

	<b>Meeting</b>	TBAP Board
	<b>Date</b>	22/03/16
	<b>Item Number</b>	TBAP(16)
<b>Title:</b>	Executive Headteacher's Report (non-confidential)	
<b>Responsible TBAP Leadership team member:</b>	Seamus Oates, CEO	
<b>Prepared By :</b>	Seamus Oates, CEO	

**TBAP Mission:**

**“TBAP Exists to empower children who have been disadvantaged to thrive now and in the future”**

**1. Purpose**

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

**2. TBAP 2020 Vision - Principle 1**

**SUCCESS FOR LEARNERS BY ANY MEANS**

**“We design and adapt so that success for young people is a non-negotiable”**

**2.1** Local Advisory Boards (LABs) continue to meet for each AP Academy. The Head of School Term 4 reports on the quality of Teaching, Learning and Assessment to the LABs are included in the Board papers for information. All LAB reports, agendas and minutes are published on the TBAP website: <http://www.tbap.org.uk/the-trust/lab-agendas-minutes-meetings.php>

**2.4** The TBAP Hub building project continues to progress with specifications being produced for both the Bridge site (TBAP Campus) and a new build in RBKC to include development of the Walmer Road site. The LA’s preferred design team, LSI have been appointed on an interim basis and have met with all staff as part of initial consultations. The delivery team are meeting on an ongoing basis to develop designs, build programme and decant plans. Following the Cabinet meeting in March we expect the design team to be confirmed and will consult with all stakeholders on all aspects of the project. Nathan Crawley–Lyons has reported progress to date to the HFRP committee.

**2.5** Our 16-19 Free School continues to prepare for September 2016 opening under the leadership of interim Head of School, Gemma Dixon. Gemma has led a public consultation at the Bridge and continues to work hard at recruiting learners for the new school. She has made a number of appointments to the staff team and these have been reported to the HFRP committee.

- 2.6** At the time of writing the TBAP Residence: *Broadfield Park* is hosting the second cohort of learners. The provision has been a real success and Rita Rogerson has established a highly effective team and curriculum offer. The second phase of internal refurbishments is due for completion soon and the Residence will be fully operational after Easter. We have applied to the Social innovation Fund for additional funding to extend the IPSOS Mori evaluation of the model. We would like a Trust Director to act as link Director for the Residence.
- 2.7** Following a parental complaint and a serious incident which received press coverage, we were subjected to an unannounced, section 8, monitoring Ofsted inspection at the Cambridge AP Academy on Tuesday 5<sup>th</sup> January. The inspection focused on Safeguarding and Behaviour. The inspector concluded that, “leaders and managers have taken effective action to improve behaviour and secure consistently positive attitudes to learning.” She made the following recommendations which we are now implementing:
- Reward appropriate behaviour frequently and sufficiently
  - Reconsider the use of tutor time
  - Make sure that lessons start on time
  - Provide pupils with good opportunities to play cooperatively
  - Resolve issues about the condition and suitability of the premises and accommodation as a matter of urgency
- 2.8** Jenny Nimmo has resigned from her position as Head of School and left at the end of February. Kerry Grubb-Moore is now acting Head of School with support from Angela Tempany, Executive Headteacher of TBAP East. We are expecting to recruit to the permanent position shortly.
- 2.9** We are progressing with sponsorship of the Trinity Special School in Cambridgeshire which is currently in special measures. The anticipated conversion date in July 1<sup>st</sup>. We have carried out an intensive consultation with parents, staff and learners. A new name has been selected: TBAP Unity AP Academy. We are now working with the learners to design a new logo and uniform. The school will move from the current three sites to significantly refurbished sites in St Neots and in Wisbech. In addition, we continue to progress conversion of the Fenland Learning Base in Wisbech which is scheduled to convert on May 1<sup>st</sup>.
- 2.10** We have made a significant contribution to Charlie Taylor’s review of the Youth Justice system and I was encouraged to note the prominence of the AP sector and local devolution on his interim report. In response we have begun work on developing a vision for the establishment AP Secure Academies to serve North West London and the East of England. This will begin with an event hosted by Charlie Taylor at the MoJ in April.
- 2.11** The TBAP Foundation has appointed a fundraiser on a part-time basis, Shelley Greensted. Shelley is currently identifying suitable projects from across TBAP for bid submission. The Foundation Board is due to meet in March and will begin to approve release of funds for projects across TBAP.
- 2.12** 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 December:

- Debate Mate – Latimer, Bridge and Beachcroft
- Manifesto video – Bush Theatre and Bridge
- Jamie’s Farm – Beachcroft, Octagon
- Takeover day – Bridge
- Twitter feeds
- Cambridge Go-Kart project
- BAPA first prize Secondary winners of the Bountiful Barrow Gardening contest run by the Edible Garden Show
- 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 147,911 visits to our website from more than 130 countries. We have 2,174 followers on Twitter with over 48 individual TBAP Twitter accounts

**2.13** 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. There are currently 350 learners on roll across TBAP. 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.

### **3. TBAP 2020 Vision - Principle 2**

#### **PRECISE INCLUSION**

**“We listen to our learners, seeking to understand their ‘journey’ and difficulties in their lives that make engagement a challenge.”**

- 3.1 The Primary provision at Beachcroft is now in operation with bespoke classrooms, play area and separate entrance. We are planning to hold an official opening in the summer, to which the board will be invited.
- 3.2 All SEN referrals to TBAP now arrive via CSS and Julian Matthews maintains a strategic overview of referrals. We have strategic responsibility for SEND to CSS and are recruiting SEN LSPs from within our current staff team to support local assistant heads of access and inclusion in meeting their statutory responsibilities with regard to SEND learners
- 3.3 The TBAP TSA continues to make exceptional progress under the leadership of Sarah Hardy. All 6 strands of the TSA work are progressing well. Some highlights include:
- Recruitment of ITT’s
  - Equality and Diversity training programme

- Successful bid for School to School support funding for Cambridge conversions
- Marketing of the second TBAP TSA conference
- TBAP CPD pathways
- Launch of TBAP wide work on development of TBAP Progress 5
- Launch of the REAL AP Hub with the innovations unit

3.4 Jackie Lindeck our Therapeutic Services lead has written a proposal for TBAP therapeutic services. This has been considered by TBAP SLT and will be further developed before seeking Board approval.

3.5 A new MOPAC initiative sees St Giles Trust delivering anti-gangs work in Hammersmith and Fulham. Everol Halliburton is working hard to ensure this scheme is rolled out across tri-borough schools

#### 4. TBAP 2020 Vision - Principle 3

##### STARTING AT GREAT

**“For our learners there is no ‘good enough’, we are committed to being exceptional in every respect”**

4.1 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	Review type	Date	Outcome	Next Review Date:
Bridge AP Academy	Challenge Partners	November 2015	Outstanding in all areas	2016-17
	Ofsted	June 2013	Outstanding in all areas	2016
Courtyard AP Academy	Challenge Partners	November 2015	Outstanding in all areas	2016-17
	Ofsted	March 2015	Outstanding in all areas	2018
Beachcroft AP Academy	Challenge Partners	November 2015	Outstanding in all areas	2016-17
	Ofsted	June 2013	Good in all areas	2016
Latimer AP Academy	Challenge Partners	November 2015	Outstanding in all areas	2016-17
	Ofsted	July 2013	Good in all areas	2016
Octagon AP Academy	Challenge Partners	November 2016	Good with Outstanding School Improvement	2016-17
	Ofsted	June 2013	Special Measures	2015-16
Cambridge AP Academy	Challenge Partners			
	Ofsted			

4.2 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. All local development plans have been revised to reflect the

TBAP 2020 vision. Local SEFs have been produced for all AP Academies and are uploaded on BWS. Teams are now BRAG rating their SDPs on BWS.

**4.3** Lesson observations, learning walks, book-looks and work scrutiny are ongoing in all TBAP academies. HoS reports to the LAB should be consulted for summary positions.

**4.4** We have established a Staff Well Being working party with representation from across the Trust. The group have met twice and are considering staff well being events, staff morale and health and well being.

**4.5** I continue to sit on the expert group looking at the post Carter Review of ITT. I am also a member of the expert group, led by Dame Sally Coates, that is reviewing education in Prisons.

**4.6** I accompanied Lord McNally to a meeting with the Chair of the Education Select Committee Neil Carmichael on 5<sup>th</sup> January to discuss ways of reducing criminalisation of Looked After Children. I also co-chaired a Headteachers roundtable at the MoJ which considered the over- representation of BME young people in the Youth Justice system. Everol Halliburton, Ruth Brown and Janet Packer joined the roundtable discussion and represented the work of TBAP, providing valuable contributions to the debate.

**4.7** This year I have shared, 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 2015
- Speaking YJB Convention Nov 15
- Speaking Education post YOI – Oct 15
- Speaking City and Guilds (YJB)
- Speaking Prisoner Education Trust symposium
- Speaking East of England AP Conference
- Speaking Suffolk Headteachers group
- Chair Capita AP Conference

**4.6** At the last meeting of the DfE AP Reference group it was agreed that the group should discontinue. A new ministerial advisory group is being established and I expect TBAP to be represented on this group.

## **5. Summary**

**5.1** TBAP is driven to deliver the best for our learners and it is a privilege to work with such a committed team and Board as we begin to deliver our 2020 vision.

## Appendix A

**Table 1 – TBAP Total Roll 07/03/16**

	F	M	Total
2	0	3	3
3	1	3	4
4	0	8	8
5	0	5	5
6	1	9	10
7	0	10	10
8	8	33	41
9	21	42	63
10	26	51	77
11	36	93	129
<b>Total</b>	<b>93</b>	<b>257</b>	<b>350</b>

**Table 2 - Home LA 07/03/16**

Year	CCC	Camden	HBC	Islington	LBHF	RBKC	Surrey	WCC	Total
2	0	0	1	0	1	0	0	1	3
3	0	0	0	0	3	1	0	0	4
4	0	0	3	0	3	1	0	1	8
5	0	0	0	0	4	0	0	1	5
6	0	0	4	0	2	2	0	2	10
7	0	0	4	0	3	0	0	3	10
8	0	0	9	0	19	3	0	10	41
9	7	0	4	1	29	9	1	12	63
10	9	0	10	0	23	20	0	15	77
11	20	1	13	0	44	23	0	28	129
<b>Total</b>	<b>36</b>	<b>1</b>	<b>48</b>	<b>1</b>	<b>131</b>	<b>59</b>	<b>1</b>	<b>73</b>	<b>350</b>

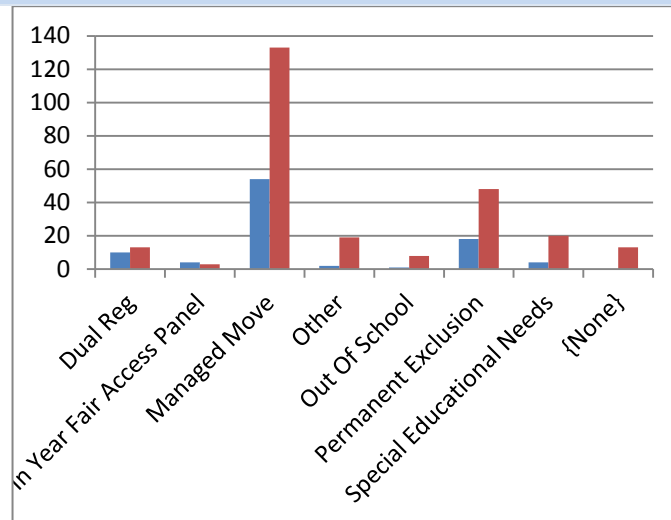
**Table 3 - Number at each TBAP Provision 07/03/16**

	CCC	Camden	HBC	Islington	LBHF	RBKC	Surrey	WCC	Total
BAPA	0	0	0	0	73	10	1	7	91
BCAPA	0	0	0	0	5	4	0	36	45
BCAPA Primary	0	0	0	0	0	1	0	3	4
CAPA	0	0	0	0	13	3	0	2	18
CBAPA	36	0	0	0	0	0	0	0	36
CSS Aspire	0	1	0	0	1	0	0	6	8
CSS Bespoke	0	0	0	0	0	1	0	0	1
CSS College North West London	0	0	0	0	0	0	0	1	1
CSS EHWL	0	0	0	0	1	0	0	0	1
CSS Epic	0	0	0	0	0	2	0	0	2
CSS PPP	0	0	0	0	1	0	0	1	2
CSS Pending	0	0	0	0	6	2	0	3	11
CSS Plan B	0	0	0	0	0	2	0	0	2

CSS Portobello Rd	0	0	0	0	2	3	0	2	7
CSS Residence	0	0	0	0	1	0	0	0	1
CSS TLG	0	0	0	0	1	1	0	0	2
CSS Walmer Road	0	0	0	0	3	2	0	3	8
CSS Westminster Kingsway	0	0	0	0	2	1	0	3	6
CSS Westside	0	0	0	0	6	1	0	1	8
LAPA	0	0	0	0	8	21	0	3	32
OAPA	0	0	48	1	0	0	0	2	51
SE	0	0	0	0	1	1	0	0	2
Burlington Danes Academy (DR)	0	0	0	0	2	1	0	0	3
Chelsea Academy (DR)	0	0	0	0	1	0	0	0	1
Hammersmith Academy (DR)	0	0	0	0	1	0	0	0	1
Quentin Kynaston (DR)	0	0	0	0	0	1	0	0	1
Fulham College Boys (DR)	0	0	0	0	3	1	0	0	4
Fulham Cross Girls (DR)	0	0	0	0	0	1	0	0	1
<b>Total</b>	<b>36</b>	<b>1</b>	<b>48</b>	<b>1</b>	<b>131</b>	<b>59</b>	<b>1</b>	<b>73</b>	<b>350</b>

**Table 4 - TBAP Reason for Admission 07/03/16**

	F	M	Total
Dual Reg	10	13	23
In Year Fair Access Panel	4	3	7
Managed Move	54	133	187
Other	2	19	21
Out Of School	1	8	9
Permanent Exclusion	18	48	66
Special Educational Needs	4	20	24
{None}	0	13	13
<b>Total</b>	<b>93</b>	<b>257</b>	<b>350</b>



**Table 5 - Reason for Admission 07/03/16**

	CCC	Camden	HBC	Islington	LBHF	RBKC	Surrey	WCC	Total
Dual Reg	23	0	0	0	0	0	0	0	23
In Year Fair Access Panel	0	0	0	0	5	1	0	1	7
Managed Move	7	1	18	0	80	39	0	42	187
Other	0	0	13	0	5	2	0	1	21
Out Of School	0	0	2	0	3	1	0	3	9
Permanent Exclusion	5	0	12	1	24	9	0	15	66
Special Educational Needs	0	0	2	0	7	6	1	8	24
{None}	1	0	1	0	7	1	0	3	13
<b>Total</b>	<b>36</b>	<b>1</b>	<b>48</b>	<b>1</b>	<b>131</b>	<b>59</b>	<b>1</b>	<b>73</b>	<b>350</b>

Table 6 Previous School	2	3	4	5	6	7	8	9	10	11	Total
Acton High School	0	0	0	0	0	0	0	0	1	1	2
Avondale	0	0	0	0	0	0	0	0	0	1	1
Battersea Park	0	0	0	0	0	0	0	0	0	1	1
Beachcroft	0	0	0	0	0	0	0	1	2	6	9
Burlington Danes	0	0	0	0	0	0	3	3	5	2	13
Camden Centre for Learning	0	0	0	0	0	0	0	1	0	0	1
Cardinal Vaughn	0	0	0	0	0	0	0	1	1	0	2
Chace Community Sch.	0	0	0	0	0	0	0	0	1	0	1
Chelsea Academy	0	0	0	0	0	0	1	3	7	10	21
Chilworth House	0	0	0	0	0	0	0	0	0	1	1
Chiswick School	0	0	0	0	0	0	1	0	1	0	2
Colville Primary School	0	0	0	0	0	0	0	0	0	1	1
Commissioning & School Support	0	0	1	0	0	2	1	2	2	8	16
Courtyard	0	0	0	0	0	0	0	1	0	0	1
Courtyard AP Academy	2	4	4	5	6	1	2	0	0	0	24
Cressy College	0	0	0	0	0	0	0	1	0	0	1
De Salis Studio College	0	0	0	0	0	0	0	0	0	1	1
EPIC	0	0	0	0	0	0	0	0	0	1	1
Education Foundation (Nigeria)	0	0	0	0	0	0	0	0	0	1	1
Fulham College Boys	0	0	0	0	0	0	1	5	2	6	14
Fulham Cross Girls School	0	0	0	0	0	0	1	2	4	1	8
Hammersmith Academy	0	0	0	0	0	0	2	7	3	6	18
Henry Compton	0	0	0	0	0	0	0	0	0	1	1
Holland Park School	0	0	0	0	0	0	0	1	1	2	4
Hurlingham and Chelsea	0	0	0	0	0	0	3	0	4	5	12
Kensington Aldridge Academy	0	0	0	0	0	0	3	0	0	0	3
King Solomon Academy	0	0	0	0	0	0	0	2	1	0	3
Latimer Education Centre	0	0	0	0	0	0	0	0	0	4	4
London Academy	0	0	0	0	0	0	0	0	0	1	1
London Nautical School	0	0	0	0	0	0	1	0	0	0	1
Manor Green College	0	0	0	0	0	0	0	0	0	1	1
Millside	0	0	0	0	0	0	0	1	0	0	1
Newman Catholic Collge	0	0	0	0	0	0	0	0	1	0	1
Octagon AP Academy	1	0	3	0	4	4	10	5	10	13	50
Out of UK	0	0	0	0	0	0	0	0	0	1	1
PIMLICO ACADEMY	0	0	0	0	0	1	0	2	1	1	5
Paddington Academy	0	0	0	0	0	1	0	1	2	1	5
Paddington Green	0	0	0	0	0	1	0	0	0	0	1
Phoenix High School	0	0	0	0	0	0	1	9	3	3	16
Presbyterian Secondary	0	0	0	0	0	0	0	0	0	1	1
Quinton Kynaston	0	0	0	0	0	0	1	1	5	3	10
Regent High School	0	0	0	0	0	0	0	1	0	0	1
Richmond Park Academy	0	0	0	0	0	0	1	0	0	0	1
Rokeby School	0	0	0	0	0	0	0	0	0	1	1



Saint Cecile's, Wandsworth	0	0	0	0	0	0	0	0	0	1	1
Secure Training Centre	0	0	0	0	0	0	0	0	0	1	1
Sion Manning	0	0	0	0	0	0	0	1	0	2	3
St Augustine's	0	0	0	0	0	0	1	0	0	0	1
St George's RC School	0	0	0	0	0	0	1	0	0	1	2
St John Bosco	0	0	0	0	0	0	0	0	0	1	1
St Mary's CoE	0	0	0	0	0	0	0	0	0	1	1
St Thomas More	0	0	0	0	0	0	0	1	2	0	3
TBAP Cambridge AP Academy	0	0	0	0	0	0	0	7	9	20	36
The Bridge Academy	0	0	0	0	0	0	0	0	2	9	11
The London Oratory	0	0	0	0	0	0	0	0	0	1	1
The Old Priory School	0	0	0	0	0	0	1	0	0	0	1
Tower Hamlets PRU	0	0	0	0	0	0	0	1	0	0	1
Twyford High School	0	0	0	0	0	0	0	0	1	0	1
Virtual School for LAC LBHF	0	0	0	0	0	0	0	0	0	1	1
West London Free School	0	0	0	0	0	0	1	0	3	0	4
Westminster Academy	0	0	0	0	0	0	3	2	3	6	14
Westminster City	0	0	0	0	0	0	1	0	0	0	1
{None}	0	0	0	0	0	0	1	1	0	0	2
<b>Total</b>	<b>3</b>	<b>4</b>	<b>8</b>	<b>5</b>	<b>10</b>	<b>10</b>	<b>41</b>	<b>63</b>	<b>77</b>	<b>129</b>	<b>350</b>

Table 7 Ethnicity	F	M	Total
Arab	4	6	10
Asian and any other ethnic group	0	1	1
Bangladeshi	1	2	3
Black - Congolese	0	1	1
Black - Somali	1	5	6
Black Caribbean	17	37	54
Black North American	0	2	2
Black and any other ethnic group	4	12	16
Egyptian	0	1	1
Gypsy/Roma	1	0	1
Indian	0	1	1
Information Not Yet Obtained	5	23	28
Iraqi	0	2	2
Kurdish	0	5	5
Lebanese	0	1	1
Moroccan	0	2	2
Other Asian	0	1	1
Other Black	0	5	5
Other Black African	4	10	14
Other Pakistani	0	1	1
Other White British	0	1	1
Other ethnic group	6	8	14

<b>Other mixed background</b>	7	23	<b>30</b>
<b>Portuguese</b>	0	3	<b>3</b>
<b>Traveller of Irish heritage</b>	0	3	<b>3</b>
<b>Turkish</b>	0	1	<b>1</b>
<b>Vietnamese</b>	0	1	<b>1</b>
<b>White + any other Asian Backgrnd</b>	1	1	<b>2</b>
<b>White - English</b>	27	55	<b>82</b>
<b>White - Irish</b>	1	5	<b>6</b>
<b>White Eastern European</b>	0	2	<b>2</b>
<b>White European</b>	1	4	<b>5</b>
<b>White Other</b>	2	9	<b>11</b>
<b>White Western European</b>	1	2	<b>3</b>
<b>White and Black African</b>	1	1	<b>2</b>
<b>White and Black Caribbean</b>	7	8	<b>15</b>
<b>White and any other ethnic group</b>	0	6	<b>6</b>
<b>{None}</b>	2	6	<b>8</b>
<b>Total</b>	<b>93</b>	<b>257</b>	<b>350</b>