



Star Radcliffe
Academy

NURTURING TODAY'S **YOUNG PEOPLE**,
INSPIRING TOMORROW'S **LEADERS**

Star Radcliffe Academy

TARGET OPENING DATE: SEPTEMBER 2024



CONSULTATION DOCUMENT

CONSULTATION PERIOD:
11TH SEPTEMBER - 22ND OCTOBER 2023

Star Radcliffe Academy CONSULTATION DOCUMENT

What is this document?

Following extensive support from parents and stakeholders, the Secretary of State for Education has approved a proposal to establish Star Radcliffe Academy: a free, non-selective, all-ability secondary school for boys and girls aged 11-16 years. The academy is proposed to open in September 2024. This document invites your views as to whether this proposal should go ahead. Details of how you can respond can be found at the end of the document. The consultation period runs from 11 September to 22 October 2023.

Who can take part in the consultation?

Anyone who wishes to can contribute to the consultation. We are keen to hear from the following groups and organisations within Radcliffe and its surrounding areas:

- parents
- schools (including Academies and Free Schools)
- Bury Council
- teachers and headteachers
- professional associations and trade unions
- voluntary, community and residents' groups
- MPs and Councillors

Context of the proposal

Bury faces a basic and growing need for secondary school places. In addition, parents in the local community have been campaigning for years for high quality state funded education that will maximise their children's life chances. Star Academies has worked closely with stakeholders, including the Local Authority, to secure a new community secondary school which offers high standards of education within a caring and secure environment.

Star Radcliffe Academy will become part of the growing network of outstanding Star schools. Although each of these schools take account of local contexts, they have a consistent brand, reflecting key Star characteristics.

Each school is autonomous and self-sufficient, but benefits from access to shared resources, and pooled ideas and expertise. Stakeholders in each of these schools, including parents, pupils, staff and the wider community, as well as neighbouring schools and employers, share in the creation of a 'learning society'.



Learners at Star schools find themselves part of an elite – but certainly not elitist – organisation; one where individualised experiences provide a firm foundation for life and for transition through the secondary years, where progress and achievement are coupled with a commitment to wider personal progression, including the development of character and an intelligent moral and ethical compass. Such schools develop learners who are outstanding characters, active and participatory citizens and exemplary members of their community – contributing to the development of a successful society and the social and economic prosperity of their country.

About the sponsor

Star Academies

Star Academies is a high achieving, not for profit Multi-Academy Trust. Star is a mixed MAT that runs a diverse network of primary and secondary schools. It is a values-based organisation that is committed to enhancing social mobility by working towards raising aspirations

of children and young people in areas of social and economic deprivation to improve their life chances and help them succeed at the highest levels of education, employment and the professions.

Its schools work together as Star Partnerships in five cluster areas – Lancashire, Greater Manchester, West Yorkshire, the Midlands and London. Schools within the Partnerships collaborate to share expertise and maximise opportunities and experiences for pupils. This helps us to maintain their local, “family” feel and focus on personalisation and strong community links.

The trust is also a founder partner of the flagship National Institute of Teaching and has a reputation for inclusivity and civic leadership as well as high academic standards.



Star Pledge of Excellence

Star schools promote excellence in everything their pupils do. In every school, the entire staff team – working in partnership with parents and the local community – is committed to raising pupils’ self-belief and encouraging them to aspire to be the very best they can. The Star Pledge of Excellence embodies our pursuit of exceptional practice and sets out the key components of our educational offer to parents.

We pledge to work tirelessly to:

- ensure an inclusive school culture in which your child can focus on learning, thrive personally, socially and academically and grow into a respectful, confident British citizen
- deliver a high-powered, knowledge-based academic curriculum with a strong core of literacy, numeracy, and digital education which prepares your child for the next stage in their education and future career
- provide your child with excellent teaching from well-qualified, well-trained and motivated staff who continue to benefit from high quality professional development
- challenge your child to achieve the best possible standards, and support them using evidence-based interventions if they fall behind
- engage your child in a rich and diverse leadership programme that grows character and inspires charitable and social action

- invite, listen and respond to your feedback so that we can work in partnership to ensure your child is happy at school and achieves their best

Star’s track record

Star Academies is one of the country’s leading multi-academy trusts. The trust focuses relentlessly on securing first-class outcomes for young people, closing attainment gaps to empower disadvantaged pupils and boosting their life chances. Several of its 33 schools regularly feature at the top of the DfE’s performance tables for Progress 8 and attendance, and many have been judged outstanding by Ofsted.

Star Academies employs the very best staff and invests heavily in their continuing professional development. Staff benefit from an extensive range of training provided by Star Institute and National Institute of Teaching. The Institute plays an active role in leading and co-ordinating school-to-school support and promoting partnership working, with three of Star’s north-west schools designated by the DfE as Teaching School Hubs.

Our involvement in Radcliffe, and the opportunity to open the new Star Radcliffe Academy, has come about through dialogue with Bury Council and other key stakeholders. We believe that Star can play a positive role in the region in partnership with other schools, organisations, local community and voluntary groups and businesses to help improve the quality of education and opportunities for its children and young people.

The proposal for Star Radcliffe Academy

Academy mission

The academy’s mission is to promote a culture of educational excellence, from within a caring and secure environment enriched with the values of discipline, mutual care and respect, which extends beyond the school into the wider community.

The mission consists of three key elements:

Educational Excellence

Excellence is achieved through high quality teaching of a knowledge-based, high-powered, academic curriculum, with the right support provided at the right time for the right children.

We will enhance the life chances of our pupils by enabling them to achieve great outcomes that will open future doors.

Character Development

Our excellent pastoral care will boost children’s emotional and physical health, fostering their resilience and self-esteem so that they can enjoy life, find their talents and grow into responsible citizens.

Inclusion is at the heart of all we do. We challenge stereotypes, champion those who are disadvantaged or who have special educational needs/disabilities and provide positive memorable experiences so that pupils look back on their school days with pride and warmth.

Service to Communities

We value parents as key partners in their children's education and ensure that we engage with them, respect their perspective and support their aspirations.

We will find the best ways of supporting the communities who entrust their children's education to us, modelling social enterprise through our leadership specialism and ensuring that Star and its pupils make a positive difference in the local neighbourhood.

Academy values

The academy will promote the STAR values of Service, Teamwork, Ambition and Respect in all that it does.

- Service - Being a responsible citizen in our community.
- Teamwork - Working together for excellence.
- Ambition - Aspiring to be our best.
- Respect - Treating others as we wish to be treated.

Capacity of the school

The academy will have five forms of entry, and when it reaches its full capacity, it will have 750 places. When the school opens, up to 150 pupils will be admitted into Year 7. The school will continue to recruit a new intake of 150 Year 7 pupils in successive years.

Location

Star Radcliffe Academy will be located on Spring Lane in Radcliffe in a brand-new state of the art campus. The campus will boast:

- modern classrooms featuring the latest technology
- specialist teaching spaces for food technology, graphics and music
- contemporary science laboratories
- a spacious learning resource centre
- IT rich spaces with 3D printing
- activity studio suitable for dance and drama
- three court sports hall
- multi-use games area
- 3G all-weather pitch

In the first year of opening, the academy will be based in temporary teaching facilities housed on the academy site. The permanent academy building and campus will be open from summer 2025.

Curriculum

The academy's curriculum - the subjects that pupils will study, the qualifications they will gain and the wider experiences they will be offered - is crucial in preparing them for future success in education and employment.

The Star curriculum aims to:

- cultivate well-rounded, intelligent and socially aware pupils
- mould pupils into good citizens, with a sense of responsibility for their actions
- encourage civic and social participation within the community
- promote the development of young leaders

- allow pupils to develop their individuality
- empower pupils to play a full and inclusive role within society
- provide a solid foundation for future learning at every stage
- develop the skills and abilities needed to access rewarding careers and employment opportunities
- deliver excellent exam results

A knowledge-rich academic curriculum

At the heart of the Star curriculum is a strong academic core for all our pupils at key stage 3 and key stage 4: the English Baccalaureate. This includes English, mathematics, sciences, history, geography and a modern foreign language.

Creative and performing arts, technology, computing, and physical education are also central to our curriculum offer, allowing pupils to develop curiosity, interests and talent. Our schools follow the local agreed syllabus for religious education.



Teaching in all subjects will ensure that knowledge is acquired by pupils as a secure foundation for the next stage in their learning. They will develop a deep understanding of each subject, giving them increased confidence in thinking about and discussing a wide range of topics, growing as independent scholars/leaders and building a strong basis for examination success.

Employment and Skills

Whilst Star's main emphasis is on providing an academic curriculum, we recognise the value of vocational pathways which are linked to local and regional economic development and employment growth areas. The establishment of Star Radcliffe Academy will support the town's regeneration and the social and cultural growth of Bury. The trust is in discussion with business partners to scope out the qualifications that would be appropriate for the Star Radcliffe Academy to offer so that pupils can progress to jobs in, for example, the digital and media sectors, both locally and in the wider Greater Manchester region.

High quality teaching

Pupils are inspired and motivated when the curriculum is taught well. Our Teach Like a Star framework ensures that teaching engenders in pupils a love of learning,

an eagerness to acquire knowledge and a delight in exploration of the world around them. Consistency and quality of teaching are assured through regular monitoring of performance against agreed standards, and teachers' skills and knowledge are continuously developed through training and instructional coaching supported by the Star Institute.

The importance of reading

The ability to read well, and to develop an extended vocabulary across a range of subjects, is known to be critical to every pupil's success. At Star, we have made this a priority through our Star Reading programmes which will also be a part of the curriculum at Star Radcliffe Academy.

Reading a wide variety of books from an assortment of different authors will help our pupils to grow into powerful and knowledgeable communicators. As they prepare to sit the examinations that will shape their futures, reading will equip our pupils with many of the tools they need to succeed.

As well as being a gateway to learning and understanding, reading helps young people to develop their social and cultural capital by providing access to new ideas and experiences, and encouraging empathy with people and characters from all walks of life.

The Star Reading Programmes are also designed to support pupils in developing their vocabulary in specific subjects, such as science and mathematics, so that they can increasingly understand and communicate complex technical ideas.

Additional support to help pupils access the curriculum

Star schools are inclusive organisations where all pupils are expected and supported to achieve their full potential. We have well developed approaches to support any pupil who may have difficulties or challenges in benefitting from the curriculum offer. This includes pupils with special educational needs and disabilities; pupils with social, emotional and mental health needs; those who are eligible for the pupil premium; pupils whose education has been disrupted by the COVID-19 pandemic and high ability pupils.

Pupils' progress against their curriculum targets is tracked closely, regularly and frequently. Where necessary, targeted provision such as tutoring or additional teaching is put in place.

Careers and enterprise education

Every child should leave school prepared for modern Britain. Careers and enterprise information, advice and guidance (CEIAG) is crucial in helping pupils emerge from school more fully rounded and ready for the world of work. Star Radcliffe Academy will aim to deliver impartial careers guidance through a range of processes designed to develop high aspirations in pupils, encourage them to consider a broad and ambitious range of careers and enable individuals to make informed choices and transitions related to their personal, educational and

careers development. This range of processes will include informing, advising, counselling, enabling, advocating and careers education. The school will use the established Gatsby Benchmarks to assess and improve the quality of the school's careers strategy and programme over time.

Developing leadership and character

Like all Star schools, Star Radcliffe Academy will have a leadership specialism. We provide our pupils with a unique leadership learning experience, which gives them the skills and confidence to lead and manage in a variety of settings and situations. We promote leadership in the broadest sense; developing confident individuals who are leaders at home, amongst their peers and friendship groups, their community and, later on, in the workplace.

Our Star R-18 Leadership Framework captures this commitment to nurture and develop the leadership potential of Star pupils via the identification of moral, performance and civic virtues linked to a competency matrix that encompasses the entire schooling experience. Trust led initiatives and partnerships with local and national organisations provide the opportunities and experiences for Star pupils to develop these competencies through the prism of our five leadership foundations: sport; creativity; performing arts; enterprise and careers; and charity and social action. Partnerships with the Duke of Edinburgh Award scheme, scout and guide groups, combined cadet forces, professional sports clubs, creative industries, local voluntary organisations and businesses help to enrich the curriculum in this regard.

Behaviour, attendance and pupil wellbeing

Star has high expectations of pupils' behaviour, attendance and punctuality. Orderly and respectful conduct together with full presence in school for all lessons and enrichment opportunities is an essential foundation for success.

Behaviour

Our approach to ensuring the highest standards of behaviour is embodied in our Behave Like a Star programme. These expectations are reinforced daily through practising and embedding routines, reminding pupils about rules, and staff modelling standards of conduct. The Star rewards scheme, which also contributes to the achievement of the Star Diploma, affirms and incentivises positive behaviour.

Attendance

It goes without saying that every day missed from school has a detrimental impact on children's educational performance and their ability to achieve their full potential. To promote high levels of attendance and punctuality, Star has developed a range of strategies which are operated fully by all its schools. At the heart of our approach is the belief that good relationships with parents are of the highest importance, and that pupils' experience of school should be stimulating, engaging, safe and well-structured.



Attendance and punctuality in Star schools is monitored on a daily basis. Where problems arise, parents are contacted immediately and if necessary support plans are put in place with the involvement of other agencies where appropriate. Good attendance is rewarded and counts towards the Star Diploma. In some cases, sanctions will be put in place to address absence and poor punctuality, where this is persistent.

Safeguarding

In all Star schools, we endeavour to provide a safe and welcoming environment where children are respected and valued. There are three main elements to our approach to safeguarding and child protection:

- prevention – a commitment to early help and identification of unmet needs and vulnerabilities and partnerships with agencies to promote the welfare of pupils and keep children safe
- protection – all staff and volunteers are trained to recognise and respond to abuse and neglect and are expected to be vigilant and act quickly when they suspect a child is suffering, or is likely to suffer, harm (in line with statutory procedures)
- support – recognition of the sensitive and complex nature of safeguarding and child protection, ensuring that pupils, staff and families are supported appropriately

As in all Star schools, Star Radcliffe Academy will have a designated safeguarding lead who will be responsible for ensuring that the trust's safeguarding policies and procedures are implemented and updated regularly.

Pupil wellbeing

All Star schools are committed to supporting the mental health and emotional wellbeing of both pupils and staff. We recognise that everyone experiences life challenges

which may make them vulnerable, and at times they may need support.

Our vision is that all pupils will better understand their emotions and feelings, feel comfortable sharing any concerns or worries and develop emotional resilience to be able to manage setbacks. Everyone must work together to achieve the vision which means:

- pupils will know where to access support for themselves and others
- parents/carers are aware of a key contact in school and should know where to access support for themselves and their child
- a whole school approach and the training of all staff enables the identification of warning signs of common mental health problems
- relevant school staff work directly with children, particularly the most vulnerable. These staff have the appropriate skills and knowledge to support them effectively
- specialist support is easy to access and is built around children and families. While most of our pupils will not experience mental health problems, a significant number will, and it is important they receive effective support in a timely manner. It is also crucial that children are empowered to make informed choices about their mental health support and treatment

Staff at Star schools are trained in the use of our School Support Pack, which sets out a whole school approach to pupils' mental health and emotional wellbeing.

We recognise that physical health is an important contributor to wellbeing and will ensure that opportunities for sport are built into the curriculum and out-of-school enrichment programme at Star Radcliffe Academy.

Admissions

Demand for admissions to Star Radcliffe Academy is likely to be high and any admissions policy will need to be legal, fair, clear and robust from the outset.

The academy will operate inclusive admissions arrangements. As an 11-16 years progressive and inclusive academy, the Local Accountability Board will consider all applications equally.

When the academy is oversubscribed, after the admission of pupils with an Education, Health and Care plan naming the academy, priority for admission will be given to those children who meet the criteria set out below, in priority order:

1. Looked after children and children who were previously looked after but immediately after being looked after became subject to adoption, a child arrangements order, or special guardianship order, including those who appear to the admission authority to have been in state care outside of England and ceased to be in state care as a result of being adopted.
2. Priority will next be given to the children of staff who have been recruited to fill a skill-shortage area.
3. Priority will next be given to children based on their exceptional medical or social needs. Each application must include evidence, from a medical specialist or social worker of the child's need and why they must attend this school rather than any other, based on those needs. If evidence is not submitted to the trust with the application, a child's medical or social needs cannot be considered.
4. Priority will next be given to the siblings of pupils attending the school at the time the application is received.
5. Other children.

Parents refused a place will be advised of their right of appeal to an independent appeal panel.

Full details of the admissions arrangements for Star Radcliffe Academy can be found on the academy website at starradcliffe.org

Academy calendar

The academy will operate a school year constituting 196 days.

The academy will consult on the calendar on a yearly basis but intends to operate the normal three terms per annum to fit in with Bury Council's holiday pattern and minimise disruption, particularly to parents and teachers with children in other local schools.

The Local Accountability Board

Star is committed to ensuring Star Radcliffe Academy is accountable to local parents and stakeholders. Accordingly, a Local Accountability Board will be established as part of the overall governance structure.

Benefits of the proposal

Star is proposing to establish Star Radcliffe Academy because:

- It responds to the demand of the local community for a school which offers outstanding educational standards and outcomes and therefore provides more choice for parents by offering them the chance to send their children to an inspirational school
- It will raise standards and improve outcomes for young people in an area of significant deprivation
- There is a need for new and additional secondary school places in Radcliffe and, in particular, in the locality which the school will serve

Star is making the proposal because:

- The trust has a proven track record of delivering outstanding educational standards
- The trust is well-placed to respond to the demands of local communities for better educational provision and improved choice
- There is clear and demonstrable evidence of the need for the school



We would like your views

Consultation timetable

- Consultation document published by: 11 September 2023
- Consultation begins: 11 September 2023
- Consultation ends: 22 October 2023
- Public meetings: 3 & 16 October 2023

How to give your views

- By completing the tear-off questionnaire at the end of this document
- By attending a consultation meeting on either:
 - Tuesday 3 October 6.00pm-7.30pm
The Outreach Centre, 35-37 Blackburn St, Radcliffe, Manchester M26 1NR
 - Monday 16 October 4.00pm-5.30pm
The Outreach Centre, 35-37 Blackburn St, Radcliffe, Manchester M26 1NR
- By completing our online survey at starradcliffe.org

Consultation Questionnaire

Star Radcliffe Academy

1. Please provide your name:

2. Please provide your email address:

3. Please identify which group best identifies your interest in the school *(tick one box only)*

Interested parent

Local resident

Local teacher/school staff

Organisation

Other, please state

4. Do you agree with the proposal to establish Star Radcliffe Academy? *(tick one box only)*

Agree

Disagree

Don't have view

5. Do you agree that Star Academies should enter into a Funding Agreement with the Secretary of State to establish Star Radcliffe Academy? *(tick one box only)*

Agree

Disagree

Don't have view

6. Are there any other comments you wish the Trustees to take into consideration at this time?

Please return this questionnaire by 22 October 2023 to:

Public Consultation, Star Academies, Shadsworth Road, Blackburn BB1 2HT

