

Wellesley **ACADEMY**

IN Wiltshire 16.207

EXPRESSION OF INTEREST FOR AN ACADEMY

This form should be used alongside the following documents, which are available from the Department for Education and Skills website (www.dfes.gov.uk) or from your Expression of Interest Consultant.

1. The Expression of Interest Guidance (* = Please refer to guidance)
2. *Establishing an Academy: An Overview for Sponsors*
3. *Delivering Academy Buildings through PfS*

Section 1: Executive Summary

1.1 Please provide a brief summary of the project:

The Academy will be in South East of Wiltshire based on the predecessor school, Castledown Foundation School, Ludgershall, Andover, SP11 9RR. The age range will be 11-19 with six forms of entry (180 in each year group), together with post 16 provision for 300 making a total of 1200 students. The proposal includes boarding provision for up to 100 students with places prioritised for LAC, vulnerable children and service families. The lead sponsor is Wellington College.

The Academy will have a strong academic ethos in which academic progress will be to the fore; it will ensure the highest standards of achievement. The specialisms will be modern foreign languages and business and enterprise. A particular feature of the Academy proposal is its association with public services. The Academy will be linked with the armed services, providing opportunities for cadet activities. There will be extensive opportunities for adventurous and outdoor activities. The curriculum, ethos and opportunities offered to students will reflect these associations.

1.2 Key statistics

1. Predecessor School – Educational Attainment						
	GCSE 5 A*-C 2003	GCSE 5 A*-C 2004	GCSE 5 A*-C 2005	GCSE 5 A*-C 2006 ¹	GCSE 2005 (inc E + M)	GCSE 2006 (inc E + M) ₁
National Average	52.9%	53.7%	56.3%	-	44.3%	-
LA Average	57.6 %	56.5 %	57.7 %	57.8 %	49.0 %	48.2 %
School	25 %	34 %	38 %	55 %	24 %	39 %

¹ This is a provisional and unvalidated figure released at the discretion of the school and Local Authority

2. Predecessor School – Deprivation			
	Pupils drawn from the bottom % of the most deprived wards in the country	School situated in the bottom % of the most deprived wards in the country	% pupils eligible for Free School Meals (FSM)
National Average	-	-	13.6 %
LA Average	-	-	5.1 %
School	%	%	9.5 %

3. Predecessor School – Basic Characteristics						
	Pupils on Roll (3-11)	Pupils on Roll (11-16)	Pupils on Roll (16-19)	School Capacity	% pupils with statement of SEN	% pupils with EAL
National Average	-	-	-	-	2.2%	9.5%
LA Average	-	-	-	-	1.8 %	1.5 %
School	0	409	0	654	1.0 %	1.5 %

4. Proposed Academy – Basic Characteristics					
	Planned number of pupils (3-11)	Planned number of pupils (11-16)	Planned number of pupils (16-19)	Planned maximum number	Specialism(s)
Academy	N/A	900	300	1200	Business and Enterprise, Modern Foreign Languages
	Opening Date	New Build Date	Building Route	Faith Designation	Sponsor(s)
Academy	2009	2011	PfS	N/A	Wellington College

Section 2: The Predecessor School (s)

2.1 Will the Academy replace a school (or schools)? Yes ☒ No ☐

If Yes, go to Section 2.2. If No, go to Section 3.1 Please select:

2.2 Basic Characteristics

School Name: Castledown Foundation School

School Address: Ludgershall, Andover, SP11 9RR

Local Authority: Wiltshire (LA Code: 865)

Type of Establishment: **Foundation School** (if other please specify)

Gender: **Co-Educational**

Age range: 11-16

Is this a designated Faith School: **No** (Faith:)

Specialism(s) (if applicable):

2.3 School Population

Admissions Number: 164

Current number of pupils on roll as at: September 2006

Yr 7: 102 Yr 8: 103 Yr 9: 81 Yr 10: 69 Yr 11: 91

Number of Year 7 pupils admitted in:

September 2003: 76

September 2004: 65

September 2005: 105

September 2006: 102

Number of Year 12-13 students at the school in:

September 2003: 0

September 2004: 0

September 2005: 0

September 2006: 0

Percentage of pupil population who joined or left the school other than at the start or finish of the academic year in:

2003: 24.1

2004: 9.1

2005: 22.3

2006: 25.7

2.4 Admissions

A copy of the current Admissions Policy is attached. Mark if agree ☒

2.5 Leadership

Name of Head teacher: Mr John Pender

Head teacher has been in post for: 1Year(s)5Months

2.6 School Improvement

Intervention status: **Please select**

Please provide details: The school is not in an Ofsted or LA category of concern. The school was placed in special measures in 2003. The current

headteacher joined the school in 2004 (initially as an Acting Head) and the school was removed from Special Measures in June 2005. The LA Statement of Action targeted standards, the quality of teaching and learning, financial management and the quality of leadership and management.

Does the predecessor school receive any external support and/or is in receipt of a tailored external support package? Yes ☐ No ☒

If yes, please provide details:

Please provide details of the school's involvement in any local collaborative arrangements, such as Excellence in Cities: Castledown works with the other secondary schools on Salisbury Plain (Pewsey, Avon Valley and Stonehenge) in relation to Fresh Start arrangements for students at risk of exclusion. The school is also part of the Andover Heads Consortium (Cricklade College, John Hanson School, Winton School, Harrow Way, Test Valley), particularly in relation to the delivery of specialised diplomas from 2008. Castledown is an extended school and works closely with feeder primary and junior schools.

2.7 Finance

Does the predecessor school currently have a budget deficit?* Yes ☒ No ☐

If yes, please provide details: see below.

Does the predecessor school currently have an in year deficit? Yes ☒ No ☐

If yes, please provide details of the LA's plan to reduce the deficit: The school has an approved recovery plan which is being adhered to. The amount is £96,645. The budget is due to be in balance by March 2010.

Section 3: The Proposed Academy

3.1 Academy Population

Planned Maximum Number: 1200
Co-Educational

Gender:

Forms of Entry: 6

Admissions Number: 180

Primary and Pre-School

Nursery (age 3-5):

Years 1-6 (age 5-11):

Secondary

Years 7-11 (age 11-16): 900

Years 12-13 (age 16-19): 300

Please provide a detailed justification for the size of the proposed Academy:*
The size of the Academy has been planned taking account of projected future numbers (including information from the Army) and in consultation with the LSC. Further detail is attached at Appendix 1.

3.2 All-age Academies*

If the Academy proposes to cater for primary pupils, please provide a reasoned argument for an all-age Academy: N/A

If the Academy proposes to cater for nursery pupils (age 3-5), please provide details of how this will fit with the Local Authority strategic plan for nursery education: N/A

3.3 Opening Dates*

2009 in existing buildings (if applicable)

2011 in new/refurbished buildings

3.4 Specialism(s) *

The Academy will specialise in: Modern Foreign Languages, Business Enterprise

3.5 Admissions*

Please confirm that the Academy's admissions policy will comply with admissions law, the School Admissions Code of Practice and the School Admission Appeals Code of Practice as they apply to maintained schools.

Mark if agree ☒

Please confirm that the Academy will have regard to and have an independent appeal panel which acts in accordance with the Secretary of State's guidance on exclusions.

Mark if agree ☒

Please confirm that the admissions policy will ensure that the Academy meets the statutory requirements (i.e. "provides education for pupils of different abilities who are wholly or mainly drawn from the area in which the school is situated").

Mark if agree ☒

The Academy will take up its place on the local Admissions Forum.

Mark if agree ☒

If oversubscribed, will the Academy select up to 10% of its pupils by aptitude for the specialism?*

Yes ☐ No ☒

If yes, please provide details of how the sponsor will develop a selection

mechanism that is not dependent on ability: N/A

Please provide any further details known about the proposed over-subscription criteria and admissions policy. In particular, how the policy will lead to a balanced intake and whether fair banding will be considered*: The sponsor is currently being consulted. The over-subscription criteria will be in line with the Admissions Code of Practice and are likely to be:

1. Children in care.
2. Where the child has a brother or sister currently attending the school (at the time of application and who will continue on roll at the time of entry)
3. Where there are medical grounds (submitted by a doctor's certificate) for admitting the child.
4. Proximity of the child's home to the school measured by the shortest suitable walking route, with those living nearer being accorded the higher priority.

The sponsor is currently considering whether to adopt 'Fair banding'. The LA would be supportive of this.

In considering applications for boarding places the Academy will comply with the Admissions Code of Practice. Suitability for boarding will not be used as an oversubscription criteria. The oversubscription criteria are likely to be (subject to agreement by the sponsor):

1. Children in care
2. Children with a 'boarding need' (with priority being given to children of members of the British forces overseas, followed by the children of other key workers and Crown servants working abroad). In assessing suitability for boarding two conditions will be considered: (a) whether a child presents a serious health and safety hazard to other boarders, (b) whether a child is developmentally suited to a boarding place.

3.6 Special Educational Needs (SEN)*

Please confirm that the proposed Academy's SEN policy will meet the requirements of the SEN Code of Practice. Mark if agree ☒

Please provide details of the proposed Academy's provision for pupils with SEN, including any specific SEN Units: There are no proposals to establish an SEN unit. Provision for pupils with SEN will be in line with the SEN Code of Practice and will reflect the County's SEN policy and guidance. The governing body will adopt an SEN policy in line with regulations. The impact of the policy will be evaluated annually in line with statutory requirements.

The emphasis will be on early identification and intervention. Continued good liaison with feeder primary schools will enable continuity of provision for pupils with SEN. Pupils with SEN will have an individual educational plan developed in consultation with parents and the pupil. All staff will be expected to take account of the needs of individual pupils and plan their lessons accordingly.

IEPs will be regularly reviewed in order to assess the impact of interventions. The pupil and their parents will be supported in contributing to reviews (whether IEP reviews or annual reviews), and targets will be amended accordingly. The Academy will review progress and attainment for specific groups of pupils including those with SEN/LDD.

If proposing to include an SEN Unit, please confirm that it will form part of the Local Authority-wide provision for SEN and that the Local Authority will bear all costs (capital and revenue) of this provision. Mark if agree ☐

3.7 Vision*

Please provide a detailed statement about the vision of the proposed Academy. Particular attention should be given to the ways in which this Academy will counter the effects of deprivation and raise standards of achievement*: I

Wellesley Academy – The Vision

Wellesley Academy will be an 11-19 year school with significant additional involvement from the local community. It will have a strong academic ethos in which academic progress will be to the fore; it will ensure the highest standards of achievement. The commitment to the highest standards will extend beyond the academic to the nurture and development of all seven aptitudes or abilities that lie within each child. Thus the aim would be to nurture the following faculties within each child:

1. Mathematical or sequential intelligence
2. Linguistic Intelligence
3. Inter-personal intelligence
4. Intra-personal intelligence
5. Aesthetic and musical intelligence
6. Kinaesthetic or physical intelligence
7. Spiritual and moral intelligence

At the heart of the school will be the acknowledgement that achieving ones full potential whilst recognising the need to consider and help others in society, lies at the root of what it means to be a full human being.

Wellington College was founded with a social mission and this is in its very DNA. This is one of the strong influences that it will bring to bare on the Aacdemy. The Academy will aim to blend the very best of the traditions of both Castledown School and Wellington College and their respective school systems. It will have a house system to which all pupils will belong and there will be inter-house competitions on and off the playing fields. Pupils will wear a uniform and be clearly identifiable as Wellesley Academy pupils All pupils will be expected to take pride in their school and everything that they do. The ethos will set high expectations of each and every pupil, academically, on the

sports field and in all aspects of their behaviour. In particular the school will be broadly Christian in nature but it will ensure that all faiths are fully respected and celebrated.

Academy students will be offered the opportunity to engage with Wellington College activities and networks with particular emphasis on the International links that Wellington College has. For example, Wellington's membership of the Round Square organisation will enable pupils from the Academy to become involved in International projects helping people in the developing world.

The curriculum will be broad and balanced and will enable pupils of all abilities to succeed. Thus it will include both academic and vocational pathways. At 16 GCSEs and the Diploma programme will be used and in the Sixth Form, the Diploma programme, AS & A-levels and the International Baccalaureate Diploma Programme will be available to pupils. The school will collaborate with other local schools, including those in Hampshire, to make a wide range of diplomas possible. The specialisms of the school will be modern foreign languages and business and enterprise and the curriculum will reflect these. The curriculum will encourage all pupils to study a modern foreign language up to the age of 16 using either GCSE exams or asset language courses dependent upon ability. In addition languages will be offered at both A-level and in the IB. To support the business and enterprise specialism, the Academy will include close liaison with local businesses and organise placements for pupils; Young Enterprise will be very active.

The academy will offer excellent preparation for those students contemplating careers in business and institutional leadership and management. It will foster economic understanding plus business capability and provide academic grounding in these areas for suitable students and/or relevant vocational development. In addition the academy will offer excellent preparation for those students contemplating careers involving "being entrepreneurial". This will involve significant amounts of 'hands on' approaches and extended activity, such as setting up and running mini-businesses.

All students will follow key stage 4 courses in these areas for a significant part of the time. These courses will lead to either academic or vocational qualifications. It is expected that GCSE courses, BTec and vocational diplomas in related areas will be offered.

The precise organisation of the Academy needs to be considered carefully but the initiatives that will be strongly considered include:

- Individual Learning Plans for all with active student involvement in their construction
- Differentiated learning approaches which take into consideration that the learning styles of students vary as well as individual aptitudes.
- 'Learning to Learn' programmes that develop the critical thinking skills necessary for students to become autonomous, life-long learners.
- The use of advanced ICT systems that will provide 24 hour access to

data and resources and facilitate 'anywhere, anytime' learning

- Personal tutors assigned to each student with which they meet regularly, and frequently, track progress, using up-to-the-minute data, as well as supporting and nurturing the wider development of the individual.
- 'Assessment for Learning' that encourages and informs future learning priorities for individual students.
- Extension programmes that provide for those students who need additional support to achieve at, or above, the expected level of attainment identified by their individualised targets. (Particular attention to be given to the core areas of literacy and numeracy)
- Extension programmes for those students identified as gifted or talented in any learning area, skill or competency.

There will be a focus on Continuous Professional Development for teachers which will include the sharing of good practice between Wellington College and Wellesley Academy. In addition, all teachers will be regularly appraised and this will identify and enable any areas of teacher training/CPD required.

The academy will work with the local community and engage fully with parents. It will encourage use of its premises, including the Sports centre, by the community and the curriculum will include provision for adult learning for members of the local community. The Academy will continue to work closely with all feeder primary schools paying particular attention to making the transition from primary schools to the Academy easy. It will help support these schools and run introductory courses in languages at primary schools.

There will be a boarding element to the school in which first class pastoral care will be given. This will be for both boys and girls and include looked after children from the Wiltshire LEA for whom boarding education is identified as beneficial. The boarding element will be for 7-days a week but term time only. It will be flexible boarding so as to allow respite care for vulnerable children. There will be two units, one for each gender and the units will be for a maximum of 100 pupils each across the age range.

This would include, for example, children from service families who would otherwise have their education interrupted would be boarders. The boarding ethos will be based upon that found at Wellington College. The boarding accommodation will be used during the holidays for residential courses which will be to support the specialisms of the school, i.e. courses in languages and business but also include courses with a significant outward bound component.

There will be an extensive programme of out of school activities providing a wide range of opportunities for pupils. Given the forces community in the region and the heritage of the sponsor, Wellesley Academy will have an active Combined Cadet Force linked to all three services. This will be one of the ways that the Academy will embody service and help pupils to develop self respect. At first the Academy will set up an Army Cadet Force and then extend that to cover the other services when possible.

In addition there will be an emphasis on outward bound activities including the Duke of Edinburgh award scheme, Public Service courses such as the Edexcel BTEC in Public Services, business courses to include Young Enterprise, Introduction to Investment Award by the Securities and Investments Institute, Target 2.0 run by the Bank of England and the Model United Nations and outdoor education qualifications; for example qualifications endorsed by the administration bodies for a number of outdoor sports such as the Royal Yacht Association for sailing and the British Canoeing Union for kayaking and canoeing qualifications; first aid through St John Ambulance and the Red Cross; climbing qualifications etc.

Section 4: The Academy Site and Building

4.1 Site Basics

The Academy will be located at the following address: Ludgershall, Andover, SP11 9RR

An alternative site is currently being considered; This will be clarified at the beginning of the feasibility period. However, the current site is the most likely.

The approximate size of the site to be transferred to the Academy Trust is: - 11 hectares (27.18 acres)

Will the proposed Academy have access to playing fields of a sufficient size to deliver its proposed vision and curriculum? Yes ☒ No ☐

Please provide details: Current school site

A copy of the Ordnance Survey map is attached, with the boundaries of the Academy site clearly marked. Yes ☒ No ☐

4.2 Site Ownership

The site of the proposed Academy is owned by the*: **Please select** (if other, please provide details): The school is a foundation school and owns the site

If it is not currently a school site, please provide details of the ownership and current usage of the entire site and details of who will bear the costs of acquiring the site: N/A

If the site is currently a school site, it will be transferred at nil cost (or leased at nominal rent) to the Academy Trust prior to the Academy opening, with terms agreed prior to Funding Agreement. Mark if agree ☒

If the site is owned by the Local Authority, does it intend to seek permission to dispose of any part of it? Yes ☐ No ☐ N/A ☒

If yes, please provide details:

4.3 Site Issues

Please confirm that the site is clear and unencumbered.* Mark if agree ☒

Or, if this is not the case, a detailed strategy has been agreed with DfES for the clearance of the site and the bearing of associated costs including the details for dealing with any current tenants on the site: There is no information available which suggests that there are any unusual ground conditions, legal restrictions, or any particular features which may restrict the development of the site.

If the Academy proposes to open in existing buildings (Section 3.3), please provide a brief description of the age, size and condition of these buildings: To be added following the visit from the DfES Adviser, 16 February, 2007.

Please provide details of discussions with Local Authority planners or legal advisors on any likely planning or legal restrictions that could preclude Academy building development, lead to abnormal costs, or impact on the proposed programme: None known at this stage - continued educational use therefore unlikely to be a significant issue. Depending on the nature of the new build, there may be access issues which will need to be resolved.

Please provide brief details of a satisfactory plan for dealing with any co-locating primary school, Pupil Referral Unit, youth or community groups sharing the site, including who will bear associated capital and revenue costs: There are no other groups using the site.

Where required in response to site constraints or as a result of remodelling, please provide details of a decanting plan for existing occupants during construction and details of who will pay the associated costs: If the existing

site is used, students will remain in the existing buildings before transferring to the new build. If the new building is to be positioned on the greenfield space of Castledown School then the decant costs may be significant and there will need to be agreement about how this will be resourced. There is not a decant plan in place at this stage.

Please confirm that the Local Authority will meet the cost of any off-site works that may be associated with the development of the Academy.

Mark if agree ☐

4.4 Building and Project Management*

The Department intends to deliver all procurement through Partnerships for Schools (PfS) and Local Authorities. This Academy will be procured through:
PfS National Framework

If other, please provide details of an alternative procurement strategy agreed with DfES: N/A

Section 5: Agreements

5.1 Sponsor Agreement

<Name of Sponsor (s) > will provide <Amount of Sponsorship> towards this Academy project. A Deed of Gift will be required alongside the Funding Agreement to confirm the sponsorship*.

Please confirm that at least £500,000 of this sponsorship donation will be paid at the time of Funding Agreement and that the remainder will be paid within 5

years from that date.

Mark if agree ☐

Please provide details:

Please confirm that you understand and are content with the roles and responsibilities of the Sponsor, as set out in *Establishing an Academy: An Overview for Sponsors*.
Mark if agree ☐

5.2 Local Authority Agreement*

Does the Local Authority agree to all aspects of this proposal, including the admissions criteria proposed in Section 3? Yes ☒ No ☐

Does the Local Authority confirm that it will bring forward proposals for the closure of any predecessor schools? Yes ☒ No ☐

Is this proposal included (or will be included) within the Local Authority's BSF Strategy for Change? Yes ☐ No ☒

If you have answered no to either of these questions, please provide full details: The LA is in a late wave of the BSF programme and the strategy for change has not yet been prepared.

If this project involves a predecessor school, please provide details of the proposed consultation that the Local Authority will undertake on its closure: The LA will undertake a statutory consultation in connection with the closure of the predecessor school, following which the School Organisation Committee will determine the closure (or the Adjudicator if School Organisation Committee does not determine the application).

5.3 Neighbouring Local Authority Agreement*

If the proposed Academy is likely to impact upon neighbouring Local Authorities, have these Authorities been consulted and approved this Academy project. Yes ☐ No ☐ N/A ☐

5.4 Governing Body Agreement*

If this Academy project involves a predecessor school, the Governing Body of that school has agreed to this proposal? Yes ☒ No ☐

Please provide details: An in principle agreement to support the Academy proposal was minuted by Castledown School at its Governing Body meeting on 18 October 2006, subject to the following issues:

- (a) That concerns over the level of local representation from the

community on the Governing Bod is taken into account.

(b) That the transfer of land for Castledown from the ownership of the Governing Body to Wellington College includes a covenant stating that the site must be used for secondary education in perpetuity.

(c) That if Academy status is pursued, staff will be kept informed of developments on a regular basis in the lead up to new status and are transferred at the time of the change on TUPE terms.

(d) That the number of Looked After Children boarding at the school should not exceed 20 and that no more than 6 such students should be in a single year group at any time.

(e) That continued community use of the sports centre be maintained and greater community use of the school site be offered (Lifelong Learning)

(f) Most importantly, what is proposed in the EoI must be more beneficial for the future students of the Tidworth Community Area than the school could provide.

The Governing Body will make a final decision on Academy status when it has seen the draft EoI, prior to it being submitted to the DfES. (Please note that it is accepted that it is not lawful to limit the number of CLA as in (d) above)

5.5 Learning and Skills Council (LSC) Agreement*

Has the Local LSC been consulted on and agreed to any proposed post-16 provision? Yes ☒ No ☐

A letter confirming support is attached? Yes ☒ No ☐

If No - Please provide copies of any correspondence and give details of LSC objections: LSC has been consulted and has agreed to the proposed post 16 provision. A letter confirming support is awaited.

5.6 Diocese Agreement

If applicable, please confirm that the Diocese/Archdiocese has agreed to this proposal and has formal Board of Education/ Diocesan Schools Commission agreement. Yes ☐ No ☐ N/A ☒

Please provide details: N/A

5.7 Site and Building

All parties are content with the selection of this site and no others are under consideration for this project. Mark if agree ☒

The Department has put out a tender on the open market for the Project Management of Academy projects. Please confirm that all parties are content to select a Project Management company from the DfES framework.*

Mark if agree ☒

Please confirm that all parties understand and are content with the roles and responsibilities of the Sponsor, Steering Group, Academy Trust, Local Authority and PfS in relation to the Academy buildings, as set out in *Delivering Academy Buildings through PfS: An Overview for Sponsors*.

Mark if agree ☒

5.8 Please provide details of any known impediments, risks, conditions or hazards not mentioned elsewhere in this document: ANYTHING TO ADD?

5.9 We fully support all aspects of this Expression of Interest and agree to use it as a basis for the future development of an Academy project.

Signature:

(For and on behalf of the Sponsor)

Name in full:

Date:

Signature:

(For and on behalf of the Local Authority)

Name in full: WHO WILL SIGN FOR THE LA?

Date:

Section 6: Contact Details

Name of Sponsor representative:

Address:

Email:

Tel:

Mobile:

Fax:

Name of Local Authority representative:

Address:

Email:

Tel:

Mobile:

Fax:

Name of predecessor school representative:

Address:

Email:

Tel:

Mobile:

Fax: