

Aspire, Endeavour, Achieve



THE  
**VICTORY**  
ACADEMY

# Aspire, Endeavour, Achieve

The Victory Academy is a unique and supportive learning community, committed to transforming life chances.

We have a strong vision and identity within our local area and beyond. We are proud to be an Artsmark Platinum school, dedicated to cultural entitlement and opportunity for all young people, particularly those at disadvantage. We are active members of the Medway Cultural Education Partnership and Medway Creative Schools Network, and are delighted to support the City of Culture 2025 bid as Medway Champions.

Named after HMS Victory, launched here in Chatham in 1765, we are proud of our local naval heritage and have our own Sea Cadet unit, together with a strong partnership with the Chatham Historic Dockyard. The Victory Academy is also a Thinking School, accredited by the University of Exeter, and offering a high quality cognitive education for our students.

At the Academy, we have four Victory Values:

1. RESPECT for ourselves and our community
2. PRIDE in ourselves and our community
3. BELIEF in ourselves and our community
4. ASPIRE and ENDEAVOUR to ACHIEVE our PERSONAL BEST

At the Academy, we seek to create an environment in which students and staff feel able to explore and express themselves. Over time we hope to reassure students that rather than forcing them to believe certain things, or act in certain ways, we are merely providing opportunities for them to investigate what they themselves believe.

We are privileged to work in a stunning £23 million learning environment with excellent resources. Our belief is that each person is unique – every member of our community has gifts and talents that we seek to grow and channel. Our job is to find and foster these for all. We offer a broad and balanced curriculum geared towards ensuring that your children will achieve their academic potential regardless of their starting points, and leave our school with the knowledge, skills and cultural capital they need to cope with the challenges of 21st century living.

We want our students to flourish, and this can only happen through our parents and staff working in partnership for the benefit of our young people. Our mission is to overcome any barriers to academic and personal achievement through providing an inclusive and caring learning environment that recognizes the value and voice of the individual. Victory is a school for the local community, and we seek opportunities for students to develop as local citizens and serve and support our surrounding charities, industries and families.





# Being a Thinking School

A Thinking School is unique in their focus to share with our pupils the tools to become a life-long learner, and to develop the best possible habits for success in life. It is an educational community which involves both students and staff learning how to think reflectively, critically and creatively.

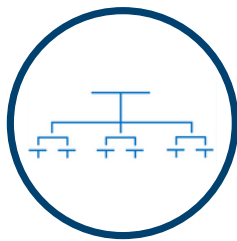
We want every student in our schools to be inquisitive and confident in themselves. Our thinking toolkit is how we support them through this journey. These tools are used in tandem with an approach to teaching that instils a growth mindset and 'can do' attitude. Through their time in a Thinking School, students will develop the right habits to ensure they are successful throughout education and beyond.

The Victory Academy was awarded 'Advanced Thinking School' Accreditation by the University of Exeter in 2023.

## Thinking Toolkit



Hats



Maps



Keys



Habits

[click here for more on Thinking Tools!](#)



# Our Curriculum

At The Victory Academy we aim to give our students a challenging, rewarding and diverse curriculum that develops cultural capital translating into strong outcomes for all pupils, regardless of their starting points.

Through these curriculum principles we aim to instil three core Victory Values in our students:

- Pride in self, others, and their community
- Respect for self and others
- Belief in self and others.

Our curriculum and values are embedded in all aspects of school life, enabling our students to develop into aspirational young adults. This prepares students for the next steps in their life journey by developing long term knowledge and skills which can be effectively deployed in new circumstances.

## **Providing academic challenge**

Our curriculum promotes opportunities for depth of academic enquiry as well as providing a broad and balanced learning experience. The curriculum is coherently planned and sequenced to ensure that both knowledge and skills develop and, subsequently, understanding deepens. Use of thinking tools is embedded into our curriculum to support students in developing metacognitive approaches, enabling them both to engage with higher-order thinking, and to become successful independent thinkers.

## **Developing cultural capital**

Our curriculum enables students to develop long term knowledge which can be effectively deployed in new situations. Concurrently, students acquire the cultural capital to be able to successfully engage with a wide variety of social contexts beyond school life. These opportunities for cultural development are embedded in lessons, our pastoral system, an enrichment activities.

## **Recognising diversity**

We ensure our curriculum reflects our communities' backgrounds both in and out of the classroom. Our aim is to provide challenges and successes for all, and both our curriculum and extra-curriculum allow students to experience a diverse range of cultures. This, in turn, means students are able to understand respect a wide range of viewpoints which allows them to recognise their role as both local and global citizens.



# Thinking Schools Academy Trust

We believe that every student has the potential to excel academically and personally. By providing a safe and supportive environment, we encourage our students to develop their critical thinking skills, creativity, and resilience. Our curriculum is designed to challenge and inspire our students, and we offer a wide range of extracurricular activities to help them discover their passions and interests.

At Thinking Schools Academy Trust, we also recognize the importance of community involvement and engagement. We work closely with parents, carers, and community partners to ensure that our students receive the best possible education and support. By working together, we can create a brighter future for our students and our community.

We are proud of our commitment to transforming life chances and we are dedicated to helping our students become confident and successful individuals who are ready to make a positive difference in the world.

The Thinking Schools Academy Trust is committed to providing our students with a high-quality education that prepares them for success in all aspects of life. We believe that education is the foundation of a fulfilling and successful career, and we strive to instill a love of learning in all of our students.

We are proud to offer a wide range of academic and vocational programs that cater to the diverse needs and interests of our students. Our experienced and dedicated teachers work tirelessly to ensure that each student receives the support and guidance they need to achieve their goals.

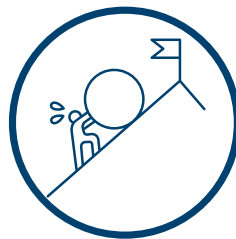
## Core Trust Values



Child First



Aspire



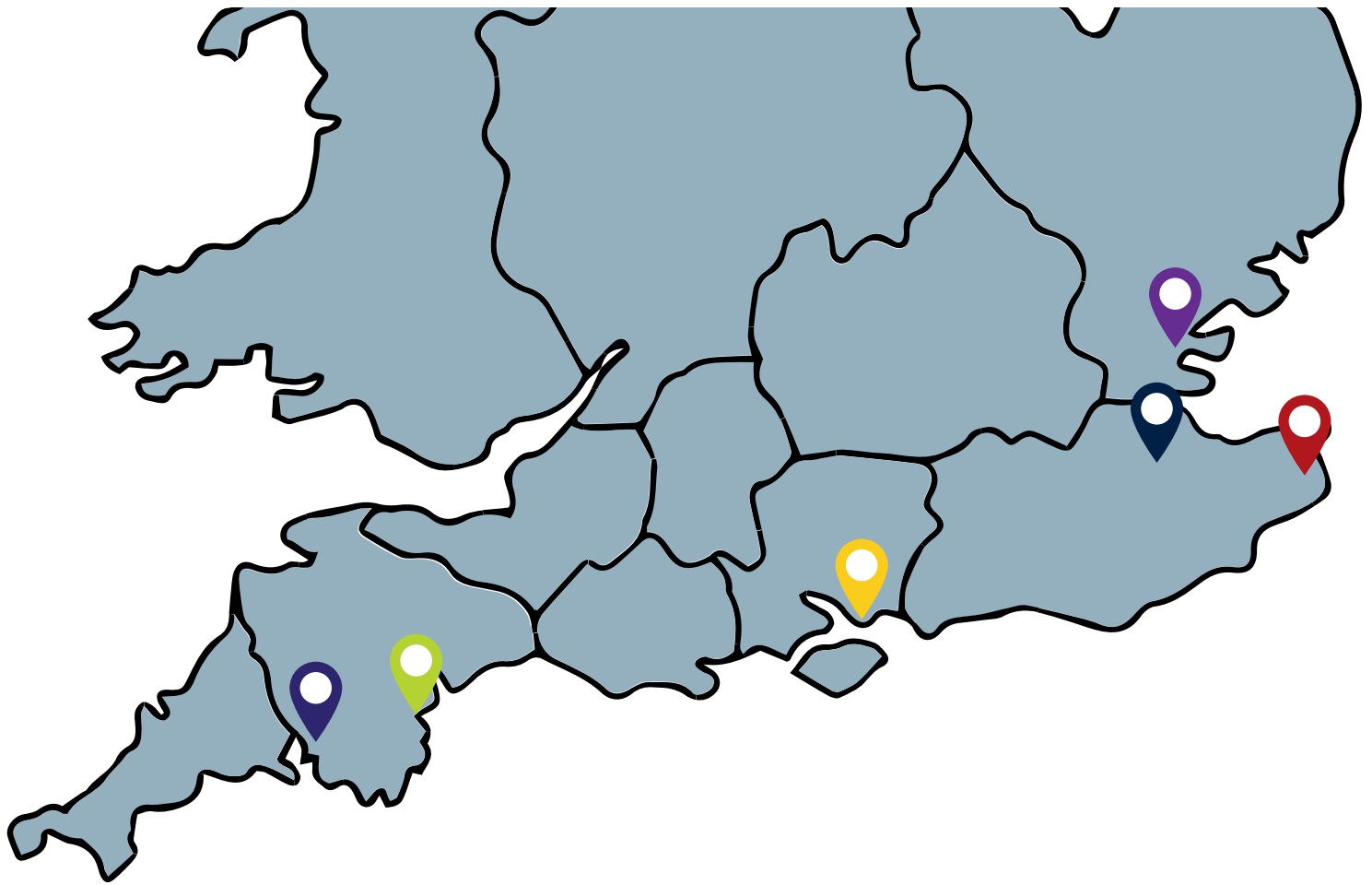
Challenge











Achieve







# Our Family of Schools













## South West

-  Plymouth High School for Girls
-  Plympton Academy
-  Brixham College
-  Curledge Street Academy
-  Furzeham Primary & Nursery School
-  Kings Ash Academy
-  Lodestar Academy
-  Paignton Academy

## South

-  New Horizons Primary School
-  Penbridge School
-  The Portsmouth Academy
-  Meon Way Federation

## South East

-  All Faiths Children's Academy
-  Cedar Children's Academy
-  Gordon Children's Academy
-  Holcombe Grammar School
-  Maritime Academy
-  New Horizons Children's Academy
-  The Rochester Grammar School
-  The Victory Academy
-  Colchester Royal Grammar School
-  Goodwin Academy



# Services for Schools

Being part of the Thinking Schools Academy Trust, The Victory Academy have a support staff framework that provides them with expertise and value, supporting them to transform life chances.



**THINKING  
creative**

Thinking Creative provides our academies with a comprehensive service covering all aspects of marketing, design, brand and communication management.



**THINKING  
facilities**

Thinking Facilities provides our academies with a safe, secure school site that is fit for purpose for students, staff and visitors.



**THINKING  
financial**

Thinking Financial provides our academies with a comprehensive finance service covering all aspects of financial and business management.



**THINKING  
fitness**

Thinking Fitness promotes healthy habits and supports our schools with their sports provisions. Overseeing gyms, 3G pitches and Dance Studios across our hubs.



**THINKING  
technology**

Thinking Technology oversee the maintenance and operation of IT services for all academies within the Trust.



**THINKING  
personnel**

Thinking Personnel offer a range of quality HR solutions to ensure all our Academies are supportive and safe places for pupils and adults.









# Benefits of working with us

---



# Benefits of working with us

---



Reduced membership of fully-equipped fitness suite and classes at our Thinking Fitness Gym on-site.



Cycle to Work Scheme.



Focus on staff wellbeing, including 24/7 Employee Assistance Programme, free flu vaccination and eye care vouchers.



TSTARS Staff Recognition Programme, including seasonal rewards for all staff.



Free parking in our secure staff car park.



In-house CPD provider, Thinking Horizons, to support with professional growth.



# Professional Growth

One of our core principles is to Be Your Best Self – to do this it is important that you feel that you have more autonomy over your objectives and an opportunity to deepen your skills in areas that you are passionate about.

We compare Professional Growth to a tree - growth can be upwards or outwards for those that want this but can also be about putting roots down to master skills in key elements of your role.



**Choosing the right path for you:** Our Thinking Horizons team have chartered different career pathways to support a persons individual professional journey.



**Investing in our people:** We will support you find and complete apprenticeships and training courses that align with your aspirations for growth.



**Recognising exceptional performance:** Staff who go above and beyond to hit their professional growth targets will be eligible for salary benefits.









# Next Steps

---

If you are interested in working at our school, benefiting from a supportive network of colleagues across our Trust, and are keen to progress your career then please apply today!

Early applications are encouraged and we reserve the right to close the vacancy if a suitable candidate is found.



+44 333 360 2140



[office@thevictoryacademy.org.uk](mailto:office@thevictoryacademy.org.uk)



[thevictoryacademy.org.uk](http://thevictoryacademy.org.uk)



[TheVictoryAcademyChatham](https://www.facebook.com/TheVictoryAcademyChatham)



[@TheVA\\_Chatham](https://twitter.com/TheVA_Chatham)



[tsa\\_trust](https://www.linkedin.com/company/tsa_trust)



THE  
**VICTORY**  
ACADEMY