

NEW BUILD UPDATE

Firstly, I hope you all had a great summer.

The wonderful news about the funding for the new build was an enormous relief. We had everyone in our corner but it was down to the select few to decide and I am delighted that we won through.

Since the decision I have had meetings with the planning team and there is a possibility that the timeline will change as we have lost a few weeks work waiting for the decision. We had hoped for a handover of the new building in December 2011, this may be delayed to January 2012. If so, we would move in during February Half Term 2012. More will become clear soon.

STAFFING

Leaving Us

A piece of news with mixed emotions is that we were able to secure early retirement for **Phil Dagger** on the grounds of ill health. We are pleased that this was processed and awarded with great efficiency and of course we are sorry to see Phil go. He assures me that he will keep in touch and we have lined him up for some work also. We will hold a celebration of Phil's work and his retirement on Thursday 16th September in the drama studio on KS3. All are welcome.

Additional Capacity to the Leadership Team

I am delighted to introduce to you a colleague who will join us for the next year. **Peter Knight** is an experienced Deputy Headteacher with experience of Acting Head. He is in the final year of the Future Leaders which is the accelerated programme to Headship. He will take on a school in 2011 and to receive final preparation I have invited him to work here as Associate Principal.

We also welcome **Anjna Kotecha-Karia** from the Future Leaders Programme, who will be joining us as a Deputy Principal with responsibility for developing Middle Management and securing delivery and progress. Anjna has significant success in raising attainment and working with the Leading from the Middle programme.

Reorganisation of the IT Department

Our new substantive appointment this year is **Clare Stubbert** who will join the IT department. We welcome her into a reorganising department where she will receive support and be a strength. **Linda Smith** has decided she wishes to continue as a teacher of IT, but not in the role of Curriculum Leader. **Rebecca Williams** has agreed to take this role on a temporary basis, we thank her.

Role Development

In keeping with our development of roles of second in departments, I have invited **Emma Clayson** to take on a temporary role of second to **Nisha Chand** who will extend her role to cover Music, Art and Drama. The joint expertise of the pair and the high quality of staff in those departments, will enable the emergence of a strong team.

I remind staff that **David Spratt** has undertaken the role of second in both Science and Maths and that **Nicky McCarthy** has done so in English.

CURRICULUM

GCSE Exam Results

Our results this year are as follows:

	No.	%
5 A*-C	79	40 %
5 A*-C incl. E+M	59	30 %
5 A*-G	172	86 %
5 A*-G incl. E+M	168	84 %
At least 1 qualification	189	95 %
Average Point Score per students	264.9	

This means that we have not achieved our target. We will need to conduct a more in-depth analysis than usual, as we must identify what went wrong in order to ensure that it is not repeated. This also means that in advance of an Ofsted visit, we must ensure we have strong evidence of progress within lessons and across time for the other year groups. This unfortunately presents us with a larger task, but one that is essential if we are able to show capacity for sustained progress.

TRAINING / DEVELOPMENT

Before the summer we had some meetings about extending the coaching model of Teaching and Learning into Middle Management and Leadership.

Richard Marsh and **Ruth Beardshaw** will take on supporting roles as part of our drive to share good practice and our commitment to staff development.

OTHER CHANGES

I am pleased to say we were able to accommodate the requests from Hazel McKnight and Sandra Harris to work a 4 day week to assist their personal needs on a one year basis.

A reminder that Claire Sellen took up the role of literacy coordinator during the summer term. She will therefore be in contact with all departments to support our literacy needs.

A final significant change is in the management of Year groups. Year Leaders will continue as usual, leading the tutor teams. The change is in ALT links. **Fritz Penn-Barwell** will oversee KS3 and **Darren Warwick** will oversee KS4, giving support and guidance where needed and referring situations or students to Deputies when appropriate. In this way the Deputies, and **Peter Knight**, can work more closely with me on the strategic requirements of accelerating our progress.

Threesixty

We welcome two 'Threesixty' volunteers into the Academy for two days a week this year. **Tom Dawkins** and **Jemimah Woodbridge** are currently undertaking the Oasis Gap Year Programme. 'Threesixty' is a volunteer programme involving a 1 one year commitment to developing the Oasis Hub whilst gaining personal life experience. Tom and Jemimah will support activities during the school day and within the extended services programme at Lord's Hill and Mayfield. They will also work collaboratively with the city's youth agencies to develop out-links and networks with the council's youth service. If you see them, please welcome them. If you have any areas where you could use their support, please let Clare Wilson or Karen Dawkins know.

