

A CONSULTATION DOCUMENT ON

**the proposal to merge The Gleed Girls' CAL
and Technology College and Gleed Boys'
School to form one co-educational school
across the existing sites**

**The formal process being consulted on to
enable this to happen is the proposal to
expand The Gleed Girls' CAL and Technology
College and to change from single sex to co-
education whilst, at the same time, to close
Gleed Boys' School**

**If this proposal goes ahead it will assist the governors with their
intention to convert to a co-educational Academy from 1st January 2012,
which will be consulted on separately**

9 JUNE 2011

**(revised 23 June following consultation feedback from staff and parents and further
advice received from the DfE)**

1. Introduction

- 1.1 This document has been produced by Lincolnshire County Council and The Gleed Girls' CAL and Technology College as the first part of the consultation process with parents, the local community and other interested parties. The Council considers that the proposal is in the best interests of children, parents and staff at the two schools and the local communities around these schools. The proposal has the support of the Governing Bodies of the two schools.
- 1.2 This consultation document has been produced to consider the following 3 elements of the proposal, which are related and one cannot go ahead without the other, all to be effective from 1 November 2011:
- (a) to expand The Gleed Girls' CAL and Technology College
 - (b) to change from single sex to co-education at The Gleed Girls' CAL and Technology College
 - (c) to close Gleed Boys' School

This proposal will slightly reduce the number of school places in the secondary sector in line with projected numbers whilst at the same time improve educational standards and opportunities for young people in the area.

Details of the potential Academy model are being consulted on through a separate process to be led by the sponsor (the Centre for British Teachers – CfBT)* and the Governing Bodies of both schools which will form a designate governing body for the Academy proposal. The Academy consultation will run independently of this consultation process which is being carried out by the Local Authority (LA) and the governing bodies of the two schools.

2. Why is this proposal being made?

- 2.1 This proposal is being made in order to provide the best quality of education for children and young people in this area and find a long term sustainable solution. Enabling the formation of a co-educational school is the next logical step to ensure appropriate educational provision in Spalding which will fully meet the needs of children and parents in the area but which will be economically viable.
- 2.2 This proposal is being made to ensure the delivery of the highest quality of teaching and learning so giving students the opportunity to reach their full potential. The school will be able to provide a full range of courses to meet students' academic and vocational needs. The school will provide significant stability to the education of children in the local area and will ensure that secondary provision in the area remains sustainable for the future. It will also meet the needs of many parents in the local area who would prefer a co-educational school for their children.
- 2.3 The school will benefit from the significant expertise and leadership of the senior management teams from both schools.

3 Educational challenges faced in the area

The educational challenges faced by Gleed Boys' School as a stand alone school, detailed below, are not temporary in nature; they are features of the size and nature of the school and the context within which it operates:-

Number on roll

The Published Admission Number (PAN) is 134 which, if all places were full, would give a potential number on roll of 670. However, the school is consistently undersubscribed and received less than one hundred first preference applications for the Year 7 intake in September 2011. The projection figures detailed later in this document indicate that the total number on roll is likely to fall below 600 in 2014 and remain so in following years. Under Department for Education (DfE) guidance the recommended number on roll for a secondary school to be educationally and financially viable is 600 or more. Based on the October 2010 school census return over 30% of pupils living in the natural catchment area do not attend the school but choose to take up a place at an alternative school.

Standards of pupil attainment

| DfE Number | Centre Name | Pupil Count | | % of Pupils achieving 5+ A*-C including English and Maths | | % of Pupils achieving 5+ A*-C | | % of Pupils achieving 5+ A*-G | | % of Pupils achieving 5+ A*-A | |
|------------|--|-------------|------|---|-------|-------------------------------|-------|-------------------------------|--------|-------------------------------|-------|
| | | 2010 | 2009 | 2010 | 2009 | 2010 | 2009 | 2010 | 2009 | 2010 | 2009 |
| - | England | - | - | 53.0% | 50.0% | 75.0% | 70.0% | 93.0% | 92.0% | - | - |
| 925 | Lincolnshire (All) | 8,737 | 8092 | 59.0% | 57.0% | 80.0% | 75.0% | 95.0% | 95.0% | 21.0% | 18.0% |
| 925 | Lincolnshire (Academy) | 1,142 | 741 | 53.0% | 54.0% | 84.0% | 79.0% | 96.0% | 96.0% | 19.0% | 16.0% |
| 925 | Lincolnshire (Maintained) | 7,595 | 7351 | 59.0% | 57.0% | 79.0% | 75.0% | 95.0% | 95.0% | 21.0% | 18.0% |
| 9254025 | Spalding Glead Boys' School | 126 | 134 | 26.0% | 31.0% | 44.0% | 43.0% | 98.0% | 95.0% | - | - |
| 9255416 | Spalding The Glead Girls' CAL and Technology College | 154 | 149 | 49.0% | 41.0% | 64.0% | 50.0% | 97.0% | 97.0% | - | - |
| 9254603 | Spalding Grammar School | 118 | 141 | 99.0% | 98.0% | 100.0% | 99.0% | 100.0% | 100.0% | 44.0% | 34.0% |
| 9254027 | Spalding High School | 150 | 150 | 95.0% | 99.0% | 100.0% | 99.0% | 100.0% | 100.0% | 53.0% | 43.0% |
| 9254029 | Holbeach George Farmer Technology and Language College | 140 | 137 | 46.0% | 46.0% | 85.0% | 72.0% | 99.0% | 98.0% | - | - |
| 9254030 | Long Sutton The Peele Community College | 134 | 123 | 58.0% | 46.0% | 70.0% | 58.0% | 98.0% | 86.0% | - | - |
| 9254032 | Crowland The St. Guthlac School | 80 | 77 | 43.0% | 40.0% | 80.0% | 62.0% | 98.0% | 96.0% | - | - |
| 9254010 | The Deepings School | 230 | 230 | 61.0% | 63.0% | 88.0% | 81.0% | 97.0% | 98.0% | - | - |

The comparative results of the two schools at Key stage 4 in 2010 using the measure of the percentage of pupils achieving 5 or more A*-C including English and maths (5ACEM) show the girls achieving a significantly higher score which also represents an improvement from the 2009 results. The percentage result achieved by the boys is not only lower but also represents a decline from their 2009 results using the 5ACEM measure. These results for both the boys and girls schools remain below the average for all Lincolnshire Schools and the LA believes that the advantages detailed in this document that will come with the formation of a co-educational school will provide the opportunity for the results to improve.

Breadth of curriculum

The PAN proposed for the co-educational school is 270, giving an expected 1350 on roll for ages 11 – 16 and 300 in the sixth form. These pupil numbers will enable the school to provide a wide range of curriculum options to meet pupil aspirations and provide viable group sizes to stimulate learning through social interaction to promote the sharing of ideas, information and experiences as well as enabling pupils to participate meaningfully in team games, sports and other community activities.

The secondary curriculum is increasingly broad and complex, and is largely structured around subject families, making it difficult to compare schools offering different subjects and different number of options. The introduction of the new English Baccalaureate (EBac) qualification will place further pressures on schools in delivering the appropriate curriculum. The recent DfE White Paper encourages schools to offer a broader set of academic subjects to age 16 and this proposal will enable exactly that.

Recruitment of teaching staff

Most secondary schools near to Lincolnshire's east coast experience difficulties from time to time in recruiting qualified teaching staff with appropriate subject specialisms. The

recruitment of staff will be enhanced by this proposal as a larger school will offer teaching and non-teaching staff greater stability and greater promotional opportunities.

Financial sustainability

The school budgets for both schools operating as two separate entities are currently under pressure especially as rolls fall. A revised staffing structure and other economies of scale made possible under the reorganisation as part of the formation of one school will provide the basis for the better management of revenue costs and assist in avoiding any budget deficit.

4. What are the advantages of this proposal?

4.1 The Council would not be actively participating in this process if it did not see significant advantages for children and young people, their parents/carers and the local communities in the Spalding area. The proposal sustains provision in the area and will enhance the quality of provision and this aspect has been on the Council's agenda for a number of years.

4.2 There are many advantages to this proposal and these are summarised as:-

- Greater curriculum choice including wider access to specialist vocational facilities creating a broad and rich opportunity for young people in the area to achieve their maximum potential.
- Wider access to a range of extended services.
- Access to a comprehensive menu of study support activities throughout the year.
- Improved opportunities for community and family learning supporting the LA's Children's Services vision and the Children and Young People's Plan (CYPP).
- Providing long term, sustainable, high quality secondary education for the young people of Spalding.
- Wider development opportunities for all staff to help maintain stability and provision of high quality teaching and learning whilst securing the quality of staffing.
- Greater focus on the development for senior and middle leadership models so increasing leadership capacity.

5. What are the potential issues arising from this proposal?

This consultation exercise will enable the local community to raise issues of interest and these will be added to the points summarised below:

- The closure of an existing secondary school
- The loss of single sex secondary modern education in Spalding

6. What will happen now?

6.1 The statutory process will begin on 9 June 2011 with the County Council's and the Governing Body/Trustees' consultation on the related proposals as detailed in this document which, if approved, will be effective from 1 November. This process will run for 6 weeks until 21 July 2011 by which time all responses to the consultation must be received.

6.2 A public meeting will take place as follows to allow all those who have an interest in this proposal to be able to gather information, ask questions and get involved in the process.

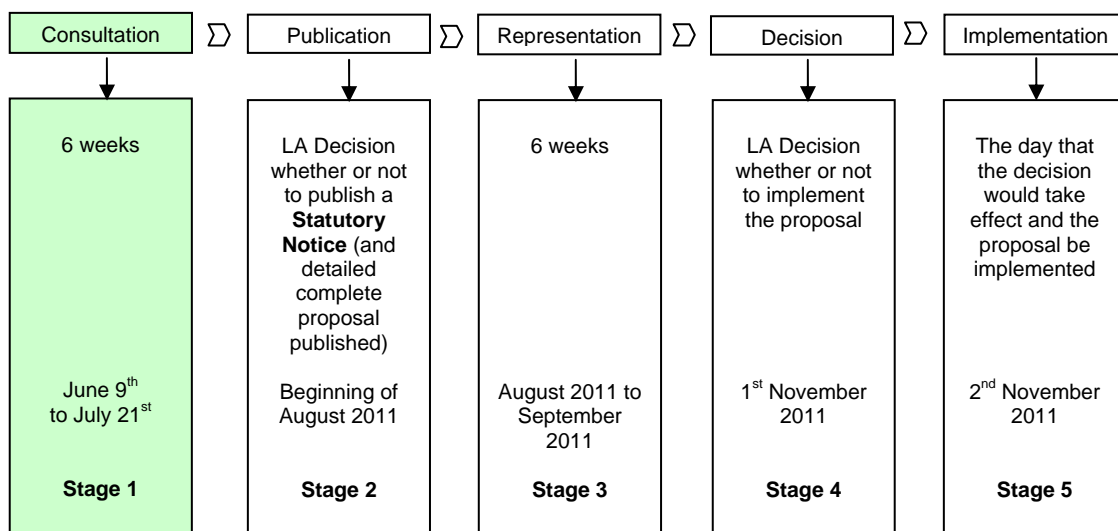
- Wednesday 22 June at The Gleed Girls' CAL and Technology College from 18.30 to 20.30

A timeline for the consultation process is shown below. Following the public meeting a document recording the Question and Answers will be published on the website at www.lincolnshire.gov.uk/provisionplanning under 'Current Consultations'.

- 9 June 2011 - Publication of letter and consultation document commencing consultation.
- Wednesday 22 June 2011 - Consultation meeting with staff from both schools to be held at The Gleed Girls' CAL and Technology College from 16.00 to 17:30.
- Wednesday 22 June 2011 - Public consultation meeting at The Gleed Girls' CAL and Technology College from 18.30 to 20.30
- 21 July 2011 - 6 weeks public consultation on closure ends.

- 6.3 The questionnaire at the back of this document can be completed and returned by 21 July. All such responses will be collated and analysed and a report will be written and presented to the Children's Services Executive Councillor for a decision in August 2011.
- 6.4 If the Executive Councillor approves the decision to proceed to the publication of a Statutory Notice proposing expansion and change from single sex to co-education at The Gleed Girls' CAL and Technology College and the closure of Gleed Boys' School to enable the formation of a co-educational school then a 6 week representation period would be expected to start in August 2011. In this Representation Period all interested parties will have an opportunity to comment on a complete proposal that will be published based on the developments resulting from the consultation.
- 6.5 At the close of the Statutory Notice period (6 weeks) responses will be collated and analysed and a further report will be presented to the Executive Council Meeting for a final decision on 1 November 2011. If the decision is taken to give approval to the expansion and change from single sex to co-education at The Gleed Girls' CAL and Technology College and the closure of Gleed Boys' School then this will happen at midnight on 1 November 2011 and take effect on 2 November 2011.

Formal statutory process and potential timeline:



*The CfBT Schools Trust brochure is available from Wendy Woodcock at CfBT (0118 9021544) or wwoodcock@cfbt.com.

7. Data relating to this proposal

| School Name | October 2010 School Census (10/11 Academic Year) | | | | | | | | | | | | | | |
|--|--|-----|-----|-----|-----|-----|-----|-----|------------------------|-------------------------|----------|----------------|------------------|-------------------|----------------------|
| | y7 | y8 | y9 | y10 | y11 | y12 | y13 | y14 | Oct 2010 NOR (exc 6th) | Oct 2010 NOR (inc 6th)* | Capacity | Surplus Places | Surplus Capacity | Natural NOR 2010† | NNOR Att School 2010 |
| Spalding Glead Boys' School | 119 | 141 | 128 | 123 | 127 | - | - | - | 638 | 638 | 718 | 80 | 11% | 709 | 484 |
| Spalding The Glead Girls' CAL and Technology College | 143 | 148 | 161 | 144 | 161 | 83 | 52 | - | 757 | 892 | 893 | 1 | 0% | 852 | 654 |
| Crowland The St Guthlac School | 63 | 59 | 79 | 54 | 84 | - | - | - | 339 | 339 | 414 | 75 | 18% | 345 | 212 |
| Deepings School | 232 | 231 | 233 | 233 | 233 | 132 | 127 | - | 1162 | 1421 | 1446 | 25 | 2% | 1200 | 1154 |
| Holbeach The George Farmer Technology and Language College | 148 | 146 | 158 | 145 | 148 | 151 | 88 | 15 | 745 | 999 | 700 | 0 | 0% | 956 | 762 |
| Long Sutton The Peele Community College | 146 | 134 | 134 | 130 | 129 | - | - | - | 673 | 673 | 650 | 0 | 0% | 597 | 470 |
| Spalding Grammar School | 148 | 124 | 126 | 123 | 115 | 161 | 156 | - | 636 | 953 | 907 | 0 | 0% | 863 | 332 |
| Spalding High School | 142 | 136 | 154 | 150 | 148 | 131 | 128 | - | 730 | 989 | 996 | 7 | 1% | 1104 | 569 |

*Note: Holbeach vocational sixth form excluded from capacity

*Note: Due to a change in legislation 6th form pupils who now attend consortia 6th forms must be recorded as a subsidiary pupil at the school they receive education at and as a Main(Dual registered) pupil with the school that holds their registration details

NOR = Number on Roll / NNOR = Natural Number On Roll (if all pupils went to their nearest school - measured on straight line distances)

† skewed by urban locations with selective education

| School Name | Max Projected Intakes (excluding new housing) | | | | | | | | | | |
|--|---|--------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| | 2010 PAN | 2011/12 1st Preferences* | 2011/12 | 2012/13 | 2013/14 | 2014/15 | 2015/16 | 2016/17 | 2017/18 | 2018/19 | 2019/20 |
| Spalding Glead Boys' School | 134 | 92 | 113 | 112 | 108 | 110 | 109 | 109 | 119 | 125 | 135 |
| Spalding The Glead Girls' CAL and Technology College | 162 | 107 | 147 | 144 | 141 | 146 | 142 | 140 | 154 | 161 | 172 |
| Crowland The St Guthlac School | 80 | 37 | 63 | 48 | 51 | 53 | 63 | 64 | 60 | 56 | 61 |
| Deepings School | 232 | 211 | 211 | 216 | 201 | 208 | 209 | 196 | 207 | 241 | 235 |
| Holbeach The George Farmer Technology and Language College | 146 | 143 | 140 | 140 | 130 | 114 | 105 | 119 | 130 | 120 | 147 |
| Long Sutton The Peele Community College | 144 | 122 | 116 | 112 | 127 | 115 | 92 | 101 | 119 | 125 | 131 |
| Spalding Grammar School | 120 | 170 | 122 | 113 | 114 | 114 | 108 | 113 | 119 | 119 | 133 |
| Spalding High School | 150 | 188 | 145 | 138 | 135 | 133 | 133 | 130 | 144 | 142 | 160 |

*Preferences prior to allocations and verification of 11+ scores to determine grammar school places

| School Name | Average 2010 Projections (inc pupil yield from new housing with planning permission) | | | | | | | | | | | | | | |
|--|--|-------------|---------------------|-------------|-------------|---------------------|-------------|-------------|---------------------|-------------|-------------|---------------------|-------------|-------------|---------------------|
| | 2010/11 NOR | 2011/12 NOR | 2011/12 Surplus Cap | 2012/13 NOR | 2013/14 NOR | 2013/14 Surplus Cap | 2014/15 NOR | 2015/16 NOR | 2015/16 Surplus Cap | 2016/17 NOR | 2017/18 NOR | 2017/18 Surplus Cap | 2018/19 NOR | 2019/20 NOR | 2019/20 Surplus Cap |
| Spalding Glead Boys' School | 631 | 622 | 13% | 616 | 606 | 16% | 576 | 559 | 22% | 553 | 558 | 22% | 574 | 598 | 17% |
| Spalding The Glead Girls' CAL and Technology College | 892 | 880 | 1% | 878 | 858 | 4% | 856 | 844 | 6% | 833 | 839 | 6% | 855 | 881 | 1% |
| Crowland The St Guthlac School | 328 | 315 | 24% | 312 | 290 | 30% | 285 | 282 | 32% | 282 | 295 | 29% | 299 | 307 | 26% |
| Deepings School | 1469 | 1444 | 0% | 1433 | 1404 | 3% | 1379 | 1354 | 6% | 1322 | 1302 | 10% | 1334 | 1355 | 6% |
| Holbeach The George Farmer Technology and Language College | 936 | 926 | 0% | 929 | 907 | 0% | 871 | 822 | 0% | 796 | 781 | 0% | 764 | 780 | 0% |
| Long Sutton The Peele Community College | 680 | 668 | 0% | 650 | 639 | 2% | 617 | 564 | 13% | 549 | 554 | 15% | 552 | 567 | 13% |
| Spalding Grammar School | 933 | 914 | 0% | 910 | 913 | 0% | 903 | 888 | 2% | 874 | 845 | 7% | 840 | 859 | 5% |
| Spalding High School | 1002 | 991 | 1% | 981 | 966 | 3% | 949 | 930 | 7% | 926 | 927 | 7% | 925 | 947 | 5% |

Consultation Feedback Form on the proposal to expand The Gleed Girls' CAL and Technology College and also to change from single sex to co-education whilst, at the same time, to close Gleed Boys' School to enable the formation one co-educational school

Please note that if you do not provide your name and address your views will not be counted as legitimate responses to this consultation. Names and contact details will remain confidential.

| | |
|-------|------------------|
| Name: | Email (optional) |
|-------|------------------|

| |
|-----------------|
| Postal address: |
|-----------------|

Parent/Carer Teacher/Schools staff Governor Employer/Business

Other (please specify) :

Which school (if any) are you linked with ?.....

Having read the proposal please indicate your view below by ticking one of the boxes.

I am in favour of proposal I am against proposal I am neither for nor against the proposal

Why have you decided that is your view? Tell us about it below along with anything else you want us to consider.

Please return the completed form by Thursday 21st July 2011 to: Property & Technology Management, Children's Services, Lincolnshire County Council, County Offices, Newland, Lincoln LN1 1YQ or email provisionplanning@lincolnshire.gov.uk or fax 01522 553257