

# APPENDIX 1

## Proposal to Add a 6th Form The St Thomas Apostle Roman Catholic College

### 1. Proposed Change – Addition of a Co-Educational 6th Form

- The St Thomas Apostle College (STAC) is a voluntary aided Roman Catholic 11-16 Boys School located in Peckham in the London Borough of Southwark. The nature of the change proposed is to add a 6<sup>th</sup> form for boys and girls aged 16-18. The planned date for opening is 1<sup>st</sup> September 2015. When fully operational the new 6<sup>th</sup> Form provision will have 200 students. This will increase the maximum number of students attending the college to 750.

### 2. Background to the Proposal

- The Executive Headteacher and Governing Body believe the timing is right to extend provision by adding a 6<sup>th</sup> Form, as it would bring substantial educational benefits. This is greatly welcomed by parents – who wish to see a continuity of Catholic school education for their children. Students likewise want the reassurance of attending a 6<sup>th</sup> Form they trust and the opportunity to be taught by teachers who know them well and have a genuine, long term interest in their success. The 6<sup>th</sup> Form will boost the recruitment and retention of teachers who will be attracted by the opportunity to teach their subjects in more depth.
- Pupils attending the school currently come from a large geographic area and a high proportion are eligible for free school meals. A very high percentage of pupils are from minority ethnic groups. The percentage of pupils on the SEND register is also much higher than the national average.
- The standard number in Years 7-11 is 120. Whilst the current role is below the standard number, with standards rapidly rising, the school is confident that there will be a sharp rise in recruitment at Year 6. This process is helped by the school having been rebuilt under the auspices of the Southwark BSF contract. It now has a high standard of accommodation and facilities.
- In the last year Southwark LA has also provided the school with additional funding to create provision in Year 11 who are new to the borough and who do not have a school place. It is anticipated that some of these pupils will join the 6<sup>th</sup> Form in future years.
- Most importantly, since January 2012 STAC has undergone substantial change in terms of its leadership. In March 2012 the College entered a 'soft federation' with Sacred Heart School, Camberwell. This arrangement was agreed with the Diocese and the local authority. The Sacred Heart Headteacher formally became Executive Headteacher of STAC, and a new Head of School and was appointed in September 2012. The potential to share best practice in 6<sup>th</sup> Form education between the two schools and offer a wide range of courses is significant.
- Although in May 2013 the school was judged as 'requires improvement' inspectors fully recognised the rapid rate of improvement that had been made in all aspects of the school since the change of leadership. The school's most recent summer exam results, summer 2014, indicate the steep trajectory of improvement with 76% of students achieving 5 A\*-C passes including English

and Maths. Results in 2013 increased by 31% from 42% the previous year. This placed the school well above national averages against a range of key measures. A summary can be seen in Appendix 1, the School's data dashboard. The school is due to be inspected by Ofsted within the next 12 months. Based on its current trajectory of improvement it fully anticipates to be judged outstanding. This is also supported by reviews undertaken by external advisers.

- A recent survey of current year 11 students reported that 80.4% wish to continue studying at school based 6<sup>th</sup> Form rather than a post 16 college.

### **3. Distinctiveness and Aims of the STAC 6th Form**

- The 6th Form will offer continuity, support and guidance for post-16 students within the distinctive environment of a successful and popular Catholic school. A strong characteristic of the school is the commitment to pastoral care which underpins high academic achievement.
- The aims of STAC 6<sup>th</sup> Form are to:
  - Provide outstanding teaching that equips students with the qualifications, skills and attributes for a successful future
  - Provide a broad curriculum designed to meet the needs of learners of different backgrounds and abilities, with clear pathways into higher education, employment and training
  - Develop creative, independent and responsible learners who can make a positive contribution to their wider community
  - Provide a supportive Catholic ethos facilitating the academic, social and spiritual growth of students
  - Provide a strong emphasis on pastoral care in line with the Catholic tradition
  - Build a school community which is cohesive and is a synthesis of faith and culture.
  - Recognise the importance of student voice and develop leadership
  - Provide financial and life skills

### **4. The Educational Benefits of the 6th Form**

#### **4a. Demand, Participation and Learner Choice**

- Currently, approximately 87% of STAC students go out of borough for post-16 education or training.
- The demand for post 16 places is largely due to students wanting to stay on at STAC rather than to go to other providers. The school is also intending to open its door to external applicants including girls although it does not envisage large numbers in the early years.
- This proposal allows learners the choice of pursuing their studies beyond GCSE at the same institution; without a 6<sup>th</sup> Form at STAC, students will continue to have a relatively limited choice if they wished to attend a local post-16 Catholic education provider.
- Destinations data for the last 2 years indicates that a high proportion travel out of borough in order to receive a Catholic centred post 16 offer. 87% of leavers in 2013 moved out of borough with 41% of these attending out of borough Catholic

post 16 institutions. Of the 13% that stayed in Southwark, 58% joined Sacred Heart. This indicates both a short-fall in provision within Southwark and a desire for further Catholic provision.

- Evidence from surveys undertaken with students currently in Year 9 and 10 indicate a strong preference to progress into a STAC 6<sup>th</sup> form if appropriate courses were offered. The principal reason cited is the confidence they have in the school, the teachers and the ethos they have become accustomed to at STAC.
- Feedback from parents indicates very strong support for their child attending a STAC 6<sup>th</sup> Form. They cite a number of reasons, including the Catholic ethos, high expectations in terms of behaviour, strong pastoral care, shorter travelling distances and the quality of teaching.
- STAC is committed to **the** continuation of support to students with special educational needs so they can succeed within the 6<sup>th</sup> Form. The new buildings provide significant improvements in access to all facilities.
- In the first 2 years, it is anticipated that the retention rate from Year 11 into Year 12 would be approximately 40-50%. As the 6<sup>th</sup> Form becomes embedded and the curriculum provision extended a retention rate of 70-75% is projected.

#### **4b. Achievement**

- Rates of progress and attainment in the school at GCSE are now high and internal tracking data affirms that this will be sustained in 2014, 2015 and beyond. The school has been particularly successful over the last 2 years in raising standards for groups that are identified as traditionally underachieving. High performance exists in a range of subjects including English, Maths, Science, Geography and Citizenship. Student progress is closely monitored to ensure that any dips in performance are challenged. This will be extended into the 6<sup>th</sup> Form.

#### **4c. Quality of Teaching:**

- The quality of teaching in STAC has improved markedly since the last inspection and is now excellent. The leadership of teaching and learning is of a high quality. There is a robust system for monitoring the quality of teaching by a teaching and learning team. A significant number of subject staff has experience of teaching within high performing 6<sup>th</sup> Forms in Inner London.

#### **4d. Curriculum Breadth, Diversity and Progression**

- As a Catholic school, the 6<sup>th</sup> Form must cater for students of all abilities. At Level 3 a range of GCE A Level and BTEC courses will be offered. There may be some setting if there is more than one group in a block, but mainly students will be taught in mixed ability groups. Pupils will choose 4 or 3 subject options at A level. Students wanting to pursue vocational courses will have the choice of several Level 3 BTEC courses. Where students have achieved grades D in GCSE English and Maths, these courses will be run also.
- There is an expectation that the many of the students will progress to Higher Education including Russell Group universities. Support will be provided to build

the confidence of students to apply for top universities included the completion of UCAS forms, mock interviews and work experience placements.

- Information, advice and guidance are strength in the school and students following other pathways are supported in finding appropriate courses or positions.
- The school has strong links with a number of major companies including Price Waterhouse Coopers, Royal Bank of Scotland and Montague Private Equity who are already heavily involved with the school. Partnerships with institutions and volunteer professionals will enrich the STAC 6<sup>th</sup> Form provision with dedicated time on Wednesday afternoons to broaden experiences and prepare for careers beyond 6<sup>th</sup> Form.
- It is recognised that students may well lack independent learning skills that will be crucial to success in Higher Education. As such, there will be a high level of supervision during non-contact periods for focused, private study. There will also be a programme of study skills, delivered weekly during form time.
- Reports on student progress will be provided to parents 3 times during the academic year. The academic tutoring system will be tailored to the courses that the students take with different tutors for BTEC and A level students. There will also be a tutor for those students that are particularly gifted and talented. Tutors will provide academic, pastoral, moral and spiritual guidance and be pivotal in monitoring and mentoring students. There will be regular sessions in tutorial time to allow 1 to 1 support in helping students to review their targets to arrange extra support where required.
- All students will be expected to access the range of activities within the curriculum enrichment programme in order to enhance opportunities, participation and develop the individual student as a well-rounded, confident person. Examples include cooking for life, first aid qualifications, debating, art as well as a variety of sports.
- Students' sense of responsibility will be developed in a range of ways: for example, enabling them to contribute positively to the development of pupil voice, as well as coaching and mentoring younger students in their learning. 6<sup>th</sup> Form students will be chosen as senior students who take on lower school responsibilities and lead the prefects. All 6<sup>th</sup> Form students are expected to act as aspirational role models for younger students.

## **5. Leadership and Governance**

- Leadership and management including governance of STAC were judged as good by Ofsted. The capacity to improve was also outstanding. External reviews show that leadership has had a significant positive impact on students' progress, and attainment at GCSE. Financial and resource management is robust and the school's financial position is sound. An Assistant Head teacher has been appointed with particular responsibility for 6<sup>th</sup> Form education.

## **6. Capital Costs and Accommodation**

- The schools' accommodation has been enlarged and upgraded under Southwark's Building Schools for the Future (BSF) programme. Whilst no

provision was made for post-16, the design of the new accommodation allows for more intensive use. The use of additional classrooms in the annex at the rear of the school could provide sufficient additional space in the first few years at least for general 6th form teaching. Beyond that date, there may be the need for some additional classrooms, study and office space. The capital cost is estimated to be in the region of £900,000 - £1 million.

- The local authority is supportive. It believes that a case can be made for a joint venture between the School and themselves and that a bid from STAC for 6<sup>th</sup> Form accommodation could well be successful. This would then give some funding for STAC to contribute towards the building project to offset capital costs. The time scales are such that a decision to allow STAC its own designated Sixth Form will facilitate a capital bid in the next academic year.

## 7. Recurrent Funding

- In terms of recurrent funding the school will likely receive an average £4000 per 6<sup>th</sup> Form student. A 6<sup>th</sup> Form of 80-90 students is anticipated for Year 1, 130-140 in Year 2 and 180-200 in Year 3. There will be a rise in both overhead costs for managing the additional accommodation and salary costs. It is estimated an additional 4 teaching staff Full time equivalent) and 2 administrative staff would be needed for a 6<sup>th</sup> Form of 200 students. There will also be a rise in both overhead costs for managing the additional accommodation.

Year	Students	Estimated Revenue based on £4000 per student	Estimate of Total Salary Costs (average 35k)	Salary Costs as proportion of Total Revenue
2015-16	80	320,000	245,000 (7)	77%
2016-17	140	560,000	420,000 (12)	75%
2017-18	190	760,000	525,000 (15)	70%

## 8. Implications for Admission Arrangements

- The governors believe that a standard number of 200 in the 6th Form is appropriate. This proposal would have the effect of adding post-16 places to a successful school. The new capacity of the school would be 750. The Governors' Admissions criteria will remain fundamentally the same as for the whole school (with the addition of girls' applications) but particular curriculum pathways and individual courses will have bespoke academic requirements.

## 9. Effect on other Schools, Academies and Educational Institutions

- The primary pathway for students from STAC is traditionally to continue their post-16 education at 6<sup>th</sup> Form colleges outside the borough. For some students this involves a relatively long journey. Travel by public transport can involve journeys taking up to one hour. The majority of students who stay within Southwark attend Sacred Heart who the college are federated with, further indication of the students' desire to take-up the offer the college would provide.
- By 2015 all 16-18 year olds will be required to remain in education or progress to a job with training. As such it is anticipated that the proportion of students staying on at Southwark schools will increase significantly.