

The Billericay School

Proposal to establish the Billericay Community Trust

Full Proposal

1. Introduction and core information

(a) School Details

The Billericay School, School Rd, Billericay, CM12 9LH, is a Foundation School

(b) Dates

The proposed implementation date is the 1st September 2009 (“implementation date”);

(c) Objections and comments

Any comments or objections concerning this proposal should write to Trust School Proposals, c/o The Clerk to the Governing Body, at the above address, by 26th June 2009.

(d) Consultation

All relevant stakeholders potentially affected by the change in status were consulted via letters and meetings. The consultation period was from 23rd March 2009 to 15th May 2009. All applicable statutory requirements in relation to the proposals to consult were applied with.

Parents/Carers of Pupils at The Billericay School

Parents and carers of pupils attending The Billericay School were sent a letter and invited to a public meeting on 7th May. Representation was offered via letter or email to the Governing Body or comment at the public meeting.

Staff at The Billericay School

All teaching and support staff were sent a letter and invited to attend a staff meeting on 23rd April. Representation was offered via letter or email to the Headteacher or Governing Body or comment at the staff meeting.

Students/Pupils at The Billericay School

Students/Pupils were consulted via “student voice” and oral representation was invited from students/pupils.

Students/Pupils at, Buttsbury Infants School, The Buttsbury Junior School, Mayflower High School, Quilters Infants School, Quilters Junior School, South Green Infants School, South Green Junior School, Sunnymede Infants School, Sunnymede Junior School

Students and pupils at the other schools that are consulting on the formation of the Billericay Community Trust were also sent letters and invited to a meeting at the school.

Neighbouring Primary, Secondary and Special Schools

All neighbouring primary, secondary and special schools have been consulted, via a letter, and through them the governors, staff and parents of pupils at these schools. Representations were invited to be sent via email or letter to the school. No responses were received. A full list of schools consulted is attached at Appendix 1.

Early Years Providers

All neighbouring early years providers were consulted, via a letter, and through them the staff and parents of the pupils attending these settings. Representations were invited to be sent via email or letter to the school. No responses were received. A full list of early years providers consulted is attached at Appendix 2.

Colleges and other Post 16 providers

All neighbouring Colleges and other Post 16 providers have been consulted, via a letter, and through them the governors, staff and parents of the pupils attending these organisations. Representations were invited to be sent via email or letter to the school. A

response from SEEVIC was received. A full list of College and other post 16 providers consulted is attached at Appendix 3.

Independent Schools

All neighbouring Independent Schools were consulted, via a letter, and through them the governors, staff and parents of the pupils attending the neighbouring independent schools. Representations were invited to be sent via email or letter to the school. No responses were received. A full list of the independent schools consulted is attached at Appendix 3 along with the list of College and other post 16 providers.

Other Consultees

Letters were also written to the following seeking their views on the proposal and inviting representation by email or letter:

- Essex County Council
- Trade unions – Essex branch representatives for:
 - UNISON
 - Amicus
 - GMB
 - National Union of Teachers (NUT)
 - Association of Teachers and Lecturers (ATL)
 - National Association of Head Teachers (NAHT)
 - National Association of School Masters/Union of Women Teachers (NASUWT)
 - Voice
 - Association of School and College Leaders
- The Diocesan Board of Education for the Church of England, Chelmsford
- The Roman Catholic Bishop of Brentwood
- Member of Parliament, John Baron
- Basildon District Council
- Billericay Town
- Great Burstead and South Green Parish Council
- Little Burstead Parish Council
- Noak Bridge Parish Council
- Ramsden Bellhouse Parish Council
- Ramsden Crays Parish Council
- Stock Parish Council
- South Hanningford Parish Council
- All Essex County Council Councillors for Billericay
- All District Council Councillors for Billericay
- Learning & Skills Council (LSC))
- The Essex Early Years Development and Childcare Partnership

Minutes of the Consultation Meetings

Minutes/notes of the consultation meetings are held at the school office and are available on request.

Consultation Documents

Copies of the consultation documents were made available on the school website and from the school office.

Views on the consultation received.

Letters were received from:

- a) John Baron MP, Essex County Council, and SEEVIC supporting the proposals. The letter from John Baron sought assurance that any conflict of interests will be addressed and this has been confirmed through the production of a conflict of interest policy.
- b) The Essex Branch of the NUT. This stated that the NUT has well established and recently restated policy of opposition to Academy and Trust status. The letter went on to

say that the NUT in respect of Trusts are opposed to their creation since, as is the case with some schools proposed to be included, it changes their status from Community to Foundation with consequential change of employer. The NUT recognises the positive intentions behind the creation of the Billericay Community Trust, as currently stated, but the NUT would argue that close working arrangement can be achieved with collective goodwill without formal structures being put in place that in effect become permanent. The NUT was also concerned that Trusts when created have further powers, if they chose, including to work outside School Teachers Pay and Conditions Document. This the NUT sees as an unnecessary and potentially damaging and divisive power.

c) An email was received from the Stock Parish Council which stated that the Parish Council assume that all parents are being consulted on this matter. The Parish Council are concerned that standards of education do not suffer, in fact they would like to see them improved.

d) An email was received from Cllr JJ Devlin from Billericay Town Council writing in a personal capacity which stated that he wholeheartedly disapproved of the scheme to set up the Community Trust. He was against the removal of power over schools from elected representatives of the people. The public pay for schools and their elected representatives must retain power over them and argued that the public shouldn't fund something over which they have no ultimate control. He was also concerned that the scheme will lose the efficiency of scale that the County Council has and that the Trust will be dominated by the larger schools. He was also concerned that there may be some hidden motives pushing this scheme, in that there may be ideas that some land could be sold off. He would oppose any applications for planning permission with utmost vigour and wished to register his strong opposition to the proposal.

e) Staff and Parent Comments raised at the staff and parent consultation meetings:

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i) "As commercial organisations Edexcel and Dell in particular are likely to have an eye to potential financial benefits arising from involvement in the Trust - the second clause above (*in the staff consultation letter*) clearly does not preclude the first. It would be useful to have a transparent understanding of the relationship between the Trust and these two organisations so that we could be assured that the educational integrity of the Trust's work would not be compromised.

ii) "Has any thought been given to including a teacher representative on the Trust board?"

iii) "Although it is stated that terms and conditions of employees will not change as a result of Trust status, is it not the case that the Trust will have this power?"

iv) Concern that the Billericay Community Trust could be perceived as being too exclusive ie the only community involved being Billericay, it might have some negative impact on the perception of those children who attend Billericay's schools but who live outside the area of Billericay. The parent's concern was that all children should interact with the wider and extended community and not be insular.

Copies of all written responses to consultation may be obtained from the school office.

2. Summary of the Rationale for the Proposal to acquire a foundation established otherwise than under SSFA 1998

(a) the name of the foundation;

It is proposed that the Trust to be established will be named "Billericay Community Trust."

(b) the rationale for acquiring the foundation and the ethos that it will bring to the school;

The world of education and training is changing rapidly and will continue to change. Indeed the only constant is that it is likely to change! Governors wish to ensure that the children and young people in our community have the best possible start in life. Furthermore Governors must ensure that they are properly equipped with the skills, knowledge and understanding to ensure they are able to effectively compete in tomorrow's employment markets and achieve their full potential as happy, responsible citizens.

Governors believe that the new Trust arrangements will provide them with a unique opportunity to be supported by a Charitable Trust specifically set up to help the drive for improved standards both in school and in the wider educational community. All partners in the Trust will work together to further improve standards of attainment and services for children and young people, their families and the wider school community.

The Steering Group have identified four aspects for the vision for the Trust in Billericay and how these aspects can be translated into reality. It must always be emphasised that at all times the desire is to enhance educational attainment for all pupils in Billericay schools. Failure to achieve this will mean failure for the Trust.

A. Excellence in Learning from 0 – 80+

B. Enhanced collaboration between all learning providers

There is a strong desire within the schools in Billericay to perpetuate and enhance the achievements of the Billericay Education Consortium (BEC). With a Trust model Governors believe that this can be enhanced so that, although standards have risen over time, to prevent the plateau effect the Billericay Community Trust can enable a step change in learning and achievement. As a Trust School we believe that new opportunities for learners can be secured for the future.

C. Maximising the efficient use of resources

As a Trust, Governors desire to achieve cost effective, sustainable and efficient joined-up services across the Trust Schools and to seek further funding streams. Governors aim to promote environmentally friendly methods of working which will support our businesses and schools for the future.

D. Promotion of Community Cohesion

The Trust has the desire to promote schools as a resource available to the whole community and to encourage students to engage positively with their local community and with the wider world community.

(c) the details of membership of the foundation, including the names of the members;

The Billericay School, School Road, Billericay, Essex, CM12 9LH

Buttsbury Infants, Perry Street, Billericay, Essex, CM12 0NX

The Buttsbury Juniors, Norsey View Drive, Billericay, Essex, CM12 0QR

Mayflower High, Stock Road, Billericay, Essex, CM12 0RT

Quilters Infants School, Laindon Road, Billericay, Essex, CM12 9LD

Quilters Junior School, Laindon Road, Billericay, Essex, CM12 9LD

South Green Infants School, Ganel's Road, Billericay, Essex, CM11 2TG

South Green Junior School, Hickstars Lane, Billericay, Essex, CM12 9RJ

Sunnymede Infants School, Mons Avenue, Billericay, Essex, CM11 2HQ

Sunnymede Junior School, The Meadoway, Billericay, Essex, CM11 2HL

Dell UK, Dell House, The Boulevard, Cain Road, Bracknell, Berkshire, RG12 1LF

(d) the entitlement to appoint charity trustees and the number of trustees to be appointed;

Each member will be entitled to appoint a person to represent them in the joint role of Trustee/Director to the board of Billericay Community Trust.

(e) the proposed constitution of the school's governing body;

The membership of the Governing Body for The Billericay School will consist of 7 parents, 1 LA, 6 community, 4 staff (including Head Teacher) and two Trust governors.

(f) details of the foundation's charitable objects;

The Object of the Trust will be the advancement of education for the benefit of the public, in particular but without limitation:

- to advance the education of the pupils at any School which is a member of the Trust, or at any other school in respect of which the Trust acts or has acted as a foundation, it being acknowledged that in carrying out the Object the Trust must (where applicable) have regard to its obligation to promote community cohesion under the Education Acts; and
- to advance the education of the pupils at any school (whether or not it is a member of the Trust) with whom any school in respect of which the Trust acts as a foundation works in partnership or collaboration whether formally or not.

and to provide facilities for recreational and other leisure time occupation for the community at large in the interests of social welfare and with the object of improving the conditions of life of the said community.

- (g) whether the foundation already acts as a foundation for any foundation or voluntary schools;
 Billericay Community Trust does not currently act as the foundation for any existing foundation or voluntary schools
- (h) a statement that the requirements set out in the Foundation Regulations will be met;
 The requirements set out in the School Organisation (Requirements As To Foundations) (England) Regulations 2007 will be met.
- (i) a statement and supporting evidence as to how the foundation will contribute to the advancement of education at the school and in particular how it will help to raise standards;
 Ofsted Grading, March 2008: "A good school with outstanding features"

The school's examination results in 2008 were as follows:

A Level Results

Passes at Grade A	14.3%
Passes at Grade A - B	38.2%
Passes at Grade A – C	93%
Passes at Grade A - E	97.9%
Average Point Score per student	308

GCSE Results

Students achieving 5+ A* - C Inc English & Maths	60%
Students achieving 5+ A* - C	71.2%
Students achieving 5+ A* - G	97.4%
Passes at A* - B	41%
Passes at A* - C	73%
Passes at A* - G	99.2%

KS3 Results

English	L5+%	80%
	L6+%	31%
Maths	L5+%	83%
	L6+%	64%
Science	L5+%	
	L6+%	
<i>(results not validated due to unresolved national marking issues)</i>		

Impact on results if Trust status is acquired: Trust status will maintain current standards and, through collaborative working and pursuit of Trust aims, we hope to raise standards at all levels.

Impact on results if Trust status is not acquired: educational standards would be maintained, but we would lose the opportunity to raise standards even further without the additional opportunities that Trust status will bring.

(j) a statement of how the foundation will contribute to the promotion of community cohesion:

The school believes that through the creation of the Trust, it will be able to promote community cohesion through:

- Greater opportunity to engage with community activities eg working with local church groups, charities environmental projects and youth groups;
- Liaison with local police to minimise anti-social behaviour and increase social responsibility;
- Encouraging greater citizenship activity such as working with disadvantaged groups and engaging with local politics and policies;
- Liaison with members of the local business community through, for instance, business mentors, work experience and enhanced routes to employment;
- Further coordinate, develop and fund Extended Schools Activities;
- Better co-ordination of services: for example, school nurse, educational psychologist, counsellors and therapists.

Primary, Secondary and Special Schools consulted.

Secondary

1. Anglo European
2. Brentwood County High
3. The Bromfords School
4. De La School and Language College
5. The James Hornsby High School
6. St Martins School
7. Shenfield High School
8. Woodlands School

Primary

1. Brightside Primary
2. Cherry Tree Primary
3. Crays Hill Primary
4. Downham Church of England Voluntary Controlled Primary School
5. Fairhouse Community Infant School
6. Fairhouse Community Junior School
7. Felmore Primary
8. Ghyllgrove Community Infant School
9. Ghyllgrove Community Junior School
10. Grange Primary School
11. Great Berry Primary School
12. Greenstead Infant School and Nursery
13. Greensted Junior School
14. Hogarth Primary School
15. Hutton All Saints Church of England Primary School
16. Ingatestone and Fryerning Church of England Voluntary Aided Junior School
17. Ingatestone Infant School
18. Ingrave Johnstone Church of England Voluntary Aided Primary School
19. Janet Duke Infant School
20. Janet Duke Junior School
21. Kingswood Infant School
22. The Kingswood Junior School
23. Laindon Park Primary School
24. Lee Chapel Primary School
25. Lincewood Primary School
26. Long Ridings Primary School
27. Margaretting Church of England Voluntary Controlled Primary School
28. Merrylands Primary School
29. Millhouse Infant school and Nursery
30. Millhouse Junior School
31. Mountnessing of England Voluntary Aided Primary School
32. Noak Bridge Primary School
33. North Crescent Primary School
34. Oakfield Primary School
35. The Phoenix Primary School
36. Runwell Community Primary School
37. St Anne Line Catholic Infant School
38. St Anne Line Catholic Junior School
39. St Helens Catholic Infant School
40. St Joseph the Worker Catholic Primary School
41. St Marys Church of England Voluntary Aided Primary School, Shenfield
42. St Peters Catholic Primary School

43. St Peters Church of England Voluntary Aided Primary School, West Hanningfield
44. Stock Church of England Primary School#
45. Whitmore Infant School and Nursery
46. Whitmore Junior School
47. Wickford Church of England Voluntary Controlled Infant School
48. The Wickford Infant School
49. Wickford Junior School
50. Willowbrook Primary School
51. The Willows Primary School

Special

1. Castledon School
2. The Endeavour School
3. The Pioneer School
4. Ramsden Hall School

Early Years Settings consulted

1. Abacus Day Nursery
2. Billericay Catholic Pre-School
3. Billericay Methodist Preschool
4. Buttsbury Pre-School
5. Carousel Day Nursery
6. Goldcrest Day Nursery
7. Gooseberry Green Pre-school
8. Grenfell Preschool
9. Hamford Pre-School Playgroup
10. Harlequin Montessori Nursery
11. Harlequin Village Montessori Nursery
12. Jack and Jill Pre-School At Wash Road
13. Jump Ahead Pre School
14. Little Achievers Montessori Preschool
15. The Little Genius Pre-School
16. Mayflower Pre School
17. Noahs Ark Pre-School
18. Noak Bridge Pre-School
19. Oakdin Montessori Kindergarten
20. Ramsden Pre School
21. Roman Road Preschool
22. St Johns Pre-School
23. Step By Step Preschool
24. Stock Preschool
25. Sunnymede Preschool
26. Willowfield Pre-School
27. Woodlands Schools Ltd

Independent Schools and Colleges consulted

Independent Schools

1. Herington House School
2. St Johns School
3. Woodlands School at Hutton Manor

Colleges

1. Chelmsford College
2. Havering College of Further and Higher Education
3. Havering Sixth Form College
4. Seevic College
5. Palmer's College
6. Thurrock and Basildon College