

**To parents, staff and governors of John  
Kitto and Tamarside Community  
Colleges and all other interested parties.**

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JEG/jep

## **The Future Pattern of Secondary Education – Academies**

### **Transformational Change of Educational Provision at John Kitto and Tamarside Community Colleges**

On 1 September 2010 Plymouth City Council proposes to replace John Kitto Community College with a Church of England sponsored Academy and Tamarside Community College with a University of Plymouth sponsored Academy on the existing sites of the two Community Colleges. Plymouth City Council will be co-sponsors to both proposed Academies. In order for this transformational change to take place Plymouth City Council is consulting with all interested parties on a proposal for both John Kitto and Tamarside to close on 31 August 2010, subject to the Secretary of State making an agreement for two Academies to be opened on 1 September 2010. The consultation closes on **24 July 2009** and anyone with an interest may complete and submit the attached response form.

#### **Background**

The Council plans to transform secondary education in Plymouth and is reviewing all its secondary school provision. The main reasons for change are:

- the emerging **14-19 curriculum** with its greater emphasis on vocational learning and skills, diploma qualifications alongside GCSEs and A-levels, and close collaboration between schools, colleges and training institutions;
- the Government's **Building Schools for the Future** programme to rebuild, refurbish or refresh all secondary schools to make them fit for purpose in the 21<sup>st</sup> century;
- the **National Challenge programme** which requires Local Authorities to consider transformational change programmes as a means of securing rapid academic progress in GCSE results;
- the Government expects the Council, in its **new role as the commissioner of schools rather than the provider**, to create even more diversity in the pattern of secondary school provision in the City by encouraging the introduction of academies, foundation schools, federations and other transformational arrangements.

### **Building Schools for the Future in Plymouth**

The process of change has already begun. Design work on the new Estover campus is well under way, bringing together a community college, a primary school, a nursery school and children's centre, a hospital school and a special school in brand new, purpose-built premises. A number of other projects are being planned including a new state-of-the-art Community College to serve the City's south west waterfront communities, large areas of which are being regenerated.

### **The Future for John Kitto and Tamarside Community Colleges**

The Department for Children, Schools and Families (DCSF) has advised that both John Kitto and Tamarside Community Colleges are achieving at or below 30% in both English and Maths at Key Stage 4, placing them in the category of National Challenge Schools. As National Challenge schools both Tamarside and John Kitto face significant challenges both in terms of buildings that can provide 21<sup>st</sup> Century education and in terms of delivering high levels of attainment, whilst serving areas with high levels of social economic disadvantage. In order to address both factors Local Authority officers have been in discussion with school governors and potential sponsors about the viability of securing transformational change at both schools through the National Academies programme.

### **The National Academies programme**

An Academy is an all-ability, state-funded school established and managed by sponsors from a wide range of backgrounds, including high performing schools and colleges, universities, and the voluntary sector. All of them bring a record of success in other enterprises that they are able to apply to their Academy in partnership with experienced school leaders. The involvement of business and other non-Government partners enables academies to develop and implement new approaches to governance, teaching and learning in order to raise standards. An Academy is designed to transform cultures of low aspiration where these exist and enhance young people's learning, employability and life chances.

Academies are bound by the same School Admissions Code, SEN Code of Practice and exclusions guidance as are all other state-funded schools. All new academies are also required to follow the National Curriculum programme of study in English, maths, science and ICT. All academies like the large majority of secondary schools have specialist school status, and have a specialism in one or more subjects.

The Secretary of State makes the final decision on the opening of an Academy, following detailed feasibility work, and the proposal to close John Kitto and Tamarside Community Colleges is conditional upon receiving this agreement.

Specific meetings with Staff, Parents and Governors to meet with the sponsors and understand more about the proposed academies will be held at the schools on the following dates:

- John Kitto Community College – 8 July 2009 - 3.30pm – 7.00pm
- Tamarside Community College – 2 July 2009 - 3.30pm – 7.00pm

### **The Future for John Kitto and Tamarside Students**

The Council's foremost concern and first priority will be to ensure as far as possible that the education of the schools' students is not disrupted. It is proposed that the schools would close on 31 August 2010 and the new academies open on 1 September 2010. All pupils then on roll at each school would be guaranteed a place in the new Academy on their school site.

It is expected that the majority of the pupils will automatically transfer to the new academies. However, parents are entitled to apply for places at other schools. If there is a vacancy in the

relevant year-group (and, in the case of a grammar school, the child qualifies for a place) the application would be successful.

### **The Future for John Kitto and Tamarside Staff**

School reorganisation can be both stimulating and challenging for school staff and the Council acknowledges that any school reorganisation process can have an unsettling effect, especially on staff. It is therefore vital that staff are fully aware of the processes and timelines to help them plan their future work and minimise disruption and, in this, good communication is essential.

Agreement to set up academies on the two school sites would require that both schools be *discontinued* (closed) on a given date (31 August 2010) and an Academy be *established* (opened) the following day (1 September 2010). This would mean that all current staff contracts would terminate on the day the two schools closed and new staffing arrangements would normally come into effect on the day the academies opened. New staffing structures would be set up and eligible staff would be transferred under Transfer of Undertakings (Protection of Employment) Regulations (TUPE) arrangements to the new academies, this will obviously depend on the timeframe, as the new staffing structure may be finalised after staff have been transferred to the new Academy. The Council may assist staff who are unsuccessful in securing an appointment in an Academy to find suitable alternative posts and, where possible, may arrange appropriate training for staff that seek to move their careers in a different direction.

### **Timetable for Change**

This consultation closes on Friday 24 July 2009. The City Council will then consider all the responses received and decide whether to move to the next stage – to issue a public notice in September proposing the closure of John Kitto and Tamarside Community Colleges. If the Council publishes the Notice, this will allow a further six weeks for anyone to submit a formal objection to the proposal. After the Notice expires, the Council would consider all the responses received and in December decide finally whether to implement the closure of John Kitto and Tamarside Community Colleges in August 2010. All these decisions would be conditional on the Secretary of State making an agreement for two academies to be opened on the sites of the two community colleges concerned. If such agreement were not reached the decision would not be implemented.

### **Further Information**

More detailed information about the proposal (see below) is available:

- on the City Council's website at: [www.plymouth.gov.uk/academies](http://www.plymouth.gov.uk/academies)
- from the Services for Children and Young People Department, Plymouth City Council, Plymouth PL1 2AA, Tel: Plymouth 307505, email: [schoolorganisation@plymouth.gov.uk](mailto:schoolorganisation@plymouth.gov.uk)
- from John Kitto Community College, Honicknowle Lane, Pennycross, Plymouth PL5 3NE, Tel: Plymouth 705131, email: [enquiries@jkcc.org.uk](mailto:enquiries@jkcc.org.uk)
- from Tamarside Community College, Trevithick Road, Higher St Budeaux, Plymouth PL5 2AF, Tel: Plymouth 213939, email: [tamarside@tamarside.co.uk](mailto:tamarside@tamarside.co.uk)

**Council officers/Senior Staff from the relevant Colleges will be holding drop-in sessions at the schools from 10.30am to 6.00pm on the following dates** when anyone with an interest can come along to ask questions about the proposals:

- John Kitto Community College – Wednesday 15 July 2009
- Tamarside Community College – Tuesday 7 July 2009

### **How to Respond**

You are invited to submit your comments on the John Kitto and Tamarside Community College proposals. The latest deadline for responses to be received by the Council is **Friday 24 July 2009** and a response form is attached.

Alternatively, an on-line response form is available on the Council's website and paper forms are available on request from the Council or from John Kitto or Tamarside Community Colleges (see contact details above).

Paper forms should be returned to the School Organisation Team, Services for Children and Young People Department (ref JEG), Plymouth City Council, Plymouth PL1 2AA. Alternatively, put it in an envelope and return it free of charge via the special post box available in the reception area at either John Kitto or Tamarside Community College.

Yours sincerely

A handwritten signature in black ink, appearing to read 'JEGorton', with a long horizontal flourish extending to the right.

**Jayne Gorton**

(Acting) Senior Education Officer School Organisation & Pupil Access

## The Future Pattern of Secondary Education – Academies Questionnaire

Please complete and return this response form to the School Organisation Team, Services for Children and Young People (ref. JEG), Plymouth City Council, Plymouth PL1 2AA by **24 July 2009**. To avoid postal costs, put your form in an envelope and post it in the special collection box at either John Kitto or Tamarside Community College. Alternatively, complete and submit the on-line form at: [www.plymouth.gov.uk/academies](http://www.plymouth.gov.uk/academies).

The information that is requested on this form will be used to help Plymouth City Council decide what further action to take, if any, with regard to closing John Kitto and Tamarside Community Colleges. We may also let you know about other Council services or seek your views about Council activities.

Name: .....

Address: .....

.....

Telephone number: .....

Email address: .....

Please tick (✓) the relevant boxes below to indicate the categories that best describe you:

- School Governor (please name the school(s)):  
.....
- School Teacher (please name the school(s)):  
.....
- School Support Staff Member (please name the school(s)):  
.....
- Parent or Carer of school pupil (please name the school(s)):  
.....
- School Pupil (please name the school):  
.....
- Organisation (please name the organisation you represent):  
.....
- Other category (please specify):  
.....

(see over)

Having considered the proposal to close John Kitto and Tamarside Community Colleges in August 2010, conditional on the Secretary of State's agreement for two academies to be opened on the existing college sites, set out in the attached letter, please tick (✓) **one box only** below to indicate whether, **on balance**, you support the proposal.

- I support the proposal**
- I am undecided about the proposal**
- I do not support the proposal**

What are your reasons? Do you have any other comments to make? (please use the space below)

**Privacy Notice:**

The personal information that you provide will be held securely and will only be shared for planning the provision of services, providing a service to you, informing you about Council services, seeking your views and to enable auditing of Council activities. Anonymous statistical information may also be passed to other organisations to assist in the planning and monitoring of services. In addition Plymouth City Council must cooperate with the prevention and detection of crime which may result in information about you being passed to others. The Data Controller for Plymouth City Council is the Corporate Information Manager based at the Civic Centre. Tel: 01752 304522 who can be contacted about the use of your personal information. Email:

[information.governance@plymouth.gov.uk](mailto:information.governance@plymouth.gov.uk)