



**Harris Academy**  
**South Norwood**

Business and Enterprise

PROSPECTUS



Achieving Excellence Through Enterprise



Lord Harris of Peckham  
Sponsor of the Harris Academy  
South Norwood



Phil Saunders  
Chair of Governors

Dear Parents and Carers,

I am delighted to welcome you to the Harris Academy South Norwood.

When Harris Academy opened its doors to girls and boys in September 2007, it became one of the most technologically advanced schools in the country. As a Business and Enterprise Academy, it creates a culture of high expectations and aspirations for every stakeholder. It is developing flexible and creative approaches to teaching and learning that will raise standards for all. The facilities, equipment and the environment for learning at the Academy are amongst the best in the country and are an asset for all the people of South Norwood.

This is an exciting time for all of us as we move towards developing the Academy with new buildings, complemented by refurbishment of the existing listed building and new equipment throughout. The Academy offers a high quality education to 1300 girls and boys aged from 11 to 19, including a 6th form for 250 students. This Academy is another new school in the Harris Federation of schools and it will work closely with Harris Academy Crystal Palace and the other Harris schools. Choosing a secondary school for your child is a very important step, one not to be taken lightly. I hope you will find this prospectus interesting and informative and look forward to welcoming your child in September 2009.

Lord Harris of Peckham

Dear Parents and Carers,

This new Harris Academy South Norwood will be an Academy of opportunity and the Governors will work with the Principal, staff and the whole community to ensure that the first class facilities it offers are used in the best way for everybody.

In particular the Governing Body will be responsible, with the Principal, for setting and monitoring the educational direction for the Academy and the targets to be achieved over time.

The Academy will have the highest expectations of its students and will offer an education that is at the same time innovative, effective and enjoyable, built around a focus on Business and Enterprise. We will equip all of our students with the best possible education during their time with us so that they are fully prepared to succeed in their chosen careers and as citizens of the society in which they will live and work.

As Governors we hope that the Academy will be at the heart of the community in South Norwood and that its resources and sporting facilities will be shared by as many people as possible.

We look forward with you to a bright future at Harris South Norwood.

Phil Saunders  
Chair of Governors

If you interested in knowing more about the Harris Federation of South London Schools, or would like to contact the Sponsor or Chair of Governing Body direct, please send your correspondence to our head office: c/o Dr Daniel Moynihan, Chief Executive, Harris Federation of South London Schools, Federation Office, South Norwood Hill, London, SE25 6AD or by telephone on 020 8405 5070.



# Welcome from the Principal



"A New School for  
Girls & Boys"

Choosing the right school for your child is likely to be one of the most important decisions you will make as a parent or carer. Looking through this prospectus will give you an idea of what the new Harris Academy South Norwood has to offer, but only by visiting on the open day will you really find out if we are the right school for your son or daughter. At this time you will be able to meet me as well as the staff, watch a presentation, take a tour of the new school buildings and most importantly ask questions.

## So what has the Harris Academy South Norwood got to offer?

An Academy for girls and boys aged 11-19 offering a new Sixth Form in South Norwood working in Federation with the Harris City Academy Crystal Palace.

We have a 21st Century building equipped with the most up to date technology and resources that will inspire learning in every student. The facilities are amongst the best in the world, creating a purposeful ethos of Business and Enterprise from the very first day the students arrive.

Our Academy is an active part of the community. We have a strong commitment to seeking and valuing the views of parents and carers who will be invited to join an active parent council to share in the development of the new Harris Academy South Norwood. I believe we can secure the future of the Academy together, as a beacon of excellence for girls and boys at the heart the community.

There is a culture of high expectations for every student, which underpins every development in the Academy. The core purpose of Harris South Norwood is to ensure that every student achieves highly in a range of academic and vocational subjects, gaining examination success that will give them every opportunity to be successful citizens of the 21st century.

We offer a dynamic and personalised curriculum, delivered through an ethos of enterprise; teachers create a learning environment that is exciting and motivating for every student. Students are taught how to learn and are expected to share in the responsibility for their learning; they are encouraged to think creatively and they are expected to complete schoolwork and homework to high standards.

The Academy is a confident and caring community, that will equip your daughter or son for life in the future. Students at Harris Academy South Norwood are given excellent opportunities to gain confidence as they grow into young adults. They will be listened to and expected to listen. They will be given responsibility and expected to take it. They will be given excellent advice and guidance and they will be expected to pass that on to others as well as use it themselves.

I genuinely look forward to meeting you at the open evening for the Harris Academy South Norwood.

Carolyn English  
Principal



# What will the Academy offer?

The Academy offers an education for your son or daughter that is second to none. It is an exciting and inspiring place, an ideal learning environment in which to foster ambition. With its high quality teaching and outstanding facilities, we aim to enthuse and motivate students so that they will not simply achieve their potential, but exceed everybody's expectations.

The Academy building is one of the most modern and best equipped school buildings in London, if not in the whole of England. Using some of the latest materials and designs, it breaks the mould of most people's expectations of what school buildings are like and will help us to raise the aspirations of all those who work in it.

The Academy staff are committed to improving opportunities for all our students. A dedicated team of well qualified, well supported teachers will ensure students learning is enjoyable and that they make good progress.

## Key features of the Academy include:

- A state-of-the art new building with unrivalled facilities including:
  - radio station, television studio, music technology suite
  - superb drama facilities, lecture theatres, technology and construction areas
  - fully equipped Art and Design and Media studios
  - an ICT rich environment with whiteboard technology used across the curriculum & broadband internet available 365 days per year
- An 11-19 school with our post 16 provision offered in partnership with Harris Academy Crystal Palace of 300 offering a full range of academic and vocational subjects and an Enterprise specialism that will impact across the whole curriculum
- A focus on high standards of behaviour, smart uniform and good manners
- A motivating, modular curriculum with short term targets, useful feedback to students on how to improve their work, and regular reporting to parents
- The highest specifications of ICT, used to raise achievement in all key stages and on-line curricula to raise standards

## Independent non-fee paying status

Independent status gives this Academy the freedom and flexibility to provide effective teaching and learning, organisation, staffing and governance. This, along with strong, confident, ambitious leadership, effective management, a clear vision, and knowing how to achieve that vision, are essential ingredients in our success.



# A school for both girls and boys of all abilities

The Harris Academy admitted both girls and boys into Year 7 and Year 12 (Post 16) from September 2007. Tutor groups are created with a balanced number of boys and girls. It is vital that new students to the Academy settle in quickly and well. A wide range of special arrangements will be put in place to assist the transfer to secondary school. In addition, a buddy system will be created involving contact with role models and mentoring for girls with older girls at the established and very successful Harris City Academy Crystal Palace.

## Our aims

As an Enterprise Academy, we will create an environment of high expectations, aspirations and self-belief for everybody involved in our school. From age 11 through to 19, we will raise standards for all. We aim for our young people to be the self confident citizens and entrepreneurs of the future.

## We will

- maximise the performance and fulfil the potential of all students through high quality teaching and learning which motivates, challenges and empowers;
- provide an outstanding curriculum comprising of high quality vocational and academic options utilising motivating enterprise contexts and the latest technology to provide relevance;
- develop a sense of integrity, compassion and tolerance throughout the community, which values self-esteem alongside respect for others;
- develop in all students and staff versatile skills and attitudes required of lifelong learning in a rapidly changing world;
- enhance opportunities through partnerships between parents, students, staff, the local community, industry and commerce;
- create a seat of learning open to the whole community focusing on Enterprise within a broad curriculum, with an international dimension.





# Learning at the Harris Academy

Our aim is to provide the highest quality teaching in a first rate learning environment. Our teachers are highly trained and use tried and tested techniques as well as more innovative methods to promote the most effective learning.

Learning in each subject is broken down into shorter term motivating modules lasting approximately six weeks each. Students and parents receive very regular feedback on how well students are doing and what they need to do to improve their work further. The progress of each student is individually tracked and monitored. Academy staff intervene if a student needs assistance and will involve parents appropriately.

The Academy is a specialist Enterprise Academy. This means that while offering a broad and balanced curriculum with a full range of subjects, there is a distinct emphasis on enterprise and an enterprising approach across the curriculum. This involves actively developing the skills of self presentation, initiative taking, creative problem solving, decision making, team working and interpersonal skills in a variety of contexts and with a range of adults from industry and the community in order to build self-esteem and confidence.

The Academy enjoys state-of-the-art ICT facilities and it is anticipated that the use of ICT in every aspect of learning, including learning outside school boundaries and school hours, will be a key feature of the curriculum.

## Homework

Regular homework is vital in securing the very best results for our students. It consolidates work done in lessons, extends focused learning beyond the school day and encourages self discipline and the skills of independent study. The amount of homework increases as students progress through the Academy.

## Religious Education and Collective Worship

Religious Education encourages students to have confidence in their own beliefs and culture, as well as respecting the values and beliefs of others. Students undertake regular Acts of Collective Worship of broadly Christian character, which include values and beliefs from other faiths. Through our RE programme students learn how to think through moral issues, how belief can affect actions and thus learn empathy for each other. Parents have the right to withdraw their children from the daily Act of Collective Worship and from RE Lessons.

## Sex Education

As required by educational law the Academy will provide Sex Education for all students. Full details of our Sex Education Policy will be available on request. Parents have the right to withdraw their son or daughter from Sex Education lessons.





## Careers education and guidance

A full programme of Careers Education and Guidance will be provided for students. The aim is to raise students' aspirations and their awareness of future educational and careers pathways. As well as providing a full range of careers resources, including access to a specialist careers consultant, the Academy liaises with the Careers Service to ensure that students make the very best decisions about their future. In addition, work placements across a wide variety of vocational and professional areas are available to students in Year 10 and Post 16 to help broaden their understanding of the requirements and opportunities available in the world of work.

## Post 16 – A new Sixth Form in South Norwood

Students at Harris South Norwood will also have access to the Federated Post 16 provision. Provided in partnership with Harris City Academy Crystal Palace, we offer an unrivalled range of subject choices to study post 16.

All Post 16 students will aim to achieve the Harris Academy South Norwood Diploma, which will reward students for following a broad and balanced curriculum. All students will complete modules in Key Skills, Enterprise Awareness and other areas designed to develop self-confidence, presentational, interpersonal and leadership skills.

## Behaviour and discipline

The Academy places the greatest emphasis on creating a calm, orderly learning environment where students feel safe and are able to learn without distraction. We expect the highest standards from our students and encourage them to be self-disciplined at all times. Students will respect other people, their property and the environment in which they work and learn.

## Attendance

All students will be expected to be punctual and attend the Academy every day. If your daughter or son is unable to come to school for health or another good reason it is essential that you telephone the Academy immediately and then, on your child's return, provide written confirmation of the reason for non-attendance. There is no entitlement to holidays during term time although authorisation may be given in very exceptional circumstances. Such authorisation should be applied for in advance by writing to the Principal.

## Uniform

The uniform for the Academy is very business like, consisting of a maroon blazer, shirt and tie for all students. Girls may wear trousers or skirts to just below the knee. It is expected that all students will adhere to the uniform policy which will be consistently applied across the Academy.

# Admissions procedure

Applications for places at the Academy will be made in accordance with Croydon LA's co-ordinated admission arrangements, and will be made on the Common Application Form provided and administered by Croydon LA. The Academy will fit in with the common timetable agreed by Croydon LA.

The Harris Academy South Norwood will admit 210 students in the relevant age group each year. The Academy will consider all applications for places. Where fewer than 210 applications are received, the Harris Academy South Norwood will offer places to all those who have applied.

## Procedures where the Harris Academy South Norwood is oversubscribed

The Academy will admit students representing all levels of ability among applicants for admission to the Academy. In order to ensure that the Academy admits students from the full range of abilities, all applicants will take a standardised non-verbal reasoning test. Based upon this students will be placed in one of 9 ability groups. The assessment is not a pass or fail test. It is designed to ensure that students of all abilities have an equal chance of gaining a place at the Academy and that the intake is balanced and equitable.

Where the number of applications for admission is greater than the published admissions number, applications will be considered against the criteria set out below. After the admission of students with statements of Special Educational Needs where The Harris Academy South Norwood is named on the statement, the criteria will be applied in the following order:

- a) children in public care;
- b) nearness to the Academy measured by straight line distance, whilst maintaining the correct number in each group as identified above. There will be a right of appeal to an Independent Appeal Panel for unsuccessful applicants. The deadline for appeals will be by 31st March 2009.



## Students with special educational needs and/or disabilities

The Academy welcomes applications from students with disabilities who will be subject only to the admissions criteria set out above. External ramps and internal ramps and lifts ensure that students with disabilities have access to a wide range of educational opportunities offered by the Academy. The Academy's accessibility plan meets the requirements of the Disability Discrimination Act 1995.

The Governing Body's policy on special educational needs ensures that students with SEN are admitted on an equal basis with others in accordance with the admissions policy, except where admitting the student would be incompatible with the provision of efficient education for other children; and where no reasonable steps may be made to secure compatibility. In deciding whether a student's inclusion would be incompatible with the efficient education of others, the Academy shall have regard to the relevant guidance issued by the Secretary of State to maintained schools.

## Arrangements for admission to Post 16

The Academy expects that the great majority of its post sixteen students will comprise of those transferring from Year 11 at the Academy. When offering places to other students, priority will be given to those living nearest to the Academy and/or will take account of aptitude in the specialist subjects. There will be a right of appeal to an Independent Appeals Panel for unsuccessful applicants.

## Charging and remissions policy

The Academy will make no charge to parents or students for any activity, inside or outside the Academy, which is relevant to the education we provide. The limits of the Academy's budget, however, may oblige us to make charges for certain activities as prudent administration of our funds requires. It is our aim to ensure that our policy is fair to all and complies with the Academy's main aims and objectives.

No individual student will be prevented by financial hardship from participating in an event, which is considered to be essential to his/her programme of study. The Academy will consider remission of payment for all or part of the charges providing that the parents or guardians of the students have a DWP Grant as the only form of income. Individual applications must be made for each individual event for which remission of all or a part of the charges are required. When seeking voluntary contributions from parents or students for a particular activity, the Academy will always indicate whether the activity will be prevented from going ahead in the absence of sufficient funds.



# Exceptional students

The word "exceptional" refers to students who are exceptionally gifted whether in one area or several, as well as students who have specific learning difficulties again in one or several areas (i.e. students with special educational needs).

The Academy's Special Needs policy allows full access to the curriculum for all students so that they can fulfill their right to a broad, balanced, relevant and differentiated curriculum.

Teaching and the curriculum extends more able students through a fast track system while at the same time providing additional support where required. The curriculum is structured to boost basic skills on entry through a more personalised curriculum, which has a strong emphasis on Literacy, Numeracy, ICT and Enterprise.



# Life at the Academy: More than just lessons



In order to develop a close sense of belonging students will belong to one of four Faculties. These faculties will provide a focus for rewards, competitions and celebrations and students will stay in their faculty as they move through the Academy from Year 7 to Year 13.

There are many opportunities for extra-curricular activities including a wide range of clubs, sporting and after-schools events. These make use of the wide range of high quality Academy facilities, including multi-gym, all weather surfaces, computer and technology equipment and links with other Harris Academies.

## An ethos of trust and care and a culture of achievement

Students who accept a place at the Academy will be making a commitment to work hard, to make the maximum use of our facilities and to become full participating members of the Academy community. Students are expected to abide by the Academy Code of Conduct in order to maintain a positive atmosphere at all times.

We will provide an environment where bullying is seen by all to be unacceptable. To this end, it will be given a high profile in the Personal, Social and Health Education (PSHE) programme, in tutor time and in assemblies. There is a Student Council which is encouraged to discuss bullying and which provides a forum for students to contribute to the running of the Academy. We are committed to student-centred learning which focuses on the needs of individuals, and we promote teaching and learning styles that encourage co-operative working.

We believe that all student achievement should be recognised. Great emphasis is placed on celebrating achievement and promoting responsible behaviour whenever possible. Awards will recognise effort and achievement. Many certificates are given in recognition of consistent effort and participation in the Academy community.



# Equal opportunities

Everyone will be treated equally in the Academy and encouraged to be positive in their attitude to everybody outside the Academy. We will treat others in the way we would like to be treated ourselves and we will take very seriously any incidents in which people have been treated unequally. We will not allow each other to be racist or sexist and we do not allow each other to use language, either spoken or on paper, which is racist or sexist, or in any way offensive.

## The Harris Federation



Lord Harris is sponsoring a number of Academies, mainly in the South London area. His vision is that these schools should benefit from working as part of a wider Harris Academy Federation. The Harris Academy South Norwood works closely with the nearby Harris City Academy Crystal Palace, as well as with other Harris Academies in the Federation.

Working as a group we will offer a far broader range of high quality opportunities for students and staff and quickly secure a high quality education for all our students.

A handwritten signature in red ink that reads "Daniel Moynihan".

Dr Daniel Moynihan Ed.D, M.A., B.Sc. (Econ)  
Chief Executive of the  
Harris Federation of  
South London Schools







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Business and Enterprise

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