



MACCLESFIELD ACADEMY

IN CHESHIRE EAST

EXPRESSION OF INTEREST FOR AN ACADEMY SPONSORED BY MACCLESFIELD COLLEGE

Section 1: The Predecessor School:

1.1 Background:

School Name:		Macclesfield High School					
School Address:		Park Lane, Macclesfield, SK11 8JR					
Type of Establishment: e.g. Foundation School		Foundation					
Co-Educational	Y	Single Sex Boys		Single Sex Girls		Age range:	11-18
Current specialism(s) if applicable:		Technology and Arts					
Is this a designated Faith School?		Yes		No	✓		
If Yes – is this with or without faith admissions?				Which faith?			
Pupils on roll (3-11)		Pupils on roll (11-16)	640	Pupils on roll (16-19)	105	School capacity	1012

1.2 Educational attainment:

National Average data refers to all maintained schools in England	GCSE 5+ A*-C				GCSE 5+ A*-C inc. English and maths			
	2007	2008	2009	2010	2007	2008	2009	2010
National Average	60.9	64.8	69.8	75	46.0	47.3	50.7	54
LA Average	65.0	68.5	73.0	79.7	54.0	56.0	57.0	63.0
School	47.0	54.0	46.0	54.9	35.0	43.0	31.0	41.0

1.3 Key data

Exclusions in 2009/10		Exclusions to date 2010/11		2009/10 Attendance %	2010/11 to date Attendance %
Fixed term	Permanent	Fixed term	Permanent	90.7	94.2
Students 76 Days lost 226	2	Students 35 Days lost 176	2	Persistent absence % 10.9	Persistent absence % 7.1
2009/10 Admissions			2010/11 Admissions		
Year group	NOR	Admission no	Year group	NOR	
Y7	137	180	Y7	92	
Y8	161	180	Y8	137	
Y9	128	180	Y9	161	
Y10	122	180	Y10	128	
Y11	145	180	Y11	122	
Y12	51	N/A ¹	Y12	62	
Y13	41	N/A	Y13	43	
TOTAL	785	900	TOTAL	745	

¹ There are no formal admission numbers for sixth forms within Cheshire East schools

Context 2010			
	% FSM	% EAL	% Statemented
National	15.4	11.8	2.0
LA	10.2	2.7	2.5
School	20.9	2.4	4.6

1.4 Key challenges

Summary of the key challenges posed by the predecessor school that the sponsor will need to address in the first year of opening (to be provided by DfE)

- 1 Improve the quality of senior and middle leadership.
- 2 Improve the culture and ethos within the school so that aspirations rise for both staff and students.
- 3 Raise standards across all subjects including the core areas so that attainment rises and progress is more rapid for all students.
- 4 Improve the quality of teaching so that it becomes more engaging and students become more actively involved leading to a thirst for and an interest in learning; thereby improving behaviour for learning.
- 5 Improve student attendance and reduce persistent absence.
- 6 Ensure that there is a greater consistency and expectation across all members of the school community so that all areas of the learning environment are well maintained and uniform is smart and worn with pride.
- 7 Rationalise staffing so that overall costs are reduced.

1.5 Finance

Does the predecessor school currently have a budget deficit?	Yes	
	No	✓
If yes, please provide details: However, the school anticipates a deficit budget situation by 31.8.2011.		

Will there be a deficit at point of closure?	Yes	✓
	No	
If yes, please provide details: The LA finance team has reviewed the school budgets and whilst there is currently a surplus budget there is a projected deficit at 31.8.2011 which is estimated to be £128k. The school and the Local Authority are working to reduce the budget deficit.		
The LA should note that any deficit budget remaining at the point of school closure would not transfer to the academy.		

Section 2: The Proposed Academy

2.1 Academy Population

Please provide details on the proposed number of pupils (both as a total figure, and broken down into the following age ranges: 3-11, 11-16 and 16-19), whether the Academy will be single sex (and if so, whether for girls or boys) or co-educational, and whether it would have a faith designation. Please provide a detailed justification for the size and age range of the proposed academy:

The Academy will be a co-educational, four forms of entry, 11-16 school with a planned admission number of 120 and a total population of 600. There will be no faith designation. At present there are four mainstream 11-18 high schools in the town of Macclesfield, including Macclesfield High School. Demographic changes mean that there are currently surplus secondary places in the town which, as a result of parental choice, are concentrated at Macclesfield High School. Pupil forecasting shows the number of surplus places growing through to 2017. However there is still a clear need for secondary provision on the south side of the town where Macclesfield High School is located. The size of the Academy has been based upon the Local Authority's projections for the number of secondary places required in the location through to 2017 and current patterns of parental choice. Nevertheless the purpose of the Academy is to raise standards and ensure it becomes a popular choice for parents. Thus although initially the Academy is targeted to have 40 fewer places than the predecessor school, there is scope for growth in response to parental demand and an expectation that the Academy will expand in response.

The Academy will be located within an educational campus (the Macclesfield Learning Zone) opened in September 2007 and shared with Macclesfield College (sponsor) and Park Lane Special School. The new campus includes specialist sixth form provision through the Learning Zone Sixth Form College (LZ6) which provides a full range of academic and applied learning courses for 16-19 year olds from Foundation Learning to Advanced level study. At present LZ6 provides the joint sixth form for Macclesfield College, Macclesfield High School and Park Lane Special School. This is a semi-formal arrangement underpinned by legal agreements but LZ6 is not a formal legal entity and the students are funded via Macclesfield High School if they are following an A level course or through Macclesfield College for applied learning courses. Nevertheless LZ6 is marketed separately and so Year 11 students from across East Cheshire and the surrounding areas of south Manchester and Derbyshire apply to study there post-16. This includes Year 11 students at Macclesfield High School.

When the 11-16 Academy opens on 1 September 2011 the Year 13 A level students will transfer to Macclesfield College's roll and all new A level students will similarly be placed on the College roll. This transfer has already been discussed with the Young People's Learning Agency who are making the necessary contractual arrangements for the transfer. Since students and their parents already regard themselves as students of LZ6 and are unaware of the separate funding streams that underpin the current arrangements, they will be unaffected by these legal changes. A levels will continue to be taught by Academy teachers, whose A level teaching hours will be purchased by the College.

The Macclesfield Learning Zone offers an unrivalled choice of opportunities for sixth form study. In addition to LZ6, ECAT (the European Centre for Aerospace Training) provides technical and occupational Engineering training for sixth formers and the main FE College offers occupational training in Professional Cookery, Hospitality, Hairdressing and Beauty Therapy for 16-19 year olds, plus specialised provision in Art and Design. On the Learning Zone campus Macclesfield College also offers Apprenticeships, and Foundation and Honours Degrees validated by Manchester Metropolitan University. Thus the Learning Zone provides young people with clear progression routes from age 11 to GCSEs in the Academy, through to A levels, vocational qualifications or an Apprenticeship, and on to Higher Education.

Proposed opening date for the Academy:

1 September 2011

2.2 Consultation

Please confirm the method of consultation and school closure to be carried out during the feasibility stage.

Local authority to carry out statutory school closure consultation and sponsor to consult on Academy proposals	✓
Governing body of predecessor school to apply for Academy Order and carry out consultation on Academy proposals	
Please confirm that all parties (sponsors, local authority, and, if appropriate, governing body) have agreed to this.	
	✓

2.3 School Improvement Statement

Please provide a description for the proposed academy. **This should be no more than one page long** and should include reference to how the proposed academy would contribute to improving standards, especially teaching and learning. You should outline how you will address the priority issues for improvement set out in section 1.5.

The vision for the Academy is to become an outstanding school in which every student is happy and strives to achieve his/her full potential.

Improve the quality of senior and middle leadership

The first priority is to appoint a very high quality, inspirational Headteacher to lead the Academy. The post will be advertised at an attractive salary at the beginning of February 2011 to enable the Head to take up post early in summer term 2011 – with release negotiated as necessary. A new Academy staffing structure is currently being determined to ensure an effective senior leadership team is established as early as possible. A broad, flat structure is favoured to add strength to the new team. Arrangements will then be made to fill the middle leadership posts. In the first instance all of the posts below Headteacher are subject to TUPE transfer but any vacancies will be filled by national advertisement before 31 May 2011 to enable a September start.

Improve the culture and ethos within the school so that aspirations rise for staff and students

A prime responsibility of the Head will be to establish a new culture and ethos for the Academy with a focus on high expectations of staff and students to raise aspirations, promote achievement and enhance self-esteem. The Academy will welcome every student personally each morning and strive to support individual needs. A Statement of Vision, Values and Ethos has already been developed and sets out the following values:

- promoting and achieving excellence
- learning is our first priority: students' interests always come first
- actively promoting equality and diversity
- maintaining high standards of ethics and behaviour
- encouraging innovation and development in staff and students
- acknowledging and using the power of positive thought
- working in partnership: promoting effective teamwork and collaborating with partner primary schools.

Parents will sign a Home-School Agreement, which reflects the values and ethos, and sets out clearly what is expected of students. Vertical tutoring will be adopted and mentoring by sixth form students introduced.

Raise standards across all subjects so that attainment rises and students make more rapid progress

The curriculum will be revised to create a better match with the needs of learners and to reflect national educational priorities. From Year 7 the Academy will focus upon developing literacy, numeracy and personal learning and thinking skills which underpin all learning. Where reading ages are low on entry the RML scheme will be used to ensure rapid progress. To raise standards, a modern language will be made compulsory throughout the school. Every student will have an individual learning plan with clear short term and long term targets which will be shared with parents. Regular individual progress reviews will be used to ensure students are on track to achieve their targets. This will enable early intervention where necessary. Setting will be adopted as the norm.

Data analysis shows there is serious scope for improvement in all subjects. To ensure good results are achieved by the end of the first year, challenging targets will be set to raise performance at KS4 and improve progress at KS3. In particular:

- raising percentage of students gaining 5 GCSEs at A* to C, including English and Maths
- raising performance in English, Maths and Science, including the percentage of students making three levels of progress in English and Maths
- improving CVA.

Improve the quality of teaching and learning to improve engagement, interest and behaviour for learning

A programme of professional development prior to the opening of the Academy will expose staff to outstanding practice and develop a shared understanding of what is required. The programme will continue during the first year to ensure consistent high

quality lessons designed to engage, stretch and challenge students, raise achievement and improve behaviour. Trained subject learning coaches and Advanced Skills Teachers will provide peer support. A rigorous quality assurance framework will be implemented including:

- regular classroom observations by trained observers with detailed individual feedback and targeted professional development for teachers to bring about rapid improvement
- provision of an on-line good practice marketplace for teaching and learning
- rigorous performance management of Department Heads and teachers with challenging goals and targets.

Improve student attendance and reduce persistent absence

Attendance will be improved through an absence monitoring strategy whereby a small team of support staff immediately follow up registered absences by text or phone to students' homes. Strategies introduced in the predecessor school to address behavioural problems in lower teaching sets and to tackle persistent absence in a small minority of students will be evaluated and taken forward or re-vamped as appropriate in advance of opening. The steps set out above to improve teaching and learning and to raise standards will encourage attendance. In addition an After School Club will be introduced to help all students develop life skills and to raise aspirations. This will provide a choice of workshops designed to make learning fun, while highlighting the relevance of core subjects and developing skills that might not be given full attention during school hours. For disengaged students the Club will form part of the strategy for re-engagement and will encourage them to stay in a safe environment after lessons. The Library will be open for extended hours. A holiday club will continue this work outside of school terms.

Ensure greater consistency and expectation across the school community to improve learning environment

The steps taken by the leadership team to embed the new culture and ethos will achieve higher professional standards and ensure a clear and consistent approach. Following consultation, decisions will be taken on the Academy's uniform and dress code, and then regularly reinforced by all staff. Classrooms will be de-cluttered and requirements for the learning environment agreed and implemented. This approach will promote pride in the school and help raise student self-esteem.

Rationalise staffing so that overall costs are reduced

As sponsor, Macclesfield College will ensure a lean and efficient staffing structure is established, in which all staff are fully deployed and contracts fully utilised. The College has significant successful experience of running an effective and efficient educational business.

As part of the education brief, a suite of policies will be developed to drive all aspects of the Academy and the first year improvement plan will address each of these issues in greater detail.

Section 3: Academy Site and Buildings

The Academy would be located at the following address: Site currently known as Macclesfield High School, Park Lane, Macclesfield, SK11 8JR					
The approximate size of the site to be transferred to the Academy Trust is 9.65 Hectares Main building 8276 m ² and Sports Hall 2108m ²					
Does the proposed academy have access to playing fields of a sufficient size to deliver its proposed vision and curriculum?				Yes	✓
				No	
				N/A	
If not, please explain how the PE curriculum would be delivered:					
Please attach a copy of the Ordnance Survey map with the boundaries of the academy site clearly marked				Attached	✓
Please confirm who owns the site of the proposed academy?					
LA	✓	Diocese		CTC Trust	
Other (please provide details) Currently Macclesfield College sub-lets the College's area of the Macclesfield Learning Zone Sports Centre from Macclesfield High School. The College in turn sub-lets the gym (part of the College's area of the Sports Centre) to a private provider. The College will wish to continue these arrangements by sub-letting its area of the Sports Centre from the Academy Trust.					

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	
	No	✓
	N/A	
If yes, please provide details and confirm that you would abide by PfS guidelines regarding contributions to the capital cost of the academy project.		

Section 4: Agreements

4.1 Sponsor Agreement

Name of Lead Sponsor:	Macclesfield College <i>Corporation</i>	
Name of co-sponsor/s:	N/A	
<p>Macclesfield College Corporation will be the sole sponsor of the Academy. However Manchester Metropolitan University (MMU), Siemens plc and AstraZeneca have agreed to act as partners in the Academy – serving on the trustee board and bringing their expertise to the development. In particular MMU’s Institute of Education will work with Macclesfield College and the Academy Headteacher to design a curriculum and establish practices to raise standards. Siemens and AstraZeneca (both major local employers) will provide curriculum enhancement through STEM Ambassadors leading industry related activities and student competitions, speaking about their roles and careers, acting as business mentors and hosting visits to the workplace. The aim will be to enrich knowledge of the world of work and to develop important core skills.</p> <p>Governance arrangements i.e. composition of the trustee board and the governing body:</p> <p>The trustee board will comprise senior managers from Siemens plc, AstraZeneca and Manchester Metropolitan University, the Principal of Macclesfield College and members of the Macclesfield College Corporation (Governing Body), one of whom will be chair of the Academy Governing Body.</p> <p>The Academy Governing Body will have twelve members, including two parent Governors, a Local Authority Governor, seven members of Macclesfield College Corporation, the Principal of Macclesfield College and the Academy Head Teacher.</p>		
Sponsors are no longer 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 use reasonable endeavours to raise donations. Please confirm that you agree to do this:		
I/we agree	The Academy Trust has not yet been established but Macclesfield College commits the Academy Trust to this when it is established	

4.2 Local Authority Agreement

Does the LA agree to all aspects of this proposal?	Yes	✓
	No	

Does the LA confirm that it would bring forward proposals for the closure of any predecessor schools if that is the chosen method of closure (see section 2.2)	Yes	✓
	No	

Does the LA confirm that where staff at existing schools transfer to an academy, 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.	Yes	✓
	No	
If not, please provide details:		

"Please confirm that the LA would contribute towards the costs associated with TUPE as follows:				
	Yes	In part	No	
If not, please provide details:				
<p>Having sought legal advice from our Legal team the LA is happy to contribute on the following basis:</p> <p>1. to meet all reasonable costs – including any severance, redundancy or associated pension costs associated with any restructuring resulting from or arising out of:</p> <ul style="list-style-type: none"> • 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. <p>2. to meet 50% of any other severance and associated costs reasonably incurred by an academy not covered by the criteria above.</p> <p>3. In the event of disagreement in respect of the reasonableness of the costs being incurred in 1 and 2 then the matter will be referred to an appropriate arbitration route as agreed by the parties. Any reasonable costs relating to this appropriate arbitration route will be split 50:50 between the LA and the Academy</p>				

4. The indemnities referred to in paragraphs 1 and 2 above are limited to costs incurred by the Academy before the expiry of eight calendar months after the date that the Academy opens.

4.3 Governing Body Agreement

Is the Governing Body of any predecessor school(s) content with this proposal?	Yes	✓
	No	
	N/A	
Where applicable please provide details: Macclesfield High School Governors agreed to support the proposal to form a new academy sponsored by Macclesfield College at their meeting of the Full Governing Body on 4 November 2010.		
If appropriate, does the Governing Body confirm that it would apply for an Academy Order and lead the consultation on the Academy proposals (see section 3)?	Yes	
	No	

4.4 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	✓
Where applicable please provide details:		

4.5 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. Please confirm that all parties are content for a Project Management company to be selected from the DFE framework. <i>*Please note that alternative arrangements may be agreed for multiple sponsors through discussion with the Project Lead.</i></p>	
Agreed	✓

4.6 Signatory details

(Additional signature details may be inserted as necessary)

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

Signature	
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(For and on behalf of the lead sponsor)	
Name in full	Wendy Wright OBE
Position:	Principal
Date:	26 January 2011

Signature	N/A
(For and on behalf of the co-sponsor)	
Name in full	
Position:	
Date:	

Signature	
(For and on behalf of the local authority)	
Name in full	Lorraine Butcher
Position:	Director of Children and Families
Date:	26 th January 2011