



NEW ACADEMY to replace SALISBURY HIGH (working title)

IN WILTSHIRE

EXPRESSION OF INTEREST FOR AN ACADEMY REPLACING ONE PREDECESSOR SCHOOL

Section 1: Executive Summary

1.1 Please provide a brief summary of the project: **To be added**

1.2 Key Statistics

1. Predecessor School - Educational attainment								
	GCSE 5+ A* -C				GCSE 5+ A* -C inc English and Maths			
	2005	2006	2007	2008	2005	2006	2007	2008
National Average	56.3%	58.5%	60.9%	64.8%	44.3%	45.3%	46.0%	47.3%
LA Average	58.2%	58.2%	59.6%	64.8%	53.2%*	48.5%	49.6%	53.2%
Salisbury High School	46%	41%	44%	43%	30% ⁺	34%	28%	29%
CVA Scores	2006			2007			2008	
LA Average	1002.4			998			998.9	
Salisbury High School	997.9			989.3			983.9	

Table 1 data sourced from DCSF Achievement and Attainment Tables

(http://www.dcsf.gov.uk/performance/tables/schools_08.shtml) except those marked

* sourced from DCSF Statistical Tables (<http://www.dcsf.gov.uk/rsgateway/DB/SFR/s000826/index.shtml>)

+ sourced from RAISEonline (<https://www.raiseonline.org>)

2. Predecessor School - Deprivation			
National figures quoted relate only to secondary schools	Pupil rank (based on number of secondary schools) out of 3396 of which 1 is the most deprived	Site rank (school location) of which 0 is the most deprived and 100 is the least deprived	% pupils eligible for Free School Meals (FSM) (2008 data)
National Average	-	-	13.1%
LA Average	-	-	5.85%*
Salisbury High School	1859	30-40%	10.7%

Table 2 FSM data source RAISEonline (<https://www.raiseonline.org>) excluding LA average for %FSM except * source School Census January 2008

3. Predecessor School - Basic characteristics						
National figures quoted relate only to secondary schools	Pupils on Roll (3-11)	Pupils on Roll (11-16)	Pupils on Roll (16-19)	School capacity	% with SEN (2008)	% pupils with EAL (2008)
National Average	-	-	-	-	2.0%	10.6%
LA Average	■	■	■	■		2.1%
Salisbury High School	0	793	51	1146	2.1%	2.0%

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)
0	1200	250	1450	to be added later
Proposed opening date	Target build completion date	Building route (BSF or National Framework)	Faith Designation	Name of Sponsor(s)
2010	2013	PfS National Framework 2	Yes	CE Diocese of Salisbury (lead sponsor) Wiltshire Council (LA) and Bryanston School (co sponsors)

Section 2: The Predecessor School(s)

2.1 Would the Academy replace a school (or schools)?	Yes	X
	No	

If Yes, go to Section 2.2. If No, go to Section 3.1

2.2 Basic Characteristics

School Name: Salisbury High School	
School Address: Westwood Road, Salisbury, SP2 9HS	
Name of LA: Wiltshire Council	LA Code: 865\5418
Type of Establishment (Please mark one with an x)	
Community School	
Foundation School	X
Voluntary Aided (VA) School	
Voluntary Controlled (VC) School	
City Technology College	
Independent	
Other (please specify)	

Gender and age range (Please mark with an x)	
Co-Educational	X
Single Sex Boys	
Single Sex Girls	
Age Range 11-16	
Age Range 11-19	
Other Age Range (e.g. Middle Schools)	

Is this a designated Faith School? (Please mark one with an x)	
Yes with faith admissions (Faith:)	
Yes – without faith admissions (Faith:)	X
No	

Specialism(s) if applicable):	Arts
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2.3 School Population

Admissions Number:		
Current number of pupils on roll as at: January 2009	Year 7:	147
	Year 8:	163
	Year 9:	126
	Year 10:	146
	Year 11:	139
Number of Year 7 pupils admitted in:	Sept 2005	?
	Sept 2006	120
	Sept 2007	161
	Sept 2008	145

Number of Year 12-13 students at the school in:	Sept 2005	?
	Sept 2006	40
	Sept 2007	52
	Sept 2008	38
Percentage of pupil population who joined or left the school other than at the start or finish of the academic year:	2004/05	?
	2005/06	79.8%
	2006/07	43.8%
	2007/08	6.5%

2.4 Admissions

Salisbury High School	Attached	X
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2.5 Leadership

Salisbury High School		
Name of Headteacher: Mr Brian Eales		
Headteacher has been in post for:	5 Year(s)	9 Months

2.6 School Improvement

Salisbury High School

Intervention status (please mark box(es) with a x)	
None	X
Special Measures	
Significant Improvement/Notice to Improve	
Warning Notice issued	
Causing Concern	
Interim Executive Board	
Required school to enter into partnership arrangements	
Added additional governors	

Suspended delegated budget		
Please provide details:		
Does the predecessor school receive any external support and/or is it in receipt of a tailored external support package?	Yes – National Challenge	Yes
	Yes – other	Yes LA support (see below)
	No	
If other, please provide details: 15 x days English 8 x days Maths 15 x days Science 11 x days ICT 5 x days Technology 3 x days Art 8 x days B&A and SEAL 3 x days Lead Consultant (LA) 6 x days Near Misses Total: 74 days Plus: 15 days SIP		

2.7 Finance

Salisbury High School

Does the predecessor school currently have a budget deficit?	Yes	
	No	X
If yes, please provide details:		

Does the predecessor school currently have an in-year deficit?	Yes	
	No	X
If yes, please provide details:		
The LA should note that any deficit budget remaining at the point of school closure would not transfer to the Academy		

Section 3: The Proposed Academy

3.1 Academy Population

Gender (Mark one with an x)	
Co-Educational	X
Single Sex Boys	
Single Sex Girls	

Forms of Entry:	8FE
Admissions Number:	240
Nursery (age 3-5):	0
Years 7-11 (age 11-16)	1200
Years 12-13 (age 16-19):	250

Please provide a detailed justification for the size of the proposed Academy:

Need a robust analysis of pupil place planning (with appropriate data for pupil place planning over the next 10 years +, alongside contextual analysis here please)

3.2 All-age Academies

If the Academy would provide primary school places, please provide the case 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 would fit with the LA's strategic plan for nursery education: To be discussed.

Does the LA confirm it would fund the capital costs of the primary and/or nursery element for the all-age Academy?	Yes	
	N/A	X

3.3 Proposed Opening Date in existing buildings

September 2010

3.4 Target Build Completion Date

2013 at the earliest

3.5 Specialism(s)

The Academy would specialise in: Possibly Maths and Computing (To be re-visited and discussed with Bryanston)

3.6 Admissions

Please confirm that the Academy's admissions policy and arrangements would be in accordance with admissions law, the School Admissions Code of Practice and the School Admission Appeals Code of Practice as they apply to maintained schools.
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Confirmed	X
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Please confirm that the admissions policy would 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").
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Confirmed	X
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The Academy would take up its place on the local admissions forum:
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Confirmed	X
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If oversubscribed would the Academy select up to 10% of its pupils by aptitude for the specialism?	Yes	
	No	X

If yes, please provide details of how the sponsor would develop a selection mechanism that is not dependent on ability:

Please provide any further details known about the proposed over subscription criteria and admissions policy. In particular, how the policy would lead to a balanced intake and whether "banding by ability" would be considered :
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3.7 Exclusions

Please confirm that the Academy would have regard to and have an independent appeal panel which acts in accordance with the Secretary of State's guidance on exclusions.
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Confirmed	X
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3.8 Special Educational Needs (SEN)

Please confirm that the proposed academy's SEN policy would have regard to meet the requirements of the SEN Code of Practice.	Confirmed	X
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Would the academy be co-located with an SEN unit? If yes please note that the LA would bear all capital costs	Yes	
	No	

To be discussed

If yes who would run the SEN unit?

The academy

The LA

Please provide details of the SEN unit:				
Please note that pupils in the unit should not be included in overall pupil numbers for the academy. If the academy is proposing to manage the unit, revenue funding to support the unit will be recouped from the Dedicated Schools Grant.				

3.9 The National Curriculum

Please confirm that the new Academy would teach the National Curriculum Programmes of Study in English, maths, science and ICT to all pupils in years 1 to 6 (where these exist in the Academy) and years 7-11.	
Confirmed	X

3.10 Behaviour Partnerships

The Academy would be part of a Behaviour Partnership and would work closely with the LA to improve behaviour and tackle persistent absence.	
Confirmed	X

3.11 Vision

Please provide a detailed statement about your vision for the proposed academy. This should be no more than 6 pages long and should include reference to how your vision would contribute to:

- Improving standards via
 - governance
 - leadership and management
 - teaching and learning
 - curriculum development and delivery
 - the flexibilities offered by the Academy model
- The Government's plans for 21st Century schools
- The 14-19 curriculum
- Stakeholder management
- The sustainability of the academy into the future
- Educational transformation for pupils, paying particular attention to how the specialism/s would contribute to this across the whole curriculum

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Section 4: Sites and Buildings

4.1

<p>The Academy would be located at the following address:</p> <p>On first opening: the Academy would be located on the site of the predecessor school -</p> <p>Salisbury High School – at the following address: Salisbury High School Westwood Road Salisbury SP2 9HS</p> <p>On completion of the capital building programme: the Academy would be located at the following address: <u>Option 1:</u> New Greenfield Site on Wilton Estate accessed off of the Devizes Road.</p> <p><u>Option 2 & 3:</u> Westwood Road Salisbury SP2 9HS</p>

<p>The approximate size of the site to be transferred to the Academy Trust is: 8.2 Hectares</p>

Please confirm that the proposed Academy would have access to playing fields of a sufficient size to deliver its proposed vision and curriculum	Yes	X
If not, please explain how would the PE curriculum be delivered:		
Please provide details:		

Please attach a copy of the Ordnance Survey Map with the boundaries of the Academy site clearly marked.	Attached	X
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4.2

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

No. There are three possible options for the new Academy which will be fully explored through the feasibility stage:

Option 1 – Greenfield Site

New site to be acquired under a land swap arrangement with a major developer who is looking to build a large housing development to the North of the existing school site as part of the Regional Spatial Strategy. The proposed green field site would be fully serviced with a new access from the Devizes Road and would be sufficient to provide for new school buildings and sports pitches. The existing school site would be disposed of as part of the land swap arrangement. This is the preferred option which allows the proposed school to relate with the new and existing housing developments.

Option 2 – Partial New Site

Smaller site to be acquired under a land swap arrangement with a major developer. The proposed green field site lies adjacent to the existing school site and would allow the new buildings to be constructed with minimum disruption to the existing school. New sports pitches would be provided on the footprint of the existing buildings and existing pitches would be disposed of as part of the land swap arrangement. This proposal would move the school in closer proximity to the new housing development and possibly allow for a new access to the site through the new estate.

Option 3 – Redevelop Existing Site

This option would see new buildings constructed either on the footprint of the existing buildings or on the sports pitches to the south. This is the least preferred option as it does not relate the school to the new housing development to the North and would retain access through the housing development on Bemerton Heath which is a convoluted route for pupils and visitors.

Confirmed	X
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The site of the proposed Academy is owned by (mark one with an x)

LA	X
Diocese	
CTC Trust	
Other	X

If other, please provide details:

Access to the existing school site is across a strip of land owned by the MOD. There is approx 25 year remaining on the current access arrangements.

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 would bear the costs of acquiring the site: N/A

Option 1:

The sites under consideration for options 1 and 2 is farm land owned by the Wilton Estate. The land has been identified for development under the Regional Spatial Strategy and a major developer has options to develop the land for housing and community facilities. The land would be acquired under a land transfer arrangement the costs of which would be

funded by the LA or via possible section 106 agreements.

Note: If the site is currently a school site, it would 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

If the site is owned by the LA does it intend to seek permission to dispose of any part of it?	Yes	X
	No	
	N/A	
<p>If yes, please provide details and confirm that you would abide by PfS guidelines regarding contributions to the capital cost of the Academy project.</p> <p>Under options 1 and 2 the LA would dispose of all or part of the existing site in a land swap arrangement only and not for the purpose of raising funds. Therefore the PfS guidelines regarding capital contribution do not apply.</p>		

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:

The majority of the existing buildings are of 1950's construction with some later accommodation being provided in the 1970's. The site infrastructure (M&E services) is in a poor state of repair and is currently being reviewed by the LA to identify the risk of failure and it is apparent that substantial mitigation works could be required to keep the school open for the next three years whilst a new school is constructed. The current admin block and LRC are of recent construction and would be retained as part of a development on the existing site. Our revised EoI for BSF submitted at the end of 2008 indicated that the school would require 96.2% new build to bring it up to current standards.

4.3

Please provide details of discussions with LA 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:

Salisbury area planners have been involved in discussions with the LA, land owners and developers so are aware of the aspirations to relocate the school. It is not anticipated that there will any planning issues however a pre-application session will be held early in the feasibility process to determine any site restrictions or potential abnormals.

There are potential timing issues brought about by pursuing the land swap options and securing an alternative site. However if these enquiries look like extending the proposed opening date beyond 2013 it is likely the option to develop the existing site will prevail due to issue of maintaining the existing buildings and infrastructure.

Should it be necessary to co-locate primary schools, special schools, Pupil Referral Units, youth or community groups currently sharing the site, please confirm that the LA would bear associated capital and revenue costs.

Yes (please give more information)

It has been identified that the new housing development to the North of the site would

Not applicable (mark with a x)

require additional community facilities and a 2FE primary school. There are clear aspirations to co-locate such facilities on the school site should option 1 be successful. Any associated capital and revenue costs of such a scheme would be funded by the LA.	
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<p>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 would pay the associated costs:</p> <p>Any proposals under Options 1 and 2 would allow the new school to be built on a Greenfield site whilst the Academy operated on the existing school site. Therefore there would be no requirement for decanting pupils into temporary accommodation under either of these options.</p> <p>Option 3 would seek to build on the footprint of the existing buildings so would likely require temporary accommodation in order to decant pupils and staff during construction. It is expected that the cost of any decant would be funded as an abnormal cost.</p>
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Please confirm that the LA would meet the cost of any off- site works that may be associated with the development of the Academy.	
Confirmed	X

4.4

<p>The Department intends to deliver all procurement through Partnerships for Schools (PfS) and Local Authorities.</p> <p>If approved, this Academy would be procured through: (Please mark one with an x)</p>	
BSF Local Education Partnership	
PfS National Framework	X

Section 5: Agreements

5.1 Sponsor Agreement

Some categories of sponsor (listed below) are not required to make a financial contribution to the endowment fund, or to sign a Deed of Gift. The Department would nonetheless expect the Academy Trust to establish the means of receiving and to use reasonable endeavours to raise donations.

Name of Lead Sponsor: The Church of England Diocese of Salisbury
<p>Amount of sponsorship to be contributed: N/A</p> <p>The sponsors would endeavour to set up an Endowment Fund of up to £2m within 10 years from the date of the Funding Agreement</p>
Name of co-sponsor/s: Wiltshire Council (LA) and Bryanston School

Amount of sponsorship to be contributed: N/A
Governance arrangements i.e. composition of the trustee board and the governing body: Please note: sponsors other than local authorities would appoint a controlling majority of the governing body

*The following categories of sponsor are not required to make a financial contribution to the endowment fund. Please indicate if sponsor/s fall into any of the categories below:	
Existing sponsor who has already contributed £2million as financial sponsorship	
University/College	
School or other educational establishment	X
Diocese	X

Please confirm that sponsors understand and are content with the roles and responsibilities of the Sponsor, as set out in <i>Sponsorship Guide: Establishing an Academy</i> .	
Confirmed	X

5.2 Local Authority Agreement

Does the LA agree to all aspects of this proposal, including the admissions criteria proposed in Section 3?	Yes	X
	No	

Does the LA confirm that it would bring forward proposals for the closure of any predecessor schools?	Yes	X
	No	

Is this proposal included (or due to be included) within the LA's BSF Strategy for Change. The school was included in the BSF Revised Expression of Interest that the LA submitted to the DCSF for bring forward the start date of our phase of BSF which is still scheduled for 2016.	Yes	X
	No	

If you have answered no to any of these questions, please provide full details:

If this project involves a predecessor school, please provide details of the proposed consultation that the LA would undertake on its closure:

Date	Indicative timeline
Summer/Autumn term 2009	Report to Cabinet on Academy developments including required consultation process and closure timeline.
Sept/Oct/ Nov 2009	Commencement of informal consultation
Oct/Nov 2009	<ul style="list-style-type: none"> • Confirmation with Chairs of Governors • Staff Meetings at individual Schools including Teacher Reps. • Academy/School Event for Parents at individual schools • Correspondence to stakeholders • Presentation to Governing Body Meetings:
Nov/Dec 2009	Conclusion of Informal consultation
Dec 2009/ Jan 2010	Report to Cabinet on informal consultation and authorisation for formal consultation
Jan/Feb/March 2010	Publication of Statutory Notice (6 weeks representation).
Feb/March 2010	Cabinet to make formal decision on proposals
31 August 2010	Schools close
1 September 2010	Academy opens

Where staff at existing schools transfer to an Academy, please confirm that the LA agrees to indemnify the Academy in respect of all employment costs relating to the period prior to the transfer, which will include without limitation the costs arising out of any equal pay claims relating to that period.	Confirmed	The LA cannot confirm it will indemnify the Academy against these costs as the LA is not the employer
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Please confirm that the LA would contribute towards the costs associated with TUPE as follows:

1. to meet all costs – including any severance, redundancy or associated pension costs associated with any restructuring resulting from or arising out of:

- an Academy inheriting staff from more than one school
- Academy operating on fewer sites than predecessor school(s);
- Academy offering fewer places than at the predecessor school(s);
- the predecessor school(s) being overstaffed; or
- the predecessor school(s) running at a deficit.

2. to meet 50% of any other severance and associated costs incurred by an Academy not covered by the criteria above.

All costs referred to relate to those incurred in the run up to the Academy opening or at the point of opening (allowing time for the Academy to follow due process) and not some time thereafter.

Confirmed	As above the LA cannot agree to contribute to costs for a foundation schools
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5.3 Neighbouring Local Authority Agreement

If the proposed Academy is likely to have an impact on schools in neighbouring local authorities have these authorities been consulted about this Academy project? Letter awaited from Hants and Dorset LA	Yes	X
	No	
	N/A	
Where applicable please provide details: Hampshire and Dorset		

5.4 Governing Body Agreement

Is the Governing Body of any predecessor school(s) content with this proposal?	Yes	X
	No	
	N/A	
Where applicable please provide details: Dates of the Governing body meetings to be added when known 9 th July 2009 next meeting		

5.5 Learning and Skills Council (LSC) Agreement

Has the local LSC been consulted on and agreed to any proposed post -16 provision?	Yes	X
	No	

Is a letter confirming support attached?	Yes	X
	No	

If no - Please provide copies of any correspondence and give details of LSC objections:

5.6 Diocese Agreement

Where the relevant predecessor school is a VA school, 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	X
Where applicable please provide details:		
Westwood St Thomas, the precursor of Salisbury High was a VC Church of England School. The Salisbury Diocese has agreed to this Academy proposal.		

5.7 Miscellaneous

<p>The Department has established a Framework for the Project Management of academy projects following an open competition. This arrangement has been made to ensure compliance with the government procurement regulations and avoid lengthy competition processes. The ten project management companies appointed to our Framework have been selected on the basis of their experience, expertise and commitment to deliver a quality service.</p> <p>Please confirm that all parties are content for a Project Management company to be selected from the DCSF framework.</p> <p><i>*Please note that alternative arrangements may be agreed for multiple sponsors through discussion with the Project Lead.</i></p>	
As a Church Academy we plan to be using CASL as the project management team. Agreed	X

Please confirm that all parties understand and are content with the roles and responsibilities of the Sponsor, Project Steering Group, Academy Trust, LA and PfS in relation to the academy buildings, as set out in <i>Delivering Academy Buildings through PfS</i> :	
Confirmed	X

Please provide details of any known impediments, risks, conditions or hazards not mentioned elsewhere in this document:	
<u>Salisbury High School</u>	
<p>1) Details of known impediments:</p> <ul style="list-style-type: none"> Main existing vehicular access to the site is in the ownership of the MOD, and leased back to the school on a lease which expires within 	

approximately 10-15 years. Negotiations are underway with MOD Estates to resolve the matter either through an extension to the existing lease or through transfer of the land to the Council.

2) Anything known about the site:

- Extent of asbestos within the existing buildings

5.8 Signatory details

(Additional signature details may be inserted if there is more than one co-sponsor)

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 CE Diocese of Salisbury -the lead sponsor)

Name in full: Rt Reverent David Stancliffe (Bishop David)

Position: Bishop of Salisbury

Date:

Signature

(For and on behalf of the co-sponsor Bryanston School)

Name in full; Sarah Thomas

Position: Headteacher

Date

Signature

(For and on behalf of Wiltshire Council -the Local Authority)(co-sponsor)

Name in full: Jane Scott

Position: Leader of Wiltshire Council

Date

Section 6: Contact details

Name of lead sponsor representative: Mr Chris Shepperd, Director of Education

Address: Salisbury Diocesan Board of Education
Diocesan Education Centre
Devizes Road
Salisbury SP2 9LY

Email: education@salisbury.anglican.org

Tel: 01722 428428

Mobile:

Fax: 01722 328010

Name of co-sponsor representative:

Address:

Email:

Tel:

Mobile:

Fax:

Name of local authority representative: Martin Cooper

Address: Department for Children and Education,
County Hall, Bythesea Road,
Trowbridge BA14 8JN

Email: martin.cooper@wiltshire.gov.uk

Tel: 01225 713851

Mobile: 07967 654233

Fax: 01225 713876

Name of predecessor school representative: Mr Brian Eales

Address: Salisbury High School
Westwood Road, Salisbury, SP2 9HS

Email: beales@shs.wilts.sch.uk

Tel: 01722 323431

Mobile:

Fax: 01722 330010