Governors' Annual Report

Number 2, October 2015

Welcome to the second Archer Academy Governors' Annual Report. This round-up of the year aims to give you an insight into some of the many achievements of our thriving school community.

Our second year was certainly very busy, but a rewarding one. It marked the completion of our fantastic new lower school campus at Stanley Road and our first Ofsted report. It also saw the departure of our wonderful founding headteacher to Kuala Lumpur, in Malaysia. We wish him all the very best for the future.

Our appointment of Lucy Harrison as his successor has been met with overwhelming support. She is an exceptional school leader who is popular with, and respected by staff, students and parents alike.

The governing body will continue to offer support and challenge to Lucy and her growing staff team, as we pursue our shared aim of ensuring that each Archer student reaches their true potential.

I hope you enjoy reading about our work, our students and our school.

Avis Johns, Chair of Governors

archer
ACADEMY

"The school's curriculum is a particular strength. Leaders and governors have developed a rich curriculum. It combines academic rigour with broad and deep coverage of the skills and knowledge needed for students to, eventually, successfully progress onto higher education and employment"
(Ofsted, 2015)

Headteacher's highlights

I feel incredibly privileged to have been appointed Headteacher of the Archer Academy. Our first two years as a school have been such a special and successful journey for our students, parents and staff and I look forward to building upon the strong foundations laid by Mick Quigley.

When thinking back over the last academic year it is wonderful to reflect on just how much has been achieved. Highlights of the year must include our Christmas and Summer Showcases where the quality of performance, by students only in Year 7 and Year 8, was outstanding.

Additionally, last year saw music truly take off within the Archer Academy and our many musical concerts were testament to the skill and talent of our students and staff.

Triumph on the sports field was a regular occurrence and I have no doubt that the new facilities at our Stanley Road campus will ensure we are ever more successful in the sporting arena.

We finished the summer term at Stanley Road in our new sports hall with our annual Prize Giving ceremony. It was such a fitting end to the academic year marking the next phase of our journey as a school.

We have now become a school of 450 students and 66 members of staff. We know we have so much to look forward to.

Lucy Harrison, Headteacher

"Governors know the academy very well and are ambitious for its success. They provide focused support and challenge to the academy's senior leaders. They have ensured great support for leaders in their opening of a brand new academy" (Ofsted, 2015)

Governor development

In 2014, an external review of the governing body was undertaken by the University of Roehampton. It was extremely complimentary, but noted that there was a need to focus on succession planning to safeguard the continued performance of the group. As the governing body was formed when the school opened, there was the theoretical possibility that all of the governors could leave at the end of their initial four-year terms.

To address this, three members of the original governing body – all three of them school founders – offered to step down in order to make space for new members. We would like to take this opportunity to thank Colin Chouthi, Sarah Cohen and Gareth Davies for their hard work and enormous contributions to the school from its inception to today. Indeed Mr Davies has not gone far – he is now a full-time member of staff and our new acting head of Maths.

We undertook a skills audit to identify areas of additional competence needed within the group. This allowed us to advertise for new governors, particularly encouraging applications from those with skills in finance, fundraising and communications.

We were delighted with the quality of candidates and, after interview, we recruited three new members: Bryan Marcus, Joel Romaner and Seema Shah.

Finally we wish Leighton Morgan, our first staff governor and founding head of Maths, all the best at his new school.

Headteacher recruitment

The appointment of a new headteacher is probably the most significant role that a governing body undertakes. Thus, our governing body worked hard to adopt a systematic approach.

The process ran during April and May 2015, launched with an advert on the key website for UK teachers, the Times Educational Supplement.

"The process was well planned … your interview set-up exemplified best practice in ensuring equal opportunities and … all in all, the process was robust, thorough [and] appropriately demanding" (Calvin Pike, Education Adviser)

Three governors with complementary areas of expertise were selected to form the recruitment panel. In addition, and to assist on the days of the interviews, we drew in two external advisers with expertise in educational leadership.

Eleven candidates applied for the position and we selected four to join us for the two-day interview process. The first day included a range of opportunities for the candidates to explore the school and meet staff and students, as well as offering us opportunities to assess core skills and qualities. In total, the candidates undertook six assessment exercises during the day in order to assess their skills in finance, communication, data analysis and lesson observations.

After a tough first day, we asked the two strongest candidates to return for a second day. This involved a second presentation to the interview panel, followed by a formal interview.

Both the panel and the advisers were unanimous in assessing Lucy Harrison the standout candidate in a strong field of highly able and experienced school leaders. Ms Harrison's clarity of vision, knowledge and impressive track record made her the clear choice to lead our school into the next phase.

The process left us in no doubt that we have recruited the best person for the job.

"Mindful of the DfE's ambition to have headteachers … who are visionary, inspiring, effective leaders and strong managers, I feel sure that ministers and civil servants would be very pleased... Not only will Lucy's appointment enable a seamless transition following on from Mick, I anticipate she will raise the bar even further." (Calvin Pike, Education Adviser)

Additional recruitment

As the school continues to grow, so does our staff team. We are fortunate to be building a team from the ground up, so each year we have the opportunity to assess the skills most needed and to recruit accordingly.

This year has marked the creation of a number of very significant posts, and in particular a transformation of the senior leadership team. Our new headteacher has been joined by three excellent assistant headteachers: Oliver Oakley (Data & Systems), Lyndsay Gillham (Teaching & Learning) and Oliver Naylor (Pastoral & Wellbeing).

We have further strengthened our senior leadership team with the recruitment of two key posts: a finance director, Leanne Chase, and an operations director, Jane Gibson.

With 150 new students due to join us in September 2016, when we will work across two sites, we look forward to further growth and recruitment of teaching and support staff in the new year.

If you are interested in working at the Archer Academy, please sign up for 'job alerts' in the 'join us' section of our website:

thearcheracademy.org.uk

Ofsted inspection

The Archer Academy's first Ofsted inspection took place in June 2015. The report captures the achievements of our first two years and provides a clear pathway for future success. It gives the school a grading of 'good' overall, with an outstanding grading for the behaviour and safety of our students.

Even though it took place during exam week, the inspection was a positive experience for the school. The students all demonstrated to the inspectors their love of learning and their pride in the school. A significant number of parents completed the on-line Ofsted survey, which presented a really positive picture of the school – a selection of these views are captured below.

It was a very rigorous process. Inspectors assessed a range of documentary evidence, scrutinised students' work, and visited 18 lessons, two assemblies and two tutorial sessions. They also considered the views of parents and staff. Furthermore, meetings were held with the headteacher, senior and middle leaders, groups of students and a representative from the local authority. Inspectors also interviewed two members of the governing body.

"The behaviour of students is outstanding. There is a clear sense of the 'Archer Way' and students adopt those values in everything they do. Students demonstrate excellent attitudes to learning in lessons." (Ofsted, 2015)

To have laid such firm foundations in just two short years is an achievement that all members of the Archer Academy community can rightly be proud of. The report is full of praise for the school, our staff and our students. It also includes useful guidance for our further development.

"Learners' work shows that higher than average proportions of students are on track to make expected and more than expected progress in English and Mathematics." (Ofsted, 2015)

ParentView results

At the time of the Ofsted visit, parents of Archer students contributed their views to Ofsted's ParentView website. There are twelve questions asked on the website and the views of parents were overwhelmingly positive. We were particularly pleased that 100% of parents agreed that their children feel happy and safe; 100% of parents agreed that the school is well led; and 100% of parents said they would recommend the school to others.

"High quality teaching in the school's subject curriculum is providing firm academic foundations for those students currently attending. The wider skills developed in thematic and enrichment opportunities ensure Archer students approach the wide variety of courses with confidence." (Ofsted, 2015)

School highlights

This year has been another packed with activities, events and achievements. There are plenty of examples to demonstrate how the school continually strives towards our vision of 'realising potential, inspiring creativity and engaging with our community'. The excellent academic progress of our students is charted later in this report, but here we outline some of the many other highlights from the past year.

Archer Academics

In January, we joined the King's College London 'Widening Participation' scheme. We are fortunate to have secured a place and, as a result, King's has led workshops with parents and students to explore key information about university opportunities in the future; students and lecturers from King's have joined us for classroom activities; and we had the opportunity to host a student doctor, as part of the 'Student Doctors in the Classroom' scheme.

"I am very happy to have spent time with the students and staff and to witness a cohort of confident personalities and amazing talents amongst the students. I hope I have helped some students to start thinking about their future and consider applying to university." (Anisah Khan, 'Student Doctors in the Classroom')

Our Bright Ideas lectures continue to inform and inspire in equal measure, with this year's speakers including Steve Marchant from the Cartoon Museum; Alex Taylor from Microsoft Research Cambridge; and Ludiya Besisira who spoke about her charity work for Global Giving.

Our literacy specialism was highlighted through trips to the National Theatre, the Globe and the British Library for a workshop on 'Terror and Wonder: The Gothic Imagination'. Furthermore, over the past year, the school newspaper has gone from strength to strength. Students became editors, reporters, photographers and designers to produce articles based around events in the school and their own personal interests.

Numeracy is our other specialism and we were delighted to participate in the NSPCC Number Day in December. This involved curriculum based maths challenges designed by the NSPCC and Oxford University Press. Forty of our budding mathematicians also took park in the UK Junior Mathematical Challenge, with 31 securing gold, silver or bronze certificates. This is a great achievement as these are only awarded to the top 40% of students nationally.

It has been a big year for our Science department. Head of Science, Amira Mahmood, organised an action-packed STEM week, which included talks from scientists covering topics such as stem cell biology and cosmology. Our students took part in the Royal Society of Chemistry's Bill Bryson prize, where they were asked to answer the question 'Where is the Science in Art?'; and the 'I'm a Scientist, Get Me Out of Here' project where students interrogated scientists before voting for their favourite to win a research grant.

The school focus on employability continues to grow, through our partnership with MyBnk, London Transport Museum and others.

The coming year sees our students move towards their GCSE courses, with our Year 9 students experiencing a refined enrichment programme and beginning to make choices about what they study.

Archer Arts

Arts are a real strength at the school, with regular, highly successful and professional exhibitions and showcases. Ten male, Year 8 students represented the school at the Barnet Dance Festival, with their dance 'Lost'. The boys were outstanding and the event organiser Anne Fisher commented that the students performed at an exceptional GCSE standard.

Archer Academy students also took centre stage at the Royal Albert Hall as part of the Barnet Arts Education Trust annual performance.

A major highlight of the year was the Big Draw week, organised by Kat Gold and assisted by Andry Moustras. During the week, the school hosted an impressive range of artists and designers who led a series of excellent workshops on furniture design, disc painting, animation, spray-painting and more. It led to some inspired students producing some truly wonderful creations.

Seven students were also invited to take part in the prestigious National Students' Art Exhibition, under the patronage of The Royal Society of British Artists. Paintings by two Archer students were selected to be exhibited at the The Mall Galleries in July. Work by all five of the other students ranked as 'highly commended'. This is a fantastic achievement, as all secondary schools in the UK are invited to take part, so competition is fierce.

Archer Sports

In March, Mr Davies took 15 Year 7 and 8 students to a rugby tournament held at Kilburn Cosmos RFC. Even though they had never trained as a team before, they made it through to the cup final!

Archer Academy participated in the Barnet Schools Netball Tournament and the Barnet School Cross Country. Three students were also outstanding representatives of the school at the inclusive Barnet Bar No One Festival.

Over the past year, Archer students have been selected to represent Barnet in the Middlesex Cross Country Championships and the

Lady Taverners Indoor Cricket Competition; Haringey at the Barnet Copthall Gala; and one student was selected to be part of the National Beacon Synchronized Swimming Squad.

Archer Community

Our school house system is now firmly embedded, with healthy competition between the houses. This year the Sports Day Cup was won by Ignatius and the House Cup by Lovelace.

Suw Charman-Anderson, founder of Ada Lovelace Day, believes that we may be the only school with a house named after Ada Lovelace. This encouraged Suw to visit the school during her last trip to the UK. Suw's inspiring lecture took Year 8 through a journey of Ada's life and left students with plenty of food for thought about how they can use Ada's legacy to inspire their own determination to achieve.

The school was also delighted to participate in International Ada Lovelace Day last October. Students went to the Royal Institute in London to celebrate inspirational women in science, technology, engineering and maths.

Our school has been keen to support and host events for local primary school children. This has included an arts workshop and an action packed day of science. Our students also helped with the Barnet Primary Schools Cheerleading Festival.

Finally, our school has made the local news on many occasions this year as it continues to be recognised as a highly successful free school. In November, we were visited by Tristram Hunt, then Shadow Minister for Education, and Sarah Sackman, the Labour candidate for Finchley and Golders Green. Then in April, we had a visit from David Cameron, the Prime Minister, and Mike Freer, our local MP. These visits certainly generated some excitement this year. Who will be next?

Our new site at Stanley Road

In June 2015, the design, plan and build phase of Stanley Road was successfully completed. The team of architects, designers, engineers and builders have transformed a derelict playing field into an asset for the school and the wider community. The site has been fully operational since September and provides a range of excellent facilities for all of our students, including:

- a state-of-the-art all-weather pitch 75m x 45m (with floodlights)
- a bespoke indoor climbing wall (approx. 125 square metres), suitable for disabled and non-disabled users
- two enclosed outdoor hard courts (marked for tennis and netball)
- a sports hall (3.5 x badminton court size) equipped with three trampolines, suitable for sports including basketball, volleyball, badminton and gymnastics
- a double-height dining room and performance area
- two specialist art, design and technology studios, including specialist machinery and a kiln
- specialist music practice rooms
- a recording studio

We are delighted to have recruited an experienced premises manager in Andrew Alcock who will ensure that we make best use of our facilities. We are also delivering on our commitment to make the facilities at Stanley Road available to the wider community outside of school hours and have selected Schools Plus as our partner to manage the lettings process.

For the academic year 2015-16, all 450 of our students will be based at Stanley Road. We have therefore agreed with the Education Funding Agency that our Beaumont Close site will be used by Alma Primary School for the year while their permanent site is being completed. In July 2016, Alma Primary will vacate the premises; our first cohort of students will then return to Beaumont Close in the September of that year to begin their Year 10 studies.

If you are interested in hiring any of the facilities at Stanley Road facilities, please see:

www.schoolsplus.co.uk/archeracademy

or call Karol 'Stan' Stanczak on: 07889 352 973

Financial scrutiny

As the Archer Academy continues to grow, an important part of our role as governors has been to scrutinise the school's financial management, and to ensure that its finance and business management capacity is increased to reflect the growth. The recruitment of Jane Gibson and Leanne Chase, as well as additional community governors with finance skills, reinforces our capability in this area.

A particularly important section of our budget, the Pupil Premium, is devoted to providing opportunities and support to tackle disadvantage among certain identified children.

The Archer Academy was allocated £45,815 through the Pupil Premium for 2014-15. As the school is committed to personalised learning, our decisions surrounding the spending of our allocation have been made based on the individual needs of each student. They have also been informed by research carried out by the Sutton Trust.

The funds were mainly used to facilitate smaller classes and provide small group tuition in English and Maths. Additional funds were directed to a range of activities including programmes to promote good attendance, breakfast and homework clubs and one-to-one mentoring.

Each year we evaluate the impact of our spending in order to inform our future strategies.

Download our full pupil premium statement from the 'school policies' section of our website: thearcheracademy.org.uk

Friends Association

The Friends Association, led by Lisha Ellis and Alex Coric, is growing from strength to strength. This year saw the continuation of popular events such as the Archer Café, our summer party (generously sponsored by Haven Estate Agents), a student movie night and our unmissable quiz night. We also added a dinner and auction event to our social calendar, which was a huge success. These events have led to significant contributions to landscaping at Stanley Road and much, much more. We are very grateful to all those who have worked so hard to produce events that make such a difference to school life – both socially and financially.

If you would like to help, please contact: archerfriends@gmail.com

Fundraising

This year we have continued to receive tremendous support for our school from the wider community, whether through sponsorship, donations, services, skills or advice. Local company Greater London Hire generously donated £7,500 for dedicated I.T. equipment for students with dyslexia, art printing equipment and funding for our Big Draw week in October. We have also received further substantial support from the school's Friends Association and the Atkin Charitable Trust.

Our comedy night at the Phoenix Cinema was a huge sell-out success for the second year running. Parent and top UK stand-up Ian Stone was joined by Stephen K Amos, Sara Pascoe and Ian Moore. We sold out six weeks in advance and raised £7,500 with the support of our main sponsor, Tatlers Estate Agents, and many local businesses.

This year saw the inaugural Race the Neighbours 10k run in East Finchley and Muswell Hill. Our team of parents, staff, governors and Jeremy Leaf staff smashed our target of £3,000 by raising £4,606. This went towards extra equipment and resources for all our students.

We would like to thank Dan and de Carlo for introducing an Archer Academy loyalty card scheme and Tax Assist, the East Finchley Open artists, the Atkin Charitable Trust and the Archer newspaper who sponsored our end of year awards.

We are immensely grateful to all the individuals and businesses who support us in many different ways.

If you would like to give a donation or find out more about how to support the Archer Academy, please contact:

sarahg@thearcheracademy.org.uk

Key features of our student population: 2014-15

Girls	48%	
Boys	52%	
Students with a statement of special educational needs	2.3%	The Barnet average is 2.2%. (DfE SEN Report, 2013)
EAL (students who do not have English as a first language or it is not the language spoken at home)	31%	The Barnet average for EAL students is 38.2%. (DfE, 2012) *N.B. English is a barrier to learning for only 3% of our students.*
Students eligible for Pupil Premium funding	17%	The Barnet average is 17%. (DfE, 2013)
Gifted & talented students	15.6%	The national average in 2011 was 14.2%. (DfE, 2011)
Highly able students	12%	While there is no statutory responsibility on a school to track the progress of highly able students, we feel that it is important to do this in order to assist them in reaching their potential.

Attendance

95.4%
National average 2013 94.1% (DfE statistical release, May 2015).
Barnet average 2012 95.5% (DfE, October 2013).

- Attendance is **in line with the national average** for the student population as a whole.

Attainment

The following table identifies the attainment of our Year 8 students in July 2015, the end of their second year at the Archer Academy. Please note that students working at a Level 5 ***by the end of Year 9*** are working at national expectations; the attainment of the large majority of our students is therefore well ahead of the average.

	Level 3+	**Level 4+**	**Level 5+**	**Level 6+**
English	100%	100%	96%	77%
Mathematics	100%	98%	89%	75%

- Attainment in English and Mathematics is **excellent** for the cohort as a whole.

Progress

Progress is measured from a student's Key Stage 2 (KS2) SATs results. The Department for Education expects children to make at least two sub-levels of progress per year over the course of KS3. Our analysis of the assessment data for the Year 8 cohort collected in July 2015 can be summarised as follows:

- Progress for the cohort as a whole is **excellent** in English and Mathematics.
- Progress for SEN students is **at least good** in English and Mathematics.
- Progress for Pupil Premium students is **at least good** in English and Mathematics.
- Progress for gifted & talented students is **excellent** in English and Mathematics.

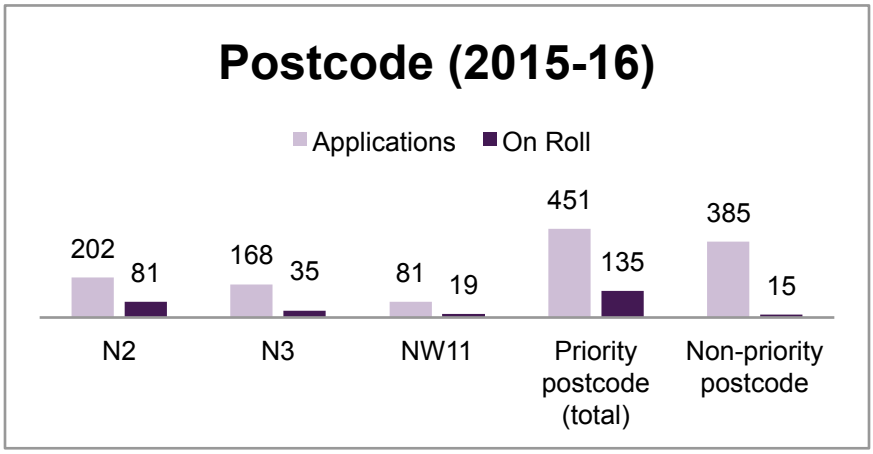
Admissions, September 2015

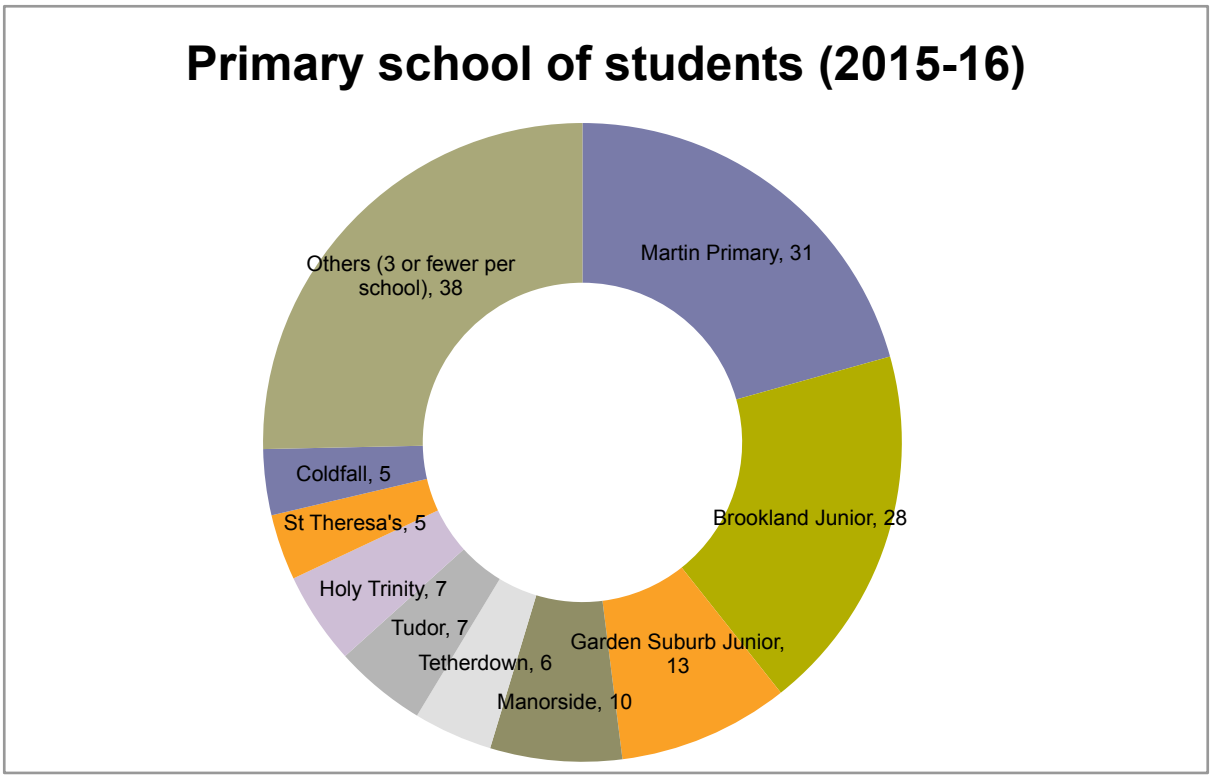
Around 850 students applied to the Archer Academy for admission in September 2015, with only 150 places on offer. The furthest distance from school to home for a student offered a place on the basis of proximity was 1.14 miles this year, a significant drop from the 1.893 mile distance in September 2014.

Clearly, our catchment area is shrinking as our school grows in popularity; we recognise that we cannot meet the current demand and that, unfortunately, some parents and their children will inevitably be disappointed. Having looked at the data, we have noted that there is now a greater number of applications coming from within the priority postcode area than from outside it. We are also aware that, despite this fact, there has been a significant increase in the number of primary schools that our children are coming from, which creates challenges for successful transition.

The Archer Academy Trust is committed to ensuring that the school continues to serve the community for which it was set up, and will consider these data as part of its annual evaluation of our admissions policy.

All data correct as of 5th August 2015.





Looking ahead

It has been another exciting year in the development of the school, and, as governors, we feel it is important to reflect on achievements and set priorities for ourselves going forward.

Our governor development plan is based on interviews with all the governors about their performance, experiences and reflections. It has four key priorities:

- To advance plans, and secure approval, for a school sixth form
- To develop our employability strategy to evaluate and enhance the school's offer and further support students
- To develop an integrated fundraising and business development strategy
- To enhance our focus on governor training to ensure that we remain well placed to offer the school the right balance of support and challenge

For support of many and various kinds over the past year, we would like to thank:

Airborne Circus, Atkin Charitable Foundation, Brightbox Marketing, Charities Advisory Trust, Damien Hirst, Dan & De Carlo, Dani Solomon, East Finchley Electrical Contractors, East Finchley Open, Elisca Coelho, Finchley Youth Theatre, First Kicks, Fortitude Dance Company, Finchley Youth Theatre, Full Circle Drama Club, GLH, Grahams Butchers, Hallett Retail, Hampstead Dyslexia Clinic, Hampstead Rugby Club, Haven Estate Agents, Ian Stone, Jeremy Leaf Estate Agents, Justine Czaky, Kinder Kitchen, King's College London, Liz Sacre, London Marathon Charitable Trust, Melinda Athinodorou, Mike Freer MP, Pat Leacock, Peter Copley, Philip Vile Photography, Phoenix Cinema, Saracens, Sarah Sackman, Stormont LTRSC, Tatlers, Tax Assist, The Archer Newspaper, Tony's Continental, Zoe Powers.

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Governor Name	Committees/ Responsibilities	Type
Avis Johns	Chair of Governors Education & Standards Sixth Form Planning Archer Academy Trust	Founder
Andry Moustras	Vice Chair of Governors Fundraising & Business Development	Community
Toby Blume	Chair, Finance & Audit Fundraising & Business Development Sixth Form Planning Archer Academy Trust	Founder
Martin Bright	Communications Chair, Employability	Parent
Lillian Caller	Chair, Resources	Community
Anne-Marie Canning	Education & Standards Employability Sixth Form Planning	Community
Roger Chapman	Resources Sixth Form Planning Link, Community Use Archer Academy Trust	Community
Patricia Choiral	Chair, Pastoral & Wellbeing Finance & Audit Link, Safeguarding	Community
Ludmila Felic	Pastoral & Wellbeing	Staff
Hannah Forster	Finance & Audit Education & Standards Link, SEND	Community
Cathy Halstead	Education & Standards Communications Link, Literacy & Numeracy	Founder
Jon Hindmarsh	Chair, Education & Standards Employability Link, Thematic & Enrichment Sixth Form Planning Archer Academy Trust	Founder
Katherine Klinger	Resources Link, Creative & Performing Arts	Parent
Sanjay Maraj	Pastoral & Wellbeing Chair, Sixth Form Planning Archer Academy Trust	Founder
Bryan Marcus	Pastoral & Wellbeing Fundraising and Business Development Link, Languages & Humanities	Community
Sarah Pearce	Chair, Fundraising & Business Development Resources Company Secretary Archer Academy Trust	Founder
Joel Romaner	Finance & Audit Link, Science & PE	Community
Seema Shah	Fundraising & Business Development	Community
Lucy Harrison	Headteacher	
Sarah Beaumont	Clerk	

Headteacher: Ms L Harrison
Proprietor: The Archer Academy Trust