

	<b>Meeting</b>	TBAP Board
	<b>Date</b>	09/12/14
	<b>Item Number</b>	TBAP(14)2
<b>Title:</b>	Executive Headteacher's Report	
<b>Responsible TBAP Leadership team member:</b>	Seamus Oates, Executive Headteacher	
<b>Prepared By :</b>	Seamus Oates, Executive Headteacher	

## 1. Purpose

- 1.1 This report provides headlines about recent TBAP executive activity and details the progress of TBAP strategic objectives.

## 2. Strategic Objective 1

“To establish a network of outstanding cross-phase alternative provision (AP) academies that are world leaders in achieving the best possible outcomes for young people using the highest quality leadership, teaching and support in 21<sup>st</sup> century learning environments.”

- 2.1 Local Advisory Boards (LABs) are now meeting for each AP Academy. The Head of School reports to the LABs are included in the Board papers. The focus for term 1 LAB meetings was achievement and the focus for the term 2 meetings has been a general update on the TBAP priorities of Achievement, Behaviour and Safety, Teaching and Leadership and Management. All LAB reports, agendas and minutes are published on the TBAP website: <http://www.tbap.org.uk/the-trust/lab-agendas-minutes-meetings.php>
- 2.2 As an approved DfE sponsor we are sponsoring the Octagon AP Academy in Haringey. There has been rapid progress in many areas as we work to move the academy out of its “inadequate” classification. Angela Tempany will report on progress to date.
- 2.3 Nathan Crawley-Lyons and I attended the first project team meeting for our proposed refurbishment and new build of the TBAP Hub at Finlay Street. We have agreed that 3BM should act as project managers. However I have insisted that the Architects are appointed following an open and transparent completion. We wish to secure the most innovative and creative building design. We would like to invite a Director to join the project board and support us as we progress this exciting project.
- 2.4 We have submitted our bid to open an Academic Post-16 AP Free school and are now waiting to hear if we progressed to the interview stage in January. The Free School working group led by Adrian Harmer are to be congratulated for all of their hard work in progressing the project. The final bid was collated by Nathan Crawley-Lyons and proofed by Jo Sennitt who both

worked to the 11th hour to ensure a strong bid was submitted. Feedback to date has been positive.

**2.5** We submitted our final project proposal (attached) and associated appendices for the establishment of the TBAP residence on November 21<sup>st</sup>. If successful, we aim to open the residence in September 2015.

**2.6** Bridge, Beachcroft, Courtyard and Latimer have all entered this year's Pupil Premium Competition. The entries can be viewed here:

<http://www.tbap.org.uk/pupilpremium/index.php>

**2.7** We worked with a local youth start up enterprise company to produce this year's learner voice video which can be viewed at :

<http://www.tbap.org.uk/learnervoice/index.php>

**2.8** TBAP delivers outstanding outcomes and our young learners consistently articulate the value of our offer when they act as ambassadors to visitors. We celebrate the varied and diverse achievements through our blog and Twitter feed on the TBAP website. The local advisory board reports detail the many learner achievements across TBAP but I would like to bring particular attention to the following projects that have occurred since my last report in July:

- TBAP Xmas card winners – Seamus' card designed by Ismael (BCAPA); TBAP Xmas card designed by Caterina (BCAPA), Zidan (OAPA) & Dan (CAPA)
- TBAP Alumni
- Debate Mate – Latimer and Beachcroft
- First Story – Beachcroft and Bridge
- Octagon – Fire Service course
- Octagon Reintegration
- Courtyard, Octagon and Latimer sharing of good practice on Twitter
- Twitter feeds
- Delivery of Craft and Enterprise across TBAP (including securing a Christmas Market Stall on North End Road Market, SW6 on 06/12/14)
- Only Connect Drama productions with TBAP mixed audiences
- Latimer Community Art installation
- Chinese teaching assistant working successfully across TBAP introducing Mandarin and Tai Chi

We use a range of channels to communicate with learners, families and other stakeholders. These include an active blog, Twitter feed and website. Over the last year we have had 93,542 visits to our website from more than 98 countries. We have 1,436 followers on Twitter.

**2.9** The learner population across TBAP is summarised in **Appendix A**. The learner population remains at an expected level and will grow as the year progresses. We place learners in the most appropriate provision to meet their needs as an individual and have a number of learners who are attending a TBAP provision that is not situated within their home borough. These placements are reviewed by TBAP SLT every two weeks to ensure individual needs are successfully met.

**2.10** Our aim is for every TBAP Academy and service to be rated as Outstanding by Ofsted. All TBAP Academies undergo an annual Challenge Partners' Review which gives us a very clear indication of which areas require improvement or further development. The following table summarises TBAP sites today

AP Academy/PRU	Review type	Date	Outcome	Next Review Date:
Bridge AP Academy	Challenge Partners	October 2013	Outstanding in all areas	26/01/15 – 28/01/15
	Ofsted	June 2013	Outstanding in all areas	
Courtyard AP Academy	Challenge Partners	September 2014	Outstanding in all areas	2015-6
	Ofsted	June 2012	Good in all areas with Outstanding Behaviour and Safety	
Beachcroft AP Academy	Challenge Partners	Feb 2014	Good with Outstanding School improvement Strategies	11/03/15 – 13/03/15
	Ofsted	June 2013	Good in all areas	
Latimer AP Academy	Challenge Partners	March 2014	Outstanding in all areas	28/01/15 – 30/01/15
	Ofsted	July 2013	Good in all areas	
Octagon AP Academy	Challenge Partners	n/a	n/a	29/11/14 – 26/11/14
	Ofsted	June 2013	Special Measures	

**2.11** All AP Academies and services across TBAP are following the same self- evaluation and monitoring cycle. All teams are working to the TBAP and local development plans which are uploaded on Bluewave Swift. We are launching work on our new 5 year cycle to 2020 (TBAP 2020) in December with a strategic away day at the Wetlands Centre. Lesson observations, learning walks, book-looks and work scrutiny are ongoing in all TBAP academies. The following table summarises the lesson observation data across TBAP as at 21/11/14 following the first round of lesson observations in October.

Academy/ PRU/Team	Inadequate		Needs Improving		Good		Outstanding	
	No	%	No	%	No	%	No	%
Beachcroft AP Academy	0	0%	1	20%	2	40%	2	40%
Bridge AP Academy	0	0%	2	8%	7	27%	17	65%
Latimer AP Academy	0	0%	1	25%	1	25%	2	50%
Octagon AP Academy	1	10%	4	40%	5	50%	0	0%
CSS/Courtyard AP Academy	0	0%	1	12%	2	25%	5	63%

**2.12** Congratulations to all at Beachcroft AP Academy who have been awarded the Inclusion Quality Mark (IQM) following an assessors visit in October. Davina Bell is to be congratulated for organising the assessment with support from Rita Rogerson.

### **3. Strategic Objective 2**

“To develop transferable leadership, delivery and infrastructure models for the delivery of learning in Alternative Provision that might also be appropriate for use in Secure Colleges and other organisations.”

**3.1** The Finance and HR committee minutes should be referred to for reports of TBAP staffing appointments and movements.

**3.2** Harmonisation of TBAP Terms and Conditions (T&C's) is now being implemented and new contracts have been sent to all staff.

**3.3** Consultation has commenced on the implementation of the TBAP Business Hub which will result in centralised delivery of a number of back office functions and a restructure of the Business support team,

**3.4** Heather Ballantine continues to lead the TBAP Teaching School Alliance (TBAP TSA). Heather is retiring in December and Sarah Hardy will take up her new post as Head of the TBAP TSA. We have recruited a further 5 Senior Leaders of Education (SLEs) and have had 25 ITT places approved for 2015-16.

**3.5** A significant amount of continuing professional development (CPD) continues across TBAP with staff attending CPD locally, across TBAP schools and nationally. All CPD is requested, approved and evaluated on our online system Bluewave Swift. Jo Sennitt organised a particularly successful Team Building day at the start of term 2. All 165 TBAP staff attended the Bridge site for a wide range of challenging and exciting activities. As one staff member stated **“get a quote from BWS”**

**3.6** In my role as a Board member on the Youth Justice Board I attended the Youth Justice Convention in Telford. At the convention I chaired sessions on Asset + , partnerships with universities to develop evidence based practice and a session on the effects of Trauma on young people and staff. I continue to work closely with YJB staff on the design and proposed operation of the new Secure College Pathfinder. Lord McNally, Chair of the Youth Justice Board visited the Bridge AP Academy and met staff and learners. He has now invited a group of TBAP learners to visit him at the House of Lords on 02/12/14.

### **4. Strategic Objective 3**

“To generate income through the trading of services such as knowledge, resources, training, support and expertise to other schools and organisations.”

**4.1** Nathan Crawley–Lyons and Ruth Browne have developed SLAs for schools across the LAs that we work with. Lead teachers have been appointed for the offsite centres and they are now

delivering services to schools in all four LA's. There is particularly high demand for support from Westminster primaries and we are working to increase our capacity to deliver.

**4.3** There continues to be a high demand for visits to the TBAP Academies. Visitors are particularly keen to visit the Bridge AP Academy with its Outstanding Ofsted record and many are interested in learning more about both academy conversion and what makes for an Outstanding AP. We are increasingly including the Courtyard, Latimer and Beachcroft AP Academies in our visit schedule.

**4.4** As a National Leader of Education I have carried out the performance management of the Headteacher at Epic Independent AP School in North Kensington. We are delivering further support to the school through our SLE's.

**4.5** This year I have (or am scheduled to) share the TBAP model and the many achievements of staff and learners at the following forums:

- Lead Speaker Mayor's Education AP Conference Dec 2014
- Speaking National Education Trust – Pupil Premium Conf. Oct
- Speaking Capita AP Conference Nov 2014
- Chairing Seminars YJB National Conference Oct 2014
- Panel member BETT – Education Leaders Panel Jan 2015
- Delivering Seminar Academies Show April 2015

**4.6** Tony Meehan and Ruth Browne were also invited to speak at the Capita AP Conference in November.

**4.7** I continue to chair the DfE AP Reference group which meets on a quarterly basis and is a valuable opportunity for us to shape policy and understand the national AP context. We have added an AP reference group section to the TBAP website. Our last meeting was at City of Birmingham School which was a refreshing change from the DfE.

**4.8** We will again have the TBAP Stand at the Academies show in April where we plan to market the TBAP TSA and other services to schools and academies. Board members are encouraged to register and attend this event.

## **5. Summary**

**5.1** TBAP continues to deliver amazing outcomes and we receive validation for our work from so many people and organisations. We are looking forward to 2015 as we expect to hear the outcomes of our bids and also publish our vision for the next 5 years – “TBAP 2020 VISION”.

Appendix A

**Table 1 -**

Total number of learners on TBAP Roll from each LA - 21/11/14

Year	H&F		Total	RBKC		Total	WCC		Total	Haringey		Total	Total
	F	M		F	M		F	M		F	M		TB AP
Y1	0	0	0	0	0	0	0	0	0	0	0	0	0
Y2	1	2	3	0	0	0	0	0	0	0	0	0	3
Y3	0	2	2	0	0	0	0	0	0	0	0	0	2
Y4	0	3	3	0	0	0	0	0	0	0	1	1	4
Y5	0	1	1	0	0	0	0	0	0	0	2	2	3
Y6	0	3	3	0	1	1	0	1	1	0	4	4	9
Y7	0	3	3	0	1	1	0	1	1	1	2	3	8
Y8	4	5	9	1	2	3	0	1	1	2	0	2	15
Y9	4	9	13	2	5	7	1	7	8	1	1	2	30
Y10	5	27	32	3	13	16	4	14	18	1	10	11	77
Y11	12	34	46	8	15	23	6	23	29	3	18	22	120
<b>Total</b>	26	89	115	14	37	51	11	47	58	8	27	47	271

**Table 2 - 22/09/14**

Number of Learners on roll each TBAP School					
	LBHF	RBKC	WCC	Haringey	Total
Beachcroft AP Academy	5	1	22	0	28
Bridge AP Academy	59	6	3	0	68
Courtyard AP Academy	14	1	1	0	16
Latimer AP Academy	7	18	9	0	34
Octagon AP Academy	0	0	0	47	47
CSS AP	25	23	23	0	71
Secure Estate	5	1	0	1	7
<b>Total</b>	<b>115</b>	<b>50</b>	<b>58</b>	<b>48</b>	<b>271</b>

**Table 3 - 21/11/14 (Tri-borough KS3/4)**

Reason for Admission	H&F		Total	RBKC		Total	WCC		Total	Haringey		Total	TBAP Total
	F	M		F	M		F	M		F	M		
Permanent Exclusion	5	12	17	1	7	8	0	8	8		4	4	37
Managed Move	15	47	62	13	13	26	10	29	39				127
Out of School	2	4	6	0	7	7	0	3	3				16
SEN	2	10	12	0	4	4	1	4	5		5		26
IYFAP	2	0	2	0	3	3	0	2	2				7
Other	0	4	4	0	2	2	0	0	0				6

**Table 4 – 21/11/14 – Previous School (KS3/4 Tri-borough)**

Previous School	Year					Total	Previous School	Year					Total
	7	8	9	10	11			7	8	9	10	11	
<b>Tri-borough</b>							<b>Out Borough</b>						
Avondale	0	0	0	1	0	<b>1</b>	Acton High School	0	0	0	0	1	<b>1</b>
Beachcroft	0	1	2	5	9	<b>17</b>	Brentford School for Girls	0	0	0	0	1	<b>1</b>
Burlington Danes	0	2	1	1	2	<b>6</b>	Chiswick Community	0	0	1	0	1	<b>2</b>
Cambridge School	0	0	0	0	1	<b>1</b>	Ealing Study Centre	0	0	0	0	1	<b>1</b>
Cardinal Vaughn	0	0	0	0	1	<b>1</b>	Eden High	0	0	0	0	1	<b>1</b>
Chelsea Academy	0	0	3	4	5	<b>12</b>	Education Foundation (Nigeria)	0	0	0	1	0	<b>1</b>
Colville Primary	0	0	0	1	0	<b>1</b>	Elliot's	0	0	0	0	1	<b>1</b>
Courtyard AP Academy	0	1	0	0	0	<b>1</b>	Grey Coats	0	0	0	0	1	<b>1</b>
Fulham College Boys	0	4	2	6	4	<b>16</b>	Gumley House	0	0	1	0	0	<b>1</b>
Fulham College Girls	0	1	1	1	0	<b>3</b>	Gunnersbury	0	0	0	0	1	<b>1</b>
Fulham Enterprise	0	0	0	0	0	<b>0</b>	Kingston PRU	0	0	0	0	1	<b>1</b>
Hammersmith Academy	0	1	0	4	0	<b>5</b>	Maria Fidelis	0	0	0	1	0	<b>1</b>
Holland Park	0	0	0	2	4	<b>6</b>	Millside	0	1	0	0	0	<b>1</b>
Hurlingham and Chelsea	0	0	4	3	5	<b>12</b>	Moat	0	0	0	0	1	<b>1</b>
King Solomon Academy	0	0	1	0	0	<b>1</b>	Newman Catholic College	0	0	1	0	0	<b>1</b>
Lady Margaret	0	0	0	0	1	<b>1</b>	Not in Country	0	0	0	0	3	<b>3</b>
Latimer Education Centre	0	0	0	4	4	<b>8</b>	St Cecilia's	0	0	0	1	0	<b>1</b>
London Oratory	0	0	0	1	0	<b>1</b>	St John Bosco	0	0	0	1	0	<b>1</b>
Oxford Gardens	0	0	0	0	3	<b>3</b>	TLG	0	0	0	0	1	<b>1</b>
Phoenix High	0	0	1	1	7	<b>9</b>	The Willows Academy	1	0	0	0	0	<b>1</b>
Pimlico Academy	0	0	0	1	2	<b>3</b>	Tower Hamlets PRU	0	1	0	0	0	<b>1</b>
Quinton Kynaston	1	0	0	2	6	<b>9</b>							
Sion Manning	0	0	0	2	1	<b>3</b>							
St Augustine's	0	0	0	0	3	<b>3</b>							
St Clements	0	0	0	0	1	<b>1</b>							
St Georges	0	0	0	2	0	<b>2</b>							
St Thomas More	0	1	0	1	0	<b>2</b>							
The Bridge Academy	0	0	3	9	13	<b>25</b>							
Westminster Academy	0	0	3	3	1	<b>6</b>							
WLFS	0	1	0	0	0	<b>1</b>							
Westminster City	0	0	0	1	1	<b>2</b>							
Westside AP Free School	0	0	0	0	1	<b>1</b>							
<b>Total Tri borough Schools</b>						<b>163</b>							

Table 5 – Gender 14/03/14

Year	F	M
2	1	2
3	0	3
4	0	4
5	0	4
6	0	10
7	1	7
8	7	8
9	8	22
10	13	63
11	28	88
<b>Total</b>	59	211
	22%	78%

**Table 6 – 21/11/14 Ethnicity**

Ethnicity	Female	Male	Grand Total
Arab	2	2	4
Asian and any other ethnic group	1	1	2
Bangladeshi		4	4
Black - Somali		7	7
Black and any other ethnic group	1	3	4
Black Caribbean	9	37	46
Egyptian		1	1
Information Not Yet Obtained	3	18	21
Iranian		1	1
Iraqi		2	2
Kurdish		6	6
Lebanese		2	2
Moroccan		3	3
Other Black	1	3	4
Other Black African	3	14	17
Other ethnic group	2	7	9
Other mixed background	7	15	22
Portuguese		1	1
Thai		1	1
Traveller of Irish heritage		1	1
Turkish		4	4
Turkish Cypriot		1	1
White - English	16	30	46



White - Irish		6	6
White + any other Asian Backgrnd	1	2	3
White and any other ethnic group	1	5	6
White and Black African	2	6	8
White and Black Caribbean	6	12	18
White Eastern European	1	2	3
White European		2	2
White Other	2	1	3
White Western European		3	3
(blank)			
Grand Total	58	203	261

