

Value for Money Statement

Academy Trust name: Carre's Grammar School

Academy Trust company number: 07671174

Year ended 31 August 2014

As Headteacher I am committed to achieving Best Value in all decisions made. Alongside the Governing Body we use the principles of Best Value as they apply to securing continuous improvement in this school. Throughout 2013-2014 we have:

- Regularly reviewed the functions of the school, challenging how and why services are provided; and
- Monitored outcomes and compared performance with similar schools.

The Headteacher sets the strategic priorities and is both responsible and accountable for the standards and performance of the school. The school has in place a five year strategy and a set of guidelines which show that the school achieves 'Best Value'. This strategy is constantly monitored and evaluated annually.

1. Teaching and Learning

Our objective is to ensure that all students achieve to their potential through excellence in teaching and learning.

- Throughout 2013-2014 we have embedded a culture of innovation in teaching and learning to meet the challenges of a developing society. This has been evidenced by the QA reports submitted to the Senior Management Team of the school and the Governing Body. The next stage is the introduction of 'Ethics of Excellence' throughout the school.
- The results in external examinations show that value is added for students in both GCSE and A level, as evidenced by the Raiseonline data.
- We have kept the staffing and structure under review and deployed staff efficiently to support the breadth of curriculum offered. Where necessary we have recruited new staff to meet the needs of the students and also made amendments to staff contracts to reduce wastage, both on the teaching side and with support staff.
- We have throughout the period reviewed the curriculum to ensure that it is fit for purpose and meets the needs of future generations, working with our educational partner in the Sixth Form to create an inclusive and broad curriculum; this offers outstanding value for money.
- We have very few students receiving FSM, but for those who do, their performance was in line with that not on FSM. The top performing A level student in 2014 received FSM.
- In the Sixth Form, every effort has been made to ensure that there is a consistent approach to standards, tracking and assessment across departments from both schools within the Sleaford Joint Sixth Form. There was training for all colleagues

who teach in the Sleaford Joint Sixth Form on how to make the most effective use of the tracking (ALPS) data. The Assistant Headteacher with responsibility for Data, Tracking and Assessment works with his colleague at St George's Academy to ensure that there is uniformity and consistency across the two schools. Current monitoring and tracking arrangements are being reviewed for all staff so that more effective use can be made of the data, thereby achieving value for money.

2. Leadership and Management

Our objective is to ensure that there is consistent high quality leadership at all levels to enable delivery of the school vision.

- The Headteacher has been accredited by the Hay group to deliver and implement their leadership program. This has been implemented with some Middle Leaders to improve performance and create capacity and resilience within the school system.
- The Headteacher is a member of the Lincolnshire County Council Task and Design Group – “No school left behind”. This is a cross-phase group looking at school improvement involving a few Heads, and this will be rolled out across the county in September 2015. This has enabled good practice to be shared with colleagues both within and outside of the school.
- Senior leaders share good practice with senior leaders from other schools in areas such as Data and Assessment, Gifted and Talented, Sixth Form, Pastoral and Curriculum developments.
- We have two SLEs, one in English and one in Technology. Their expertise impacts upon their departments and both have worked outside of the school, to good effect.
- The school has been accredited with the Prince's Teaching Institute for its Leadership Programme.
- The Middle Leadership Development Programme ensures that in-school variance is reduced and Middle Leaders drive whole school improvement, whilst having a clear vision for their own departments.
- The Financial Director engages with others in similar positions across the East Midlands to share knowledge, experience and best practice; this has ensured that we provide value for money.
- There is an effective recruitment and appointment process which follows the principles of Safer Recruitment for all staff, aligned to a rigorous induction programme so that all new staff always offer value for money.
- There is succession planning at all levels. Evidence of this is that the Assistant Catering Manager was promoted into the role of Catering Manager and one of her assistants was equally able to step up into the Assistant Catering Manager position. Future planning will seek to create further capacity within the school through promotion of colleagues who have developed through our bespoke in-house programme.

3. Care, Guidance and Support

Our objective is to ensure that all students feel safe, valued and cared for, and to cultivate resilient and confident young people.

- Throughout 2013-2014 we have established and continued to develop a specialist area for one to one support and also for those students experiencing pastoral difficulties.
- Our attendance figures are above the national average, which demonstrates that students feel valued and cared for.
- We have continued to provide effective transition and pre-transition programmes for students entering the school, particularly in the Sixth Form. The retention rates for students are significantly above the national average.
- 13% of our students left the school at 16 to pursue different Further Education options, while the numbers grew post-16 overall. We had a net increase of 16% which demonstrates the popularity of the school and the strength of the guidance and counselling, with students pursuing courses that are right for them.
- The number of students going onto Higher Education - 81% - has risen and we had no NEETS this year, in line with previous years.

4. Community

Our objective is to maintain positive and enduring relationships within Carre's and the wider community.

- During 2013-2014 Carre's embraced the new initiative for the UIFSM and prepared for the delivery of meals to 3 local primary schools.
- Carre's invested some funds alongside North Kesteven District Council to refurbish the local Sports Hall. In 2014-2015 this vastly improved facility will be used to maximise income generation and promote the sporting excellence of the school as well as provide a first class facility for the local community.
- The school adjusted its staffing to also enable specialist Modern Foreign Language teaching in our partner primary schools and this will take effect in 2014-2015.
- In 2013-2014 we have offered support for the delivery and implementation of PE in 16 primary schools, embracing the PE Premium which primary schools receive. We plan to expand this further in 2014-2015.
- Our premises are let for activities ranging from a local weight watchers group to a group raising money for Children in Need.
- The Fitness Suite and All Weather Pitch are open to the community and generate significant income that is re-invested into the school for the benefit of the students.

5. Financial Reporting and Administration

- The Governing Body receives the Management Accounts monthly along with a detailed report which is scrutinised. The report always contains details of cash holdings so that investments can be managed effectively.
- The Risk Register is reviewed quarterly and more regularly if there are changes to any of the top 5 significant risk areas.
- Strong financial controls are in place. This has been evidenced by a positive audit report stating effective controls are evident and once again a surplus budget was returned, therefore enabling the school to plan effectively for its future. The

Responsible Officer (RO) function has been fully delivered in line with the EFA's requirements.

- Throughout 2013-2014 there has been no material control issues arising as a result of the RO's work.
- The school's Finance Policy is regularly updated to reflect audit recommendations and legislative changes.

6. Building for Our Future

Our objective is to develop outstanding facilities and financial security to support the vision, values and moral purpose of the school.

- Throughout 2013-2014 the premises have continued to be developed with an extensive refurbishment programme, much of which has been completed using our own staff in order to achieve value for money.
- We have implemented an environmental sustainability programme to reduce wastage on fuel bills and resources.
- Our strategic planning and comprehensive financial management throughout 2013-2014 has enabled a carry forward of reserves to be allocated towards a capital project in 2014-2015 to benefit the students of the school.

7. Performance Related Pay and Appraisal

The new Pay Policy was agreed by the governors and implemented in September 2013. The previous policy had rigour, but this revised document further enables the leadership of the school to ensure that value for money from every member of staff is obtained through assessing staff against professional standards and performance-related criteria.

8. MFL and Music Department

There have been issues with personnel over the last 18 months. The governors' Teaching and Learning Committee has worked with the Head of Department to effect improvement, resolving personnel issues and supporting colleagues.

9. Science Faculty

There is now a clearer job description for each of the responsibility holders and clearer lines of accountability. All Year 9 students now start the GCSE course and from September 2013 some students will start on a 3 separate Sciences route, while others will start on a Double Award route.

10. New Initiatives

We are continually looking to improve our teaching and learning and provide value for money. To this end we have introduced an Excellence Standard for all of our teaching and learning.

Our future plans include converting to be a Multi Academy Trust where we feel that there will be additional opportunities to collaborate further, provide additional activities, securing economies of scale and ensuring that expenditure does not exceed income.

Signed: 

Name:NM LAW.....

Academy Trust Accounting Officer

Date:15 December 2014.....