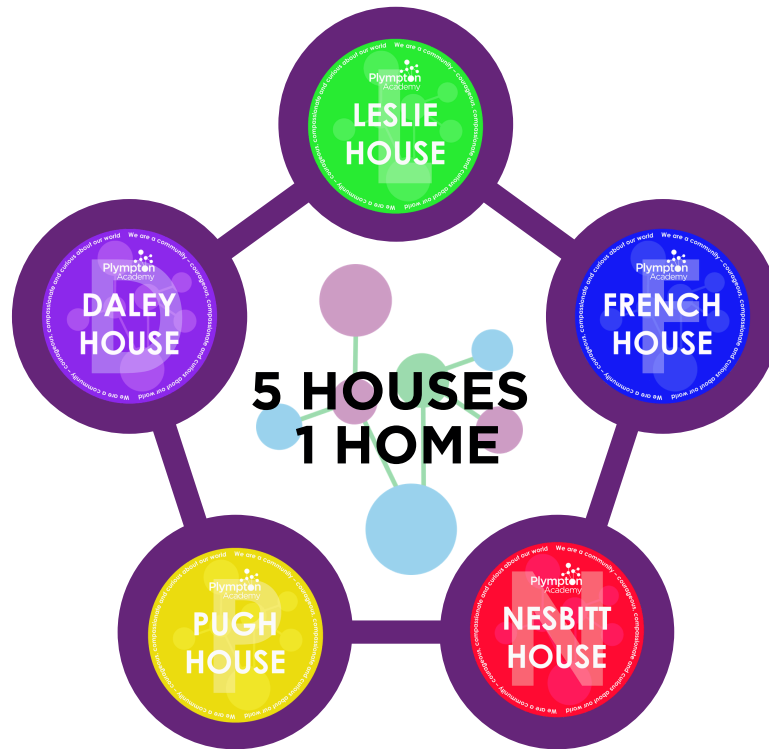
## Courage

We encourage students to show courage in their learning and personal development - to take risks, embrace challenge and persevere when learning becomes difficult. Through our Thinking School ethos and the principle of "Being Your Best Self", we support students in developing confidence, resilience and the courage to succeed in an ever-changing world.





# PA HOUSE STRUCTURE



At Plympton Academy, our House System brings students and staff together, fostering friendly competition and a shared sense of pride. The houses are named after notable individuals, with strong links to Plymouth, who have exemplified our Core Values, inspiring students and staff alike. Points are earned for effort, achievement and embodying our Core Values.

Throughout the year, houses compete in a mix of fun events, including staff challenges, building teamwork, house spirit and a sense of belonging. The year ends with the awarding of the House Cup and a celebration of a year of teamwork and achievement.





# WHAT IS IT LIKE TO WORK AT PLYMPTON ACADEMY?

Our staff share their experiences of working in a collaborative, rewarding and values-driven school.



## Support Staff

"I love working at Plympton Academy because I feel truly valued, and I know the work I do makes a real difference. The leaders genuinely care about your wellbeing and everyone is supportive and welcoming."

## Leadership Team

"As a member of the Senior Leadership Team, I'm proud of the culture we've built at Plympton Academy. Our staff are ambitious for our students and for each other. It's a place where people feel trusted, supported, and encouraged to grow — and that makes leading here genuinely rewarding."

## Teaching Staff

"Plympton Academy is the kind of place that reminds you why you chose to work in education. The staff are driven, the students are full of potential, and there's a real belief that we can keep moving forward together. It's inspiring to be part of a team that wants to make a difference every day."

## Staff

"Working as part of the wider trust team based on site means I get to see up close the difference we make for students every day. I really value the way colleagues involve and support Trust staff. It's a really collaborative place to work."



# WHY WORK WITH US

Here are just some of the reasons our staff choose to work, grow, and stay with us.



- Limited after school meetings.
- 1 mandatory duty (teaching staff).
- 1 Head of Year meeting a fortnight.
- 3 quick weekly briefings keep us connected—one is all about celebrating our staff.
- No silent classrooms or blank walls, students learn best when they collaborate.
- 5 houses 1 home - all staff are included in our house system.
- No surprises, deadlines are mapped out and set on our calendar.
- A fully supportive behaviour system.



- Our open-door culture is real: access to SLT, support, and honest conversation are part of daily life here.
- We recognise that every professional is different. That's why we provide clear pathways, alongside the trust and autonomy to adapt them.
- Weekly CPD to develop skills, share practice, and thrive as a teacher.
- Reduced workload for report writing.



- Students and Staff are happy to be here and from day one, you'll be part of our welcoming community.
- Cake Fridays and regular staff coffee mornings, with free breakfast.
- Frequent last day of term early finish for staff.
- We know our staff have lives outside work, so where we can, we offer time for things such as Christmas performances and other practical perks like a parcel delivery service at Christmas.



# PLYMPTON ACADEMY



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