

Oasis Academy

1.1	Details of the Policy, Strategy, Function, Project or Activity
	<p>Title of EqIA: ___ Oasis Academy_____</p> <p>Date of EqIA:___ April 2009_____</p> <p>State whether EqIA is on a Policy, Strategy, Function, Project or Activity (NB. Your EQIA may be a combination of these, in which case please state what it is exactly e.g. Policy/Strategy):_____Function_____</p> <p>Indicate whether it is a 'new' or an 'existing' Policy, Strategy, Function, Project or Activity (Mark with a 'X'): New [X] Existing []</p>
1.2	Details of the person completing the EqIA
	<p>Full Name:___ Chris Twigg_____</p> <p>Position: ___Interim BSF Programme Manager _____</p> <p>Directorate: ___ Transforming Croydon's Schools_____</p> <p>Department: __Resources and Customer Services_____</p> <p>Full Contact Details: __chris.twigg@croydon.gov.uk_____</p>
1.3	What is the aim and objective of the Policy, Strategy, Function, Project or Activity?
	<p>The purpose of this Equality Impact Assessment (EIA) is to identify equalities implications of the proposal to close Ashburton Community School, Ashburton Infant School and Ashburton Junior School on 31st August 2009 and replace the existing provision with an Academy, sponsored by Oasis Community Learning on 1st September 2009.</p> <p>The specific proposal is to replace Ashburton Community School, Ashburton Junior School and Ashburton Infant School with Oasis Academy Shirley Park, an 'all through' Academy for students aged 3-19</p> <p>The all-through Academy would be one new school, building on the strengths of the predecessor schools to offer the highest quality education provision to local students, their families and the wider community. The Academy would be part of, and work collaboratively with, the local family of Croydon schools providing:-</p> <ul style="list-style-type: none"> • Continuity of learning supporting improved standards • Enhanced opportunities through connection with the wider Oasis network of schools, and collaboration with local schools • Facilitation of use of schools as community hubs • Support for adult learning services • Efficient use of resources; • Greater opportunities and capability to enrich the whole school community; • Increased opportunities for staff to develop and broaden their careers within

the Academy

- Improved accommodation and development of site

Croydon is keen to ensure that all schools are high performing so that parents can have confidence that their local school provides the very best for their children. Although Ashburton Community School narrowly achieved above the Government defined minimum acceptable level of attainment at GCSE (31%) in 2008 (the defined minimum is 30% plus 5 A* - C grades including Maths and English) in 2005/06/07, the percentage of students achieving 5 A* - C grades including Maths and English was 20% / 21% / 21% respectively and as such the trend of results continue to give concern. London Borough of Croydon wishes to see all secondary schools within the Authority achieving results much higher than the 30% national floor target.

Currently pupils from the junior school do not progress in significant numbers to the Ashburton Community School, with their parents expressing concerns regarding pupil behaviour and attainment. Secondary age pupils from the area are travelling long distances to other provisions.

In transforming Ashburton Infant School, Ashburton Junior School and Ashburton Community School into of an all-through Academy, the aim is to ensure that children benefit from an ensured continuity of education.

The proposals relate to the Local Authority's Transforming Croydon Schools strategy across the borough, which aims that:

- All schools in Croydon should be high-performing schools
 - Best practice will be brought from successful schools into Croydon schools
 - A complementary range of academic and vocational provision is to be developed to meet the curriculum needs and pathways of all learners
 - Learners will be given equivalent access to choice of provision in their local areas.
- This geographical distribution is to include two academies being located in each of the three planning areas of the Council.
- Choice and diversity be provided for all post 16 learners by providing sixth form centres in every school.

The proposal would contribute to a step-change improvement in the local education provision at all phases.

Learners in Years 10 through to 13 will follow personalised programmes that may include attendance at other centres for delivery of certain courses. The operation of these programmes is the outcome of consultation in the Local 14-19 Partnership and the particular relationships established between the predecessor Community School and other training providers, particularly with regard to Level 1 qualification pathways. The Academy will be a full partner in the delivery of these programmes and, in consultation with the partnership, taking a lead on those areas close to its specialisms.

Currently there is no Sixth Form at Ashburton Community School. As an integral part of its strategy the LA intends that all secondary schools have sixth form provision which is intended at the Academy.

With the inclusion of primary age learners in the Academy it is intended to organise the curriculum to provide continuity for learners moving through the Academy from the age of 3 through to 19 years. Overlapping the key stages in the primary and key stage 3 years is intended to militate against the Year 7 'progress pause'

The meta-structure of the Academy of the all-age Academy would be as follows:-

Phase 1 Foundation Stage + KS1 Nursery to Year 2 'Learning to Grow'
Phase 2 KS2 + KS3 (shortened) Year 3 to Year 8 'Learning to Learn'
Phase 3 (Extended) + KS5 Year 9 to Year 13 'Learning to Live'

It is intended that for learners who choose their whole 3-19 learning journey at Oasis Academy Shirley Park, that learning will be seamless: Familiar faces and locations, coupled with records and samples of work carried across transitions will potentially mean no gaps in learning progress. It is intended that phasing of the curriculum in this way will ensure robust progression of learning to overcome the regression in learning that can take place when moving from infant to junior school and then to the secondary phase.

The Leadership Team structure is designed to align roles and responsibilities to the leadership and management in one 'all through' Academy required for robust progression of learning

ICT will play a significant part in creating and reaping the benefits for a unified, 'all through' Academy that is currently located on three sites. The ICT infrastructure will ensure that there are integrated learning environments rather than fragmented ones. ICT will also underpin the necessary transformation of learning, teaching and the management that is needed to raise standards and create community cohesion

Oasis Community Learning is proposing plans for the location of the buildings for the phases of education in the proposed 'all through' Academy. These proposals will also include plans for the transitional arrangements.

Croydon Council plans to invest more than £350m in education across the borough over the next three years as part of the Transforming Croydon Schools programme. A key element of these plans is the creation of two new Academies, one sponsored by Oasis Community Learning replacing the three Ashburton schools and a second to replace Haling Manor High School by a new academy Harris Academy Purley run by the Harris Federation. The funding for the new Academy will come via the DCSF and procurement will be completed within the BSF programme.

The proposed Academy would give physical expression to Croydon's wish to develop wider provision within its local communities with schools being community hubs. This would provide the opportunity for the Academy buildings and facilities to become a centre of activity for the local community assisting in the Council's policy of developing social cohesion

The Academy would have places for 420 students for children aged 3-11, 900 students (11-16) and 215 places (16-19) The Academy would operate strong post sixteen provision for students of all abilities

In the first instance, for the 2009 opening, the Academy will use the existing sites for the same age ranges as currently deployed.

Following Croydon Cabinet's decision 28th April to close Ashburton Infant, Junior and Community Schools Statutory Notices were issued 15th May. Following the issue of the notices, a further period of consultation commenced during which representations could be made. This period comes to an end on 3rd July. Cabinet will consider any representations made during this period at a Cabinet Meeting on 14th July and make a final decision on closure. Should the decision of the Cabinet be to close the schools, the opening of the Academy will be subject to the signing of a Funding Agreement between the DCSF and the Sponsor.