

Report to: **Children’s Services Scrutiny Committee**

Date: **16 June 2014**

By: **Director of Children’s Services**

Title of Report: **Primary School Headteacher Recruitment and Retention**

Purpose of Report: **To provide information to the Scrutiny Committee on the current position regarding recruitment and retention of Headteachers in primary schools in East Sussex**

**RECOMMENDATIONS: The Scrutiny Committee is recommended to note the current position and to decide whether further examination is needed**

**1. Financial Appraisal**

1.1 There are no direct financial implications arising from the recommendations in this report.

**2. Background**

2.1 The current Ofsted Inspection framework makes explicit that school leadership is the key to driving up standards. The broad characteristics of good leadership and management, such as the ability to communicate a clear vision, to establish effective organisation and implement efficient administration have always been in the inspection framework. However, there is now a far greater emphasis on the role of governance and in the ways in which school leadership supports a school-led system.

2.2 Primary Headteacher recruitment is a matter for concern across the country. The Education Data Survey (2014), recently published by the Times Educational Supplement (TES), suggests that 26% of English primary schools failed to recruit a new headteacher at their first attempt during January 2013 (the peak month for recruitment), the highest percentage for thirteen years and 11% higher than the previous year. Key issues affecting the recruitment of good leaders are provided in **Appendix 1**.

2.3 In general, the larger the number of different factors, the greater the risk of failure at first advertisement. Therefore, a small school (*low salary range, less capacity*) that is a faith school (*and thus wants a Headteacher practising that faith*), in an expensive rural area and with relatively poor results will find the search for a new Headteacher much more of a challenge than a larger community school, with results slightly above average and located in an area with average housing prices.

**3. Headteacher Recruitment in East Sussex**

3.1 The recruitment challenges mentioned in paragraph 2.2 have existed in East Sussex for some years. Currently East Sussex has 35 Headteacher vacancies. Of these 16 are small rural schools, 15 are faith schools, 26 have system leadership solutions through management partnerships, collaborations or federations, 8 have recently appointed headteachers to start in September 2014, 8 will be converting to academy status in the Autumn 2014.

3.2 The recruitment administration service for headteacher vacancies is not purchased by all East Sussex Schools. Some schools elect to manage their own recruitment activity and therefore the LA does not have any involvement in the process. The picture provided from data available for those schools that choose to use the LA services indicate that turnover rate for Headteachers in East Sussex primary schools increased from 13.5 % for the academic year 2011/12 to 19.4 % for the 2012/13 which is reflected in the increased vacancy rates for our schools and the increased number of alternative solutions e.g. acting/federations/executive headships

3.3 The number of attempts to recruit to date for the current academic year, 2013/14, are provided in **Appendix 2**. The average number of applicants are 3 candidates per recruitment campaign, however a number of schools have received no applications

#### 4. . Strategies to address the issues

4.1 The complexity of the environments in which schools operate, as well as the difficulty recruiting, means that different schools may need to apply different leadership styles and models to meet their needs. It follows that the traditional single Headteacher for each school may no longer be the most appropriate response to the need for good leadership.

4.2 Schools, nationally, are beginning to develop alternative leadership structures, such as Executive Head arrangements covering a number of schools. Such structures can help address recruitment challenges by creating more attractive leadership roles. In the right circumstances, new structures are a positive strategy to build future leadership capacity and improve the experience of pupils.

4.3 In East Sussex, we are employing a number of strategies to address the shortages of Headteachers and to ensure that we have sustainable leadership, especially in our smaller schools.

- **The Primary Review Programme (PRP)** is detailed in the '*School Organisation and Place Planning 2013/14*' plan (attached at **Appendix 3**) and sets out our commitment to work with schools to explore different models of partnership including Executive Headships, and amalgamation of Infant and Junior Schools. In September 2013 there were 30 schools in a federation or collaboration arrangement in East Sussex. This number is increasing as demonstrated in **Appendix 4**.
- The Standards and Learning Effectiveness Service (SLES) offers dedicated support to governors and school leadership teams interested in exploring these models, targeting those schools we believe are most 'at risk' and could benefit from this leadership solution. SLES are also working with schools to identify Headteachers and Deputy Headteachers interested in progressing to Executive Headteacher and Head of School roles as part of succession planning. New toolkits and training programmes will be provided to ensure that we are developing new leaders for these partnerships. In developing the PRP SLES are using expertise and advice from Devon County Council, the National College of School Leadership (NCSL) and the South East Leadership Trust (SELT).
- **Leadership Professional Development in East Sussex**, as identified in the '*Excellence for All*' strategy, is a key strand of work. SLES has developed a staged programme for developing leadership and is providing courses to meet the needs of leadership working in different school contexts whilst recognising the value of gaining first-hand experience of leadership and management (see **Appendix 5**).

4.4 In order to support succession planning, we are working closely with the best schools and school leaders to develop their role as system leaders in a more devolved and collaborative school system, working closely with NCSL and SELT. East Sussex now has four teaching school alliances (TSA) where outstanding schools will lead local school alliances to co-ordinate the training and leadership development of teachers and provide school-to-school support for improvement. In addition, the national delivery model of using local leaders of education (LLE) to support this new school system led approach is being reviewed by NCSL and it is an expectation that TSAs will be responsible for brokering deployments both within and beyond their alliance, thus giving the system more accountability for driving forward school improvement at a local level.

4.5 A senior member of the SLES team attends governors' meetings to develop and support governors to facilitate system leadership and enter into partnership. Advice is also given to governors on the formal procedures involved in setting up a partnership.

#### Conclusion and Recommendation

5.1 The Scrutiny Committee is recommended to consider the current position and to decide whether further examination is needed

STUART GALLIMORE

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Local Members: All

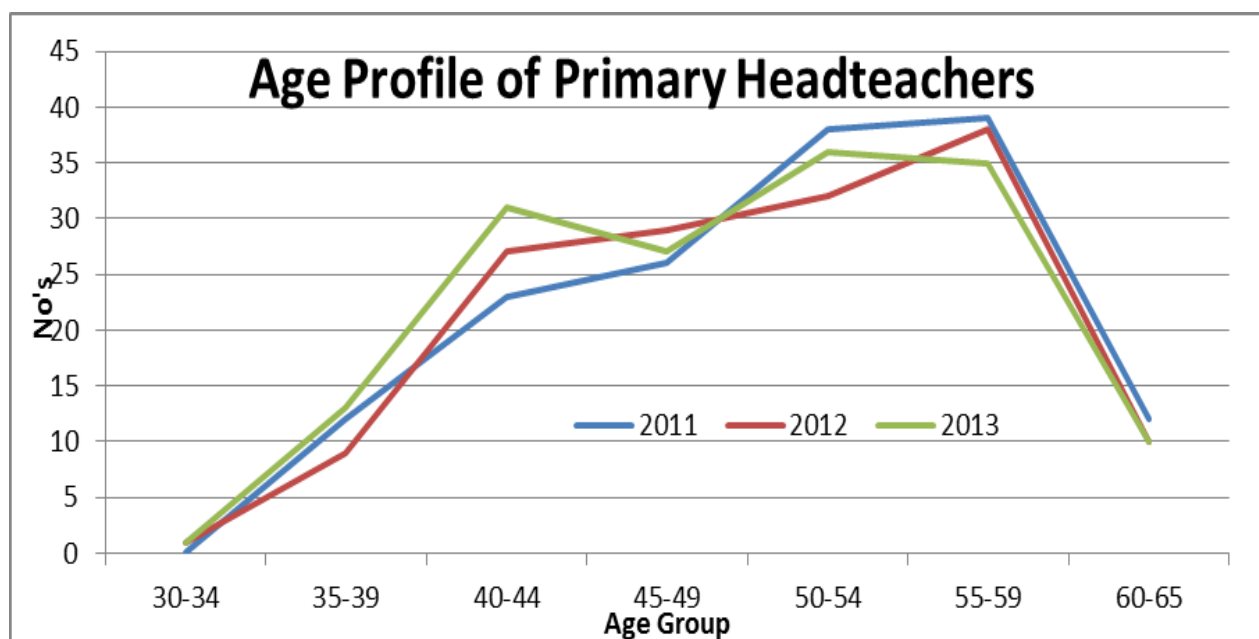
Background Documents: None

**KEY ISSUES AFFECTING THE RECRUITMENT OF GOOD LEADERS:**

The key issues affecting the recruitment of good leaders include the following:

- 1.1 Nationally, just under a third of all headteachers are aged 55 years and over. Almost half of those can be expected to take early retirement somewhere between the ages of 55 and 59. With so many vacancies arising, there are not enough good leaders coming through the system to take their place.
- 1.2 In East Sussex, 29% of current headteachers are aged 55 or over. The age profile shows a consistent trend in this group, across the academic years. Although the majority of Headteachers continue to fall in the 50-59 age group, the 40-44 age group shows a steady increase over the last 3 years.

Age Group	2011	2012	2013
30-34		1	1
35-39	12	9	13
40-44	23	27	31
45-49	26	29	27
50-54	38	32	36
55-59	39	38	35
60-65	12	10	10
<b>Total</b>	<b>150</b>	<b>146</b>	<b>153</b>



- 1.3 Some types of schools have very strong preferences for senior leaders who share a religion or experience of that school type, which limits the pool of potential applicants. This is particularly challenging for our Diocesan Schools (primary - 9 Catholic, 69 Church of England (CofE); secondary - 1 Catholic, 2 CofE).

1.4 Very small schools are likely to have a headteacher salary range that is lower than, for example, a deputy headteacher salary in a larger school. This means it is not as attractive as it might be to potential candidates. Additionally, small schools are less likely to provide potential leaders with a wide enough experience to step up straight to headship. These are key issues for ES. Recruitment difficulties are common for the significant number of small schools within the County.

- Schools with less than 80 pupils – 14
- Schools with less than 120 pupils – 42
- Schools with less than 210 pupils – 88

1.5 East Sussex has some particular issues as it is a county without the benefit of London weighting of salaries, but with a high cost of living, particularly housing. This means that competition from other areas within commuting distance is very high. However, numbers have increased since September 2013 with 6 new to East Sussex during 2013/14 and another 4 appointed from September 2014. A more detailed picture of the situation in East Sussex for primary school headteachers (starters and leavers) is provided below.

## Primary School Headteachers

### Starters and Leavers

#### Headteacher Appointments

	2011/12	2012/13	2013/14	2014/15
	No of employees	No of employees	No of employees	No of employees
New to ESCC	6	1	6	4
New to Headship	25	32	3	3
Transfer at Head level	11	18	3	4

*NB: New to ESCC includes anyone who started a role with us but we are not able to comment on their previous posts as these details are not recorded centrally. Those shown as "New to Headship" have previously been in other roles at ESCC.*

*Some headteachers will appear in more than one category*

#### Headteacher Leavers

Please note this is based on the number of people leaving East Sussex employment completely and not those moving to other roles internally.

To give some context the overall Primary School Phase turnover rate also increased from 18% in 2011/12 to 21% in 2012/13. This includes the transfer of any schools to Academy status which accounts for only two Headteachers.

Looking at the reasons for leaving shows that there were greater numbers resigning in 2012/13 and double the number of retirements than the previous year.

Turnover rate	Average no of Headteachers in Primary Schools	Leavers	% Turnover
2011/12	148	20	13.5
2012/13	149.5	29	19.4

Reason for Action	Detailed Reason	2011/12	2012/13	Total
Resignation	Res.Alternative Employment		6	6
	Res.Career Break		1	1
	Res.Entering Education	1		1
	Res.No Reason	2	3	5
	Res.to Indep Sch Teachers	1		1
	Res.to Maintained Sch diff LEA	1		1
	Res.to Other Authority		1	1
Retirement	Ret.Act Reduced 55-60 Teachers	1		1
	Ret.Comp Agree (Pension)		1	1
	Ret.Vol Age 60-65	4	9	13
Other	Xferred Out Redeploy/Reorg	2		2
	Compromise Agreement	4	2	6
	Death in Service		1	1
	End of Temp/Seasonal Contract	4	5	9
Grand Total		20	29	49



**Number of attempts to recruit in East Sussex for the current academic year 2013/14**

- 6 schools have recruited once – out of the 6 schools, 4 out of these schools made a successful appointment after the first recruitment campaign
- 6 schools have recruited twice – out of the 6 schools, 2 of these schools have made a successful appointment after the second recruitment campaign
- 2 schools have recruited three times – both schools have successfully recruited after the third recruitment campaign
- 1 school has had 4 recruitment campaigns without success



# School Organisation and Place Planning in East Sussex

## 2013/14





## FOREWORD

Welcome to the 'School Organisation and Place Planning in East Sussex' strategic plan for the 2013/14 academic year. This is a four-year rolling plan which is updated annually. It sets out how East Sussex County Council (ESCC) will ensure that there are sufficient school places for all children in East Sussex. The plan also sets out our approach to the organisation and leadership arrangements of schools to maintain and improve the efficiency and effectiveness of provision. The plan is produced by the Standards and Learning Effectiveness Service in the Children's Services Department and was approved for publication by Cabinet on 10<sup>th</sup> December 2013.

ESCC has a statutory duty to ensure there are sufficient school places in the county to meet present and future demand for school places. The document contains information on:

- The current pattern of primary and secondary school provision across the county
- The policies and principles guiding school organisation, including government regulations
- Forecasts of pupil numbers in future years by Borough or District
- East Sussex County Council's policy for school organisation in the county

Nationally and locally there is significant growth in the school age population, and like many local authorities ESCC has to plan for this increased pressure on school places within a rapidly changing context. The national educational context has changed the school landscape with new types of school now emerging; local authority maintained schools and foundation schools now sit alongside academies, free schools, studio schools and schools in trust arrangements. The new funding formula for schools is now implemented and places increased pressures on many of our smaller schools. Securing sufficient capital funding for school buildings continues to represent a challenge with different types of schools having access to different funding sources. In addition the government is also consulting on changes to the statutory processes for establishing and expanding schools.

ESCC has a track record of highly accurate forecasting on pupil places and in working in partnership with schools to deliver new places. Over the last 18 months ESCC has provided additional primary school places to meet the local demand for places as detailed below:

- 525 additional places through the expansion of existing schools
- 300 additional places in temporary accommodation

The County Council has been successful in securing additional funding through the Targeted Basic Need Programme for two new schools, one in Hailsham and one in Newhaven, both of which are due to open in September 2015.

At a time of such rapid change I would like to thank all the schools and governors who work with us to meet the demand for school places. The next few years will be an exciting time for school organisation and place planning as we embark on a programme of school expansion and establishing new schools. At the heart of this programme is our commitment to ensuring that we continue to meet local needs and secure good quality education for all East Sussex pupils.



Councillor Nick Bennett  
Lead Member for Learning and School Effectiveness

## CONTENTS

	<b>Page</b>
1 Introduction	3
2 The Local perspective	4
3 National and legislation	8
4 East Sussex policies and principles	10
5 Pupil forecasting methodology	14
6 Capital funding	15
7 Area based commentaries by Borough / District	16
8 Eastbourne Borough	17
9 Hastings Borough	21
10 Lewes District	24
11 Rother District	29
12 Wealden District	34
Appendices:	
Annex A – School planning areas	39
Annex B – Glossary of terms	45

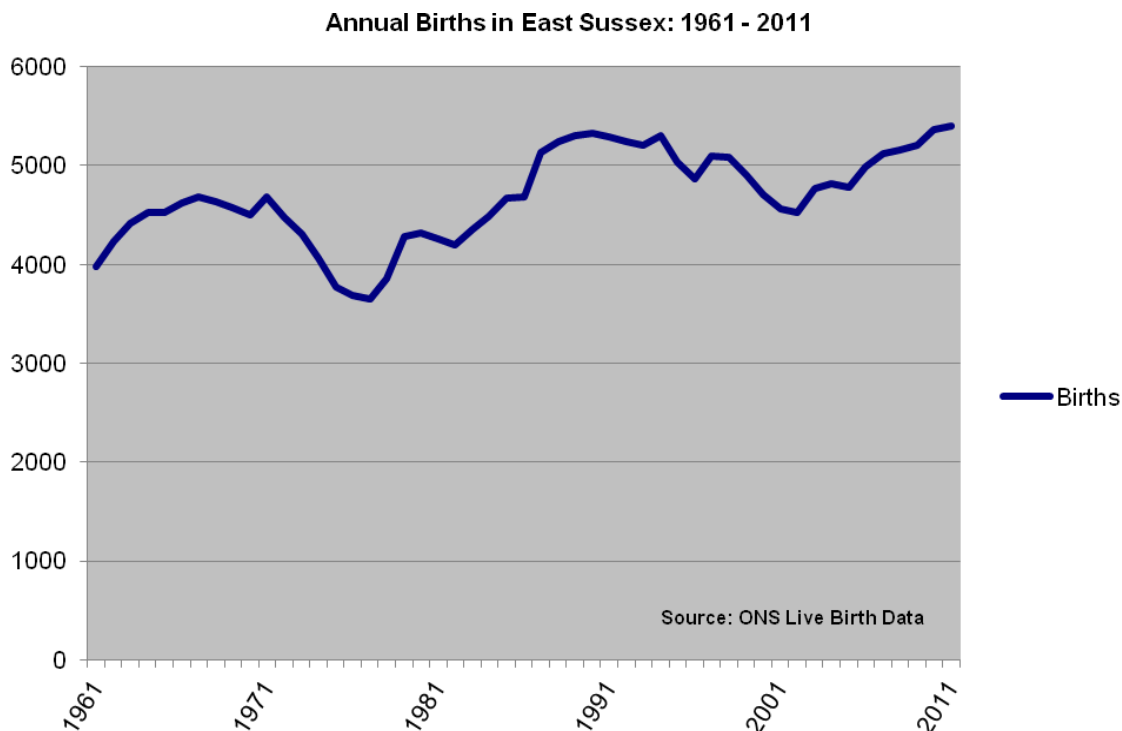
## 1 INTRODUCTION

- 1.1 East Sussex County Council takes very seriously its responsibility as a champion for children and families, and is committed to improving educational outcomes for all children and young people in the county. There is much to celebrate in East Sussex schools, with evidence of outstanding leadership and teaching, innovative practice and inspiring educational experience for many children and young people.
- 1.2 The Local Authority's strategy 'Excellence for All' for education improvement in East Sussex (2013 to 2015) includes the following ambitions:
- All children and young people who are educated in East Sussex will attend an establishment that is at least rated good by Ofsted.
  - All children and young people who are educated in East Sussex will make appropriate levels of progress.
- 1.3 Within this context East Sussex County Council has a statutory duty to ensure the adequate supply of school places across the county to meet current and future demand for places. The Local Authority is responsible for promoting a good supply of strong schools through planning, organising and commissioning school places in a way that raises attainment, increases diversity, encourages collaboration between schools and promotes community cohesion, through the development of 'schools at the heart of the community'. We seek to achieve this in partnership with key stakeholders including all schools in East Sussex irrespective of their status (including maintained, voluntary aided, voluntary controlled, foundation, academies and free schools), parents and carers, the dioceses, borough and district councils and local communities.
- 1.4 Over the period to 2016/17 we are predicting that the number of children attending state-funded primary schools in East Sussex will grow to approximately 39,000 (an increase of 11% on 2012/13 figures). Over the same period we expect the number of young people attending state-funded secondary schools in East Sussex to have fallen to approximately 26,700 (a decrease of 1% on 2012/13 figures) but that from 2017/18 numbers will begin to grow to reflect higher intakes coming through from the primary phase.
- 1.5 The plan sets out where we think there will be a need to provide additional places, remove surplus places or rationalise existing provision. It is a contextual document, providing the framework within which proposals for change may be brought forward, taking into account national and local factors which can impact on school organisation including government policy, housing growth, demographic change and the needs of individual communities. Any reviews of school provision undertaken by the Local Authority (e.g. opening, closing, enlargement or reduction in size, federation or amalgamation of schools) will in part, be based on information contained in this report.
- 1.6 The plan also sets out our policy for school organisation which outlines the principles we will apply when working with schools to review leadership and school structures, including an exploration of collaborations, federations and amalgamations.
- 1.7 The document focuses on primary and secondary school places. Early Years, SEN and post-16 provision are dealt with under separate policies and documents.
- 1.8 The plan is produced within the context of changing times in education and as such is a living document in need of interpretation, regular updating and revision. The plan is published annually, taking account of updates to pupil forecasts and pupil census, birth and housing growth data.

## 2 THE LOCAL PERSPECTIVE

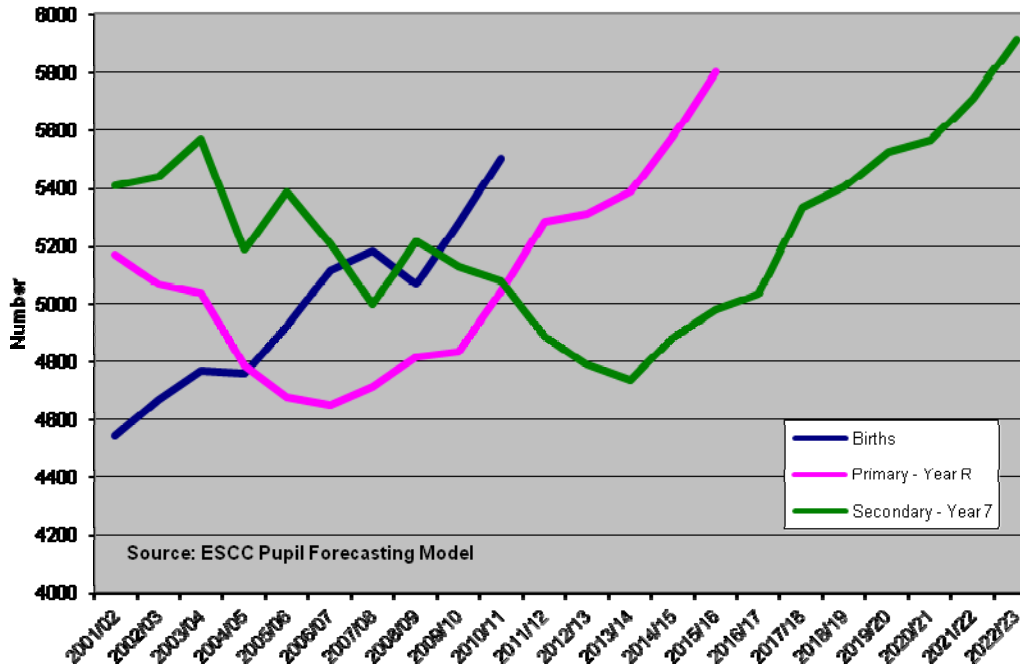
### Population and pupil numbers

- 2.1 The overall population in East Sussex has grown steadily over the last decade, rising from 493,000 in 2001 to 531,000 in 2012 (Source: ONS Mid Year Population Estimates).
- 2.2 Just under three quarters of the population live in urban areas (Source: CACI PayCheck Data). The main centres of population and employment are concentrated in the southern coastal strip of the county in Hastings and St. Leonard's, Eastbourne, Bexhill, Newhaven, Seaford and Lewes.
- 2.3 The majority of the population is White British with only 8% from minority ethnic communities (Source: 2011 Census). The proportion of minority ethnic community children in schools is currently 11%. (Source: January 2013 School Census).
- 2.4 The picture for East Sussex as a whole is of an ageing county. The proportion of the population aged 65 and over is forecast to rise from 24% in 2012 to 29% in 2027 (Source: ESCC Policy Based Population Projections).
- 2.5 However, in line with national trends, births in East Sussex have risen significantly in recent years. In fact, as the following chart demonstrates, records dating back to the 1960s show births in the county now to have risen to unprecedented heights.



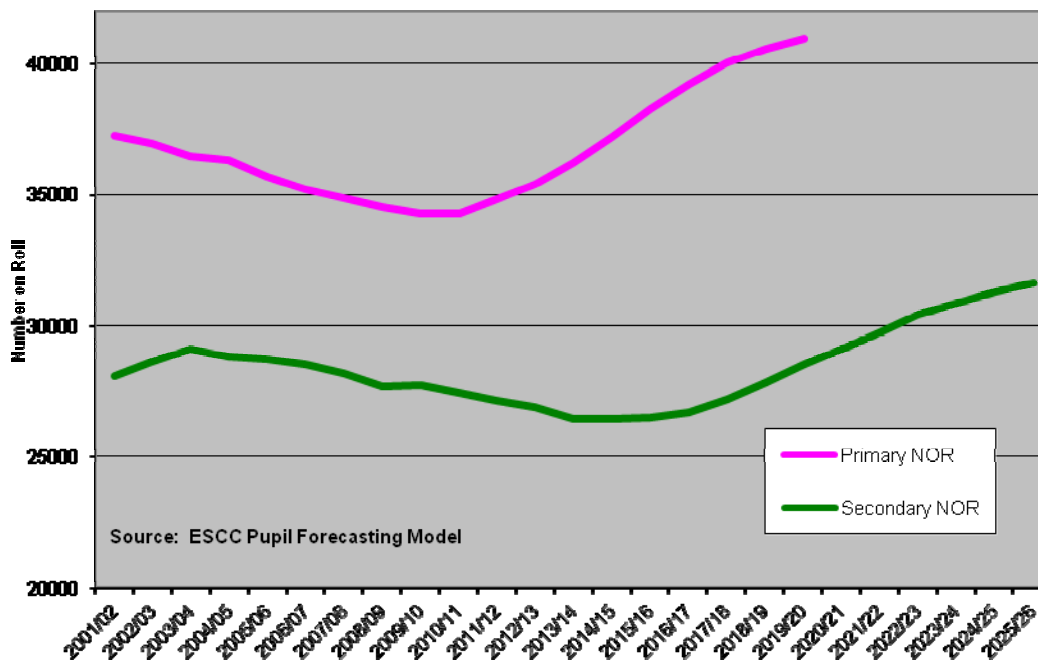
- 2.6 The next chart illustrates how the recent increase in births is (with a time delay) being reflected in a rise in primary reception numbers. In turn, secondary intake numbers, which have been falling, will begin to rise from around the middle of the decade. We can be fairly certain of these predictions as they are based on known actual live births. What happens longer term is more speculative.

**Births and School Intake Numbers - East Sussex**



2.7 The chart below shows the impact of birth trends on the overall numbers of pupils on roll in primary and secondary schools. The chart illustrates that total numbers in primary schools are already increasing, with the subsequent rise in overall secondary numbers coming later in the decade.

**Total Numbers on Roll - East Sussex**



2.8 These graphs look at the countywide picture. In certain parts of the County demand for school places will be stimulated by local demographic trends and the volume of new housing development proposed in emerging Local Plans (which cover the period up to either 2027, 2028 or 2030), most notably in Eastbourne, Hastings, Bexhill,

Hailsham, Uckfield, Polegate/Willingdon/Stone Cross and Newhaven. More detail on the forecast impacts on individual areas is given in Chapters 6 to 10 of this report.

- 2.9 East Sussex shares a border with three other authorities: Brighton and Hove, West Sussex and Kent. There are flows of school pupils across all of these borders. School Census data for January 2013 showed that 561 children resident in East Sussex attended state funded primary schools in other authorities, while the number of children in other authorities attending state funded primary schools in East Sussex was 432, making East Sussex a small net exporter of primary pupils. The comparative figures for state funded secondary schools are 1343 and 769, a net difference of 574. The main reason why East Sussex is a larger net exporter of secondary pupils is the lack of a Catholic Secondary School in the West of the County meaning that many Catholic children living in this part of East Sussex attend secondary schools in West Sussex and Brighton. Additionally, a significant number of East Sussex pupils attend grammar schools in Kent.
- 2.10 ESCC maintains regular contact with neighbouring authorities to identify and address cross border school place planning issues. In this report any significant planning issues with a cross border dimension are covered in the District and Borough commentaries.

### School Landscape

- 2.11 As at 1 January 2014 there were 191 state-funded schools in East Sussex with a mix of provision including 84 community schools, 49 voluntary controlled schools, 30 voluntary aided schools, 23 academies, three foundation trust schools, one free school and one studio school. The breakdown is shown in more detail in the table below. A list of schools and their current status is provided in **Annex A** to this document.

School Type	School Status							Totals
	Community	Voluntary Controlled	Voluntary Aided	Foundation Trust	Academy	Free School	Studio School	
Infant (4-7)	7	1	1					<b>9</b>
Junior (7-11)	6		2					<b>8</b>
Primary (4-11)	50	48	25	3	9			<b>135</b>
All-through (4-19)						1		<b>1</b>
Secondary (11-16)	8		2		8			<b>18</b>
Secondary (11-19)	3				5			<b>8</b>
Secondary (14-19)							1	<b>1</b>
Special	9				1			<b>10</b>
Pupil Referral Units	1							<b>1</b>
<b>Totals</b>	<b>84</b>	<b>49</b>	<b>30</b>	<b>3</b>	<b>23</b>	<b>1</b>	<b>1</b>	<b>191</b>

- 2.12 Of the 84 community schools in East Sussex, four schools in Peacehaven (three primaries and one secondary) are provided and maintained by a private sector partner under the terms and conditions of the Private Finance Initiative (PFI).
- 2.13 Of the 30 voluntary aided schools, 19 are Church of England, one is Church of England/Methodist and ten are Catholic.
- 2.14 There are eight secondary schools with sixth forms and four further education colleges.

- 2.15 There is one Pupil Referral Unit (known as College Central) with sites in Eastbourne and Hastings.
- 2.16 On 1 September 2013 Gildredge House Free School opened in Eastbourne, providing places for children and young people aged 4-19. Rye Studio School also opened on 1 September 2013 offering places for young people aged 14-19.
- 2.17 As at 1 January 2014 there were 23 academies in East Sussex (nine primaries, 13 secondaries and one special school). Further schools are expected to convert to academy status in time for the start of the 2014/15 academic year. These will be reported in the next update of the plan.
- 2.18 In January 2014 approximately 50 schools in East Sussex are part of a Collaboration or Federation arrangement.
- 2.19 In 2012/13 35,380 children aged 4-11 were educated in 152 state-funded primary schools in East Sussex. The capacity of these schools was 37,959 meaning there were 2,579 surplus places (7%) across the county. 18 primary schools had surpluses of 25% or more. By 2016/17 primary school pupil numbers in the county are expected to have increased by about 11%.
- 2.20 In 2012/13 26,909 young people aged 11-19 attended 26 state-funded secondary schools in East Sussex. The capacity of these schools was 29,542 resulting in an overall surplus of 2,633 places (9%) across the county. Two secondary schools had 25% or more surplus places. Secondary school student numbers in the county have fallen in recent years but from 2014/15 or 2015/16 numbers are expected to start to rise as the recent increase in primary intake numbers works its way through the system.

### **3 NATIONAL LEGISLATION**

#### **3.1 The Education and Inspections Act 2006 (EIA 2006)**

3.1.1 The EIA 2006 sets out a clear framework within which local authorities must work in relation to school organisation. In undertaking their statutory duty to ensure there are sufficient school places, local authorities must:

- Promote high educational standards
- Ensure fair access to educational opportunity
- Promote the fulfilment of every child's educational potential
- Promote diversity
- Increase parental choice

3.1.2 Under the EIA 2006 local authorities are now commissioners of school places rather than providers. As a result local authorities can:

- Commission the provision of new schools
- Propose the closure of schools
- Propose the expansion of schools
- Make other changes to schools (eg altering the age range)

3.1.3 Parents can also make representations about the supply of school places and local authorities have a statutory duty to respond to these representations.

3.1.4 In most circumstances the duty to decide school organisation proposals sits with local authorities. Some decisions are also taken by the Schools Adjudicator or by schools Governing Bodies.

3.1.5 However, the Department for Education is currently considering amending the existing legislative and policy requirements for making significant changes to schools and academies. The aim is for schools to be more in charge of their own decisions about size and composition and to be able to respond to what parents want locally without being unduly restricted by process. In practice, this would mean that:

- Individual maintained schools would have the freedom to make certain changes (e.g. enlargement of premises) without following a statutory process
- The statutory processes would be slimmed down for certain other changes to maintained schools by reducing the length of the process and the level of prescription
- The requirement for academies to apply to the department for permission to make similar changes would be removed

#### **3.2 The Academies Act 2010**

3.2.1 The Academies Act 2010 enables the Secretary of State to set up academies using Academy Orders. These orders apply to converting existing schools or establishing new schools (including Free Schools, University Technical Colleges and Studio Schools, all of which are legally academies).

3.2.2 East Sussex County Council has no preferred view about the structure of schools. We are co-sponsor of three academies in Eastbourne and Hastings and are working with schools on a variety of leadership and organisational models. Our guiding principle is to make sure that the structure is appropriate for the situation and that it is developed with a clear focus on improving provision for students. The Local Authority wishes to remain a partner to every school in the county irrespective of their status. This reflects



both the Local Authority's statutory responsibilities for schools and children's services, and also our democratic role to act as champions and advocates for local residents.

Future academies could be established through three processes:

- Voluntary conversion of existing schools to academy status
- Forced conversion of existing poor performing schools with a sponsor\*
- Establishment of new or additional provision

\* Sponsors come from a wide range of backgrounds, including universities and colleges, educational trusts, charities, the business sector and faith communities.

### **3.3 The Education Act 2011**

3.3.1 The Education Act 2011 changed the arrangements for establishing new schools and introduced section 6A (the academy/free school presumption) to the EIA 2006.

3.3.2 The presumption arrangements require Local Authorities to seek proposals to establish an academy/free school where they have identified the need for a new school in their area. All new academy/free school proposals require the Secretary of State's approval. It is the Secretary of State who will enter into a funding agreement with the proposer.

3.3.3 In certain exceptional circumstances, it is still possible to publish proposals for a new maintained school under sections 10 or 11 of the EIA 2006. The Secretary of State's consent is no longer required to publish proposals to:

- Establish new voluntary aided schools
- Establish new primary schools as a result of infant/junior amalgamations
- Establish new schools as a result of the reorganisation of existing faith provision

### **3.4 School Admissions Code**

3.4.1 The School Admissions Code came into force on 1 February 2012. The Code ensures a fair and straightforward admissions system that promotes equity and fair access for all. In particular, the Code gives greater freedom to schools to increase the number of places they are able to offer to parents in the future.

### **3.5 Collaboration Regulations 2003 and School Governance (Federations) (England) Regulations 2012**

3.5.1 Under these regulations schools can work together in Collaboration or Federation arrangements. Collaboration is where two or more schools retain their own governing body but establish a joint committee with specific delegated powers usually of a strategic nature; the schools will often share an Executive Headteacher across the schools. A Federation is where two or more schools are governed collectively under a single Governing Body usually with an Executive Headteacher who provides strategic leadership across the schools.

## **4 EAST SUSSEX POLICIES AND PRINCIPLES**

### **4.1 Policy for School Organisation**

#### Introduction

4.1.1 This policy sets out the Council's approach to school organisation to support school governing bodies to ensure that they are offering high quality education to all their pupils within the context of a changing educational landscape.

4.1.2 The principles underlying this policy are:

- To ensure that all schools are well placed to deliver high quality education that meets the needs of their local community and makes best use of public funding
- Where there is sustained evidence that a school is failing to meet the needs of the local community and/or to deliver improved outcomes and/or is not financially viable to explore the options for closure or a partnership solution
- To maintain a sustainable network of village schools, through exploring a range of partnership solutions where appropriate (e.g. collaborations, federations, trust status and academy chains)
- To address the relative underperformance at key stage 2 of junior schools compared with all-through primary schools by supporting infant and junior schools to form a federation or amalgamate;
- To ensure any change to school organisation impacts positively on school performance and on the life chances of children; to support governing bodies to review, on an annual basis, their organisational and leadership arrangements and to plan for building leadership capacity;
- To develop an approach to school organisation review that enables stakeholders to engage fully and effectively in the process.

4.1.3 The Local Authority and school governing bodies face increasing pressure to maintain the efficient organisation and effective leadership of our schools; particularly of primary schools. The Local Authority will manage a programme of ongoing planning and review of school organisation and leadership arrangements, to provide support for governing bodies to address this challenge.

#### Financial context

4.1.4 School budgets are made up of age-weighted pupil funding, specific allocations to cover premises costs and protection for small schools to enable them to offer a full curriculum and comply with infant class size legislation. Currently, small schools' budgets are under considerable pressure and many schools are finding that they have to allocate a disproportionate amount of budget to management costs.

4.1.5 The Department for Education (DfE) introduced changes to the allowable factor in Local Authorities' School Funding Formulae, which came into effect in 2013/14. The DfE recognised the need to retain some funding protection within the funding formulae until 2014/15 which included a minimum funding guarantee. The DfE have indicated that there will be a new funding formula from 2015/16.

4.1.6 If existing levels of funding decrease, it is possible that some schools may need to consider more efficient organisational structures and operations, e.g. collaborating or federating with other schools. Governing bodies will need to consider the range of options available to secure reduction in overall costs whilst continually improving school performance; this will involve reviewing school organisation, leadership and management structures.

### Pupil performance context

- 4.1.7 As detailed in 'Excellence for All' the Council's strategy for school improvement (2013 – 2015) there is evidence of outstanding leadership and teaching, innovative practice and inspiring educational experiences in many schools in East Sussex. However, performance is not consistent and progress to improve pupil outcomes across the county has been too slow. In the past year too many schools have been judged by Ofsted to require improvement or Special Measures. Education at all stages is now delivered by an increasingly diverse range of providers. This landscape requires new partnerships, approaches and accountabilities to be developed to secure the best outcomes for all of the county's children and young people.
- 4.1.8 The Local Authority reviews the performance data of each school in the autumn. Where there is an indication of a trend of significant decline in a school's performance, the Local Authority will consider with the governing body whether alternative models of school organisation or leadership and management are necessary to secure improvement.
- 4.1.9 The Local Authority is committed to the federation or amalgamation of infant and junior schools. Data analysis shows that overall key stage 2 pupil outcomes are higher in East Sussex all through primary schools in comparison to junior schools where children transfer at the start of year 3. There is also a cost to the Local Authority of the provision of support to improve the performance of junior schools.
- 4.1.10 The Local Authority will continue to regularly review opportunities to create all through primary wherever possible from pairs or combinations of infant and junior schools.

### School leadership context

- 4.1.11 School governing bodies face increasing pressures to maintain the effective and efficient leadership of our schools, with regard to:
- recruiting headteachers
  - developing alternative models of school leadership
  - creating effective partnerships between schools.
- 4.1.12 Within this challenging context building leadership capacity and succession planning is an issue that must be part of any governing body's strategic planning. The Local Authority will work with governing bodies to develop strategies to build capacity and to plan well in advance for strong, sustainable future leadership of a school. It is vital that this is approached and managed in a forward thinking and proactive manner and not in response to the resignation or retirement of a headteacher.
- 4.1.13 The Local Authority will support governing bodies to take a strategic approach to the challenge of developing a model of leadership that will suit their school in the future. This will include exploration of the suitability of executive headteacher arrangements as part of a collaboration or federation.
- 4.1.14 Across East Sussex a range of models of school organisation and leadership and management exist including co-leadership and executive leadership. In January 2014 approximately 50 schools in East Sussex are part of a Collaboration or Federation arrangement. These new and developing models have brought numerous opportunities for schools to work together on common aims to improve the quality of provision and raise the standards achieved by pupils.

### Implementation of policy

- 4.1.15 The implementation of this policy will be managed through every primary school's context, regardless of their governance arrangements, being reviewed in the Autumn. The review of each primary school's context will draw on a range of information

including pupil numbers, finance, pupil performance, leadership arrangements and succession planning. The review would reach a view about the effectiveness of arrangements for the organisation and management of primary schools across the county and at individual school level. The outcome of the review would lead to an identification of primary schools where support should be provided for governors to explore issues specific to the organisation and leadership challenges in their school. The programme of support would be led by the Standards and Learning Effectiveness Service (SLES) and involve other teams from Children's Services as appropriate.

4.1.16 Key issues that will be considered in relation to individual school's context will include:

- succession planning where there is a current headteacher vacancy or possible vacancy within the next two years;
- year groups with fewer than ten pupils;
- classes made up of three or more year groups;
- total pupil numbers of fewer than 80 pupils or a surplus of more than 25% for three or more years
- a declining trend in the level of parental preferences;
- a two year declining trend of pupil performance as measured by attainment and progress data.
- evidence of financial difficulties being experienced by the school

4.1.17 In addition to the September review process, any school in which there is significant change in circumstances at any time of the year, that could impact on the efficiency and effectiveness of the school would be identified for further support and discussion with the governing body about the organisation and leadership and management issues identified. Examples of significant change in circumstances include:

- the position of headteacher becomes unexpectedly vacant;
- a school is placed in an Ofsted category of concern of serious weaknesses or special measures;
- a school has remained in a Ofsted category of requires improvement for the last two inspections;
- a school becomes eligible for intervention by the Local Authority;
- a school has a pre-existing licensed deficit and is unable to supply a sustainable recovery plan;
- an organisation wishing to set up an academy or a free school indicates an interest in a specific locality.

4.1.18 The outcomes of the review of schools each Autumn will be assessed and the schools for further analysis and discussion with the governing body will be identified. Where the school is controlled or aided the diocesan authority will be involved fully.

4.1.19 An options appraisal would be prepared and considered at a meeting with a school's governing body to explore the key issues and agree a course of further action; a personalised programme of support would be drawn up to take developments forward.

4.1.20 By placing the focus on discussion and planning in a pro-active manner there will be better opportunities to take time to explore and develop a range of options, time to build the capacity required to work differently, time to consult and time to implement change.

4.1.21 Where the result of the review and discussions with a governing body necessitate a solution requiring a formal change of school organisation (for example, creation of an all through primary or Federation), the local wider community would be consulted together with other key stakeholders. Where this is the case, consultation will comply with statutory requirements contained in, but not limited to the Education and

Inspections Act 2006, the School Organisation Regulations, the School Governance (Federation) Regulations 2007 and the Education Act 2011. Legislation in this area is subject to regular review by government.

## 4.2 Principles for providing school places

### Surplus places

4.2.1 Schools operate most efficiently and effectively when full or nearly full. To this end East Sussex County Council seeks to keep the number of surplus places (the number of places in schools that are unfilled) to a minimum. However, it is generally accepted that not all unfilled places in a school are surplus places, but that some margin of capacity is necessary to allow parental choice, given that there will be volatility in preferences from one year to the next, and to allow for differences in the size of individual cohorts. National guidance suggests that between 5 and 10% surplus should be maintained in an area to facilitate parental preference and allow for a margin of error in the pupil forecasts. Applying this guidance to planning school places in an East Sussex context, in larger towns around 1% spare capacity is allowed while in other areas around 0.5% is allowed, although margins vary depending on specific forecasts, capacities and local circumstances. Where an individual school has 25% or more surplus places, the Local Authority will take action to reduce this to a more acceptable level with the aim of improving that school's educational and financial sustainability.

### Adding school places

4.2.2 When the Local Authority identifies the need for additional school places there are two means by which these can be provided; through temporary or permanent accommodation. Where pupil growth is identified as a short term issue, a 'bulge' in pupil numbers, the Local Authority will use temporary accommodation to ensure it can react quickly to provide additional places in areas of pressure. Using temporary accommodation is a recognised way of providing additional places in the short term and it provides a valuable and flexible resource to enable the Local Authority to fulfil its obligations.

4.2.3 Where pupil growth is forecast to continue over a longer period of time the Local Authority will consider providing additional permanent accommodation, subject to compliance with statutory processes and capital funding being available.

4.2.4 Where additional school places are required the Local Authority will deliver new places taking account of the following principles. The Local Authority recognises that at times some of these principles are likely to be incompatible with each other and therefore they may not all be applied in every instance.

- prioritise the expansion of outstanding and good schools
- consider the pattern of parental preference to meet demand
- consider travel to schools patterns to reduce home to school travel time wherever possible
- engage all schools in an area in school place planning decisions
- consult with pupils, parents and the local community
- support new schools, including Academies, Free Schools, Studio Schools and University Technical Colleges where their location will help relieve pupil pressures and/or increase parental choice and raise outcomes.

## 5 PUPIL FORECASTING METHODOLOGY

- 5.1 Pupil place planning predictions in this document are derived mainly from East Sussex County Council's pupil forecasting model. The version of the forecasts used to inform this plan is the January 2013 Pupil Census Based Projections as updated on 1 August 2013.
- 5.2 The model produces forecasts of the number of children and young people in state funded primary and secondary schools in East Sussex (including voluntary aided schools, free schools and academies).
- 5.3 The model forecasts pupil numbers:
- Countywide
  - For each district and borough
  - For each primary and secondary school place planning area (based largely on admissions areas)
  - For each individual primary (including infant and junior) and secondary school
- 5.4 The forecasts are used for a number of purposes. These include:
- Pupil place planning, including inputs to the School Organisation Plan
  - To prepare the annual School Capacity Return to central government
  - To inform S106 development contributions assessments
  - To help the Local Authority respond to strategic planning and Community Infrastructure Levy (CIL) consultations on future infrastructure needs
  - To inform decisions on future Published Admission Numbers (PANs) and input to statutory consultations
- 5.5 In producing pupil forecasts a number of key factors are taken into account. These include:
- Existing numbers of pupils in schools (from pupil census data)
  - Future births and resulting primary Year R numbers
  - Parental preference for all-through primary and infant Year R, junior Year 3 and secondary Year 7 places as expressed through the school admissions system
  - Transfer (cohort survival) rates between school year groups
  - Transfers and transfer rates between infant and junior and primary and secondary schools
  - Staying-on rates into school sixth forms
  - Additional pupils arising from new housing development in each area
- 5.6 For academic years 2014/15, 2015/16 and 2016/17 the Year R predictions in this School Organisation Plan also draw on GP registration data. The 2014/15 and 2015/16 Year R predictions additionally benefit from the availability of Child Benefit take-up data.
- 5.7 ESCC regularly reviews and refines its forecasting methodology to ensure that its pupil forecasts are as accurate as possible. The Countywide three year forward forecast made in 2010 for Academic Year 2012/13 achieved the following levels of accuracy:
- Primary Year R: (+0.3%)
  - Primary total number on roll :(-0.2%)
  - Secondary Year 7: (+1.2%)
  - Secondary total number on roll: (+0.3%)

## **6 CAPITAL FUNDING**

- 6.1 Local authorities receive Basic Need grant funding from the government to help with the cost of providing additional school places. This funding is provided on a formulaic basis based on information provided by the Local Authority to the Department for Education in the annual School Capacity return.
- 6.2 In 2013 additional funding was available to local authorities from the government through the 'Targeted Basic Need Programme'. ESCC was successful in securing funding from this programme to build two new primary schools in the county, both of which are due to open in September 2015.
- 6.3 The Basic Need funding that local authorities receive from the government is provided on a 'cost per pupil place' basis. The funding provided is not always sufficient to cover the entire costs of new build and expansion projects and ESCC must supplement the funding provided from other sources including its own capital programme.
- 6.4 In areas where pressure on school places comes from new housing developments, ESCC works closely with borough and district councils to secure financial contributions towards the cost of providing additional places through the negotiation of Section 106 agreements. In the future the majority of development contributions are likely to come from the Community Infrastructure Levy which is due to come into force in 2014.
- 6.5 In addition to Basic Need funding identified above, ESCC also allocates funding from its capital programme for the provision of temporary accommodation. Each year temporary accommodation is used to create 'bulge classes' in areas of pressure on pupil places.
- 6.6 ESCC has a phased plan for providing additional pupil places over the next 5 years. Work is currently underway to deliver additional places under 'Phase 1' of our Basic Need capital programme. Funding for Phase 1 has been secured through Basic Need capital funding from central government and Section 106 contributions and will deliver additional places by September 2015. Subject to funding decisions by Full Council in February 2014, it is planned to implement 'Phase 2' of our Basic Need capital programme which will deliver additional places by September 2017.

## 7 AREA BASED COMMENTARIES BY BOROUGH / DISTRICT

7.1 The county of East Sussex is divided into five Boroughs and Districts. Within these areas there are:

- 17 primary planning areas which closely reflect school admissions areas. There is a planning area for each town in East Sussex. For the purposes of the plan, rural primary schools admissions areas (which tend to be single school admission areas) have been grouped together at a District level under the headings of 'Lewes District Other', 'Rother District Other' and 'Wealden District Other'. The 17 primary planning areas and their schools are listed in **Annex A** to this document.
- 17 secondary planning areas which closely reflect school admissions areas. Many secondary school admissions areas relate to a single school. In Eastbourne and Willingdon, where the single school boundaries are complex and overlapping, six secondary schools have been grouped together for school place planning purposes. Hastings Borough is a four school admissions area and this is reflected by the planning area. Bexhill planning area contains two schools, one of which (a Catholic Aided school) has a much wider catchment area than the town. The 17 secondary planning areas and their schools are listed in **Annex A** to this document.

7.2 The following sections describe the situation in each of the five Boroughs and Districts and explain the issues facing the Local Authority and its schools over the period of the plan.



## **8 EASTBOURNE BOROUGH**

### **8.1 Overview**

- 8.1.1 There are 21 state-funded primary schools in Eastbourne. Of these, seven are infant schools and six are junior schools. There are two primary academies and one free school, Gildredge House, which is an all-through school and also takes secondary students. The capacity of these schools is 6,858 of which 240 places are provided in temporary accommodation.
- 8.1.2 There are seven state-funded secondary schools in Eastbourne (including Willingdon). There are three academies and one free school, Gildredge House, which also admits primary pupils. The capacity of these schools is 6,220 of which 183 places are provided in temporary accommodation.
- 8.1.3 The adopted Eastbourne Core Strategy Local Plan provides for 5,022 new dwellings across the town in the period from 2006 to 2027.
- 8.1.4 We are working with Eastbourne Borough Council in the production of its Local Plan documents. This planning process identifies the requirement for additional school places arising from new development. It is anticipated that, through the Community Infrastructure Levy (CIL), new housing development will contribute a percentage of the funding required to provide additional school places needed in the medium to long term in the town.
- 8.1.5 Before a CIL is introduced we are working closely with Eastbourne Borough Council to secure s106 contributions from developments in Eastbourne towards the cost of providing additional school places in the town.
- 8.1.6 The following tables flag up those schools/school place planning areas where potential shortages of places are forecast as most likely to emerge in the coming years. The tables focus primarily on cases where intake numbers (primary Year R, junior Year 3 and secondary Year 7) are predicted to exceed the Published Admission Number (PAN) over the next four academic years and in the longer term. However, predicted additional shortfalls in other year groups are also noted in the tables and/or commentary.
- 8.1.7 In any given year a number of schools may exceed their intake numbers owing to late admissions or appeals. Some schools habitually and voluntarily accept numbers above their PAN. Shortfalls of this kind may not be shown in the tables or may be flagged in the tables or commentary as not constituting a significant school place planning concern.
- 8.1.8 The main source set of forecasts for the tables is ESCC's pupil forecasting model (January 13 pupil census based projections as updated on 01.08.13). The pupil forecasts are supplemented by projections derived from Child Benefit take-up data and GP registration data.
- 8.1.9 Intake predictions for 2013/14 are based on admissions allocations (i.e. offers of school places) rather than actual numbers on roll. For the 2014/15 to 2016/17 academic years, Year R predictions draw on a combination of sources: live birth data, Child Benefit data and GP registration data. Beyond 2016/17, Year R predictions rely heavily on demographic projections and are necessarily more speculative. The fact that many future secondary school students have already been born or are currently attending primary schools in East Sussex, means that we can

be more confident in our Year 7 predictions over a longer period; until around academic year 2023/24.

- 8.1.10 Predictions on the magnitude of deficits are approximate and the statements contained in the primary and secondary tables and/or commentaries are based on the latest pupil forecasts available when this document was being compiled. They are subject to revision and review as new data (for example, on live births) becomes available or Borough/District housing targets and trajectories are amended.

### Key to tables:

Denotes where shortfall is highly likely
Denotes where shortfall is possible
Denotes no shortfall predicted

PAN = Published Admission Number (the number of children it is expected that a school will admit)

• = no shortfall predicted

Small shortfall = less than 10 places

0.5fe = 15 places e.g. half a form of entry

1fe = 30 places e.g. one form of entry

## 8.2 Primary places

Area	PAN	Predicted shortfalls against PAN				
		2013/14	2014/15	2015/16	2016/17	Longer term
Eastbourne	Yr R 1016	c 2fe	c 3 or 4fe	c 4 or 5fe	c 5fe	Up to 6fe
	Junior Yr 3 576	c 1fe	c 1fe	c 2fe	c 1fe	Full (see Para 6.2.1)

- 8.2.1 Pressures on primary places are being mainly driven by births but planned new housing development will exacerbate these pressures. Births in Eastbourne have risen significantly, from 862 in academic year 2001/02 to 1,175 in 2010/11. Predicted shortfalls in Eastbourne are not quite as high as previously forecast owing to the opening of Gildredge House Free School in September 2013 which is providing 2fe additional primary places. Nevertheless, even with Gildredge House, there was still a shortfall of 2fe at Year R plus a further 1fe at Year 3 in 2013/14. The estimated Year R shortfall rises to around 5fe by 2016/17 and there are currently predicted to be shortfalls at Year R until the early part of the next decade. There will also be a knock-on effect on intake numbers in junior schools. The precise extent and nature of this impact is difficult to predict as it will partly depend on the solutions adopted to address Year R pressures and the extent to which these solutions involve linked infant schools.
- 8.2.2 It is likely that pressures on primary places will be felt in most areas of Eastbourne. However, it is possible that even at the peak of demand it will not be practical to fill all existing Year R places. Some places may remain unfilled in the Hampden Park and Shinewater areas of the town in particular owing to a relative shortage of children in these areas coupled with a lack of preference for the local schools from parents living in other parts of the town.
- 8.2.3 A school expansion project completed at The Haven CE/Methodist Primary School in summer 2013. The project doubled the size of the school from 1fe (210 places) to 2fe (420 places) with effect from September 2013.

- 8.2.4 In 2013/14 we created bulge Year R classes at Langney Primary School (additional 30 places) and Motcombe Community School (additional 30 places) through the use of temporary accommodation. The Year 3 shortfall was addressed through a bulge class at Stafford Junior School.
- 8.2.5 On 1 September 2013 Gildredge House Free School opened on the former Dental Practice Board site, providing an additional 392 primary places in the town. The school will grow year-on-year as children are admitted in Year R. The school is expected to reach capacity in 2019/20.
- 8.2.6 In December 2013 approval was given for the expansion of the following schools with effect from September 2016.
- St Andrew's CE Infant School (90 additional places)
  - Tollgate Community Junior School (120 additional places)
  - West Rise Community Infant School (90 additional places)
  - West Rise Junior School (120 additional places)
- 8.2.7 Approval for St Andrew's and Tollgate was conditional upon alternative solutions being investigated before the schools are expanded. This is in recognition of the concerns raised during the consultation period about the St Andrews proposal.
- 8.2.8 Funding is identified in the ESCC capital programme to deliver a number of projects across the county under 'Phase 1' of our Basic Need programme, including the projects identified above. We will look to bring forward further Basic Need projects in the town once we know the outcome of funding decisions by Full Council in February 2014.
- 8.2.9 In the meantime we will use temporary accommodation at existing schools where appropriate to meet the predicted demand for places.
- 8.2.10 In 2012/13, comparing overall numbers on roll to capacity, one school, Heron Park Primary Academy, had over 25% (26%) surplus places. Rising Year R intakes in coming years are likely to see surplus places at the school falling significantly.

### 8.3 Secondary places

Area	PAN	Predicted shortfalls against PAN				
		2013/14	2014/15	2015/16	2016/17	Longer term
Eastbourne (including Willingdon)	Yr 7 1340	•	•	•	•	Up to 5fe

- 8.3.1 On 1 September 2013 Gildredge House Free School opened on the former Dental Practice Board site, providing an additional 600 secondary places and 200 post-16 places. The school will grow year-on-year as children are admitted in Year 7.
- 8.3.2 With Gildredge House effectively providing an additional 4fe secondary school places, no shortfalls in Year 7 places are predicted until around 2021/22. Beyond this, as a result of numbers coming through primary schools in the area, shortfalls of up to 5fe are forecast.
- 8.3.3 The impact of the opening of Gildredge House on the other secondary schools is significantly increasing the level of Yr 7 surplus places in Eastbourne and Willingdon in the short term. In 2012/13 there were 86 surplus Yr 7 places in the area (7%). In 2013/14 this is predicted to rise to around 243 (18%). In subsequent years the level

of Yr 7 surplus places is forecast to fall steadily, dropping below the current percentage by 2017/18.

- 8.3.4 In 2012/13, comparing overall numbers on roll to capacity, one school, The Eastbourne Academy (28%) had 25% or more surplus places.

## **9 HASTINGS BOROUGH**

### **9.1 Overview**

- 9.1.1 There are 18 state-funded primary schools in Hastings. Of these, one is an infant school and one is a junior school. Four are academies. The capacity of these schools is 6,981 of which 150 places are provided in temporary accommodation.
- 9.1.2 There are four state-funded secondary schools in Hastings, all of which are academies. The capacity of these schools is 5,081 of which 213 places are provided in temporary accommodation.
- 9.1.3 The emerging Hastings Local Plan provides for at least 3,400 new dwellings across the town in the period to 2011 to 2028.
- 9.1.4 We are working with Hastings Borough Council in the production of its Local Plan documents. This planning process identifies the requirement for additional school places arising from new development. It is anticipated that, through the Community Infrastructure Levy (CIL), new housing development will contribute a percentage of the funding required to provide additional school places needed in the medium to long term.
- 9.1.5 Before a CIL is introduced we are working closely with Hastings Borough Council to secure s106 contributions from developments in Hastings towards the cost of providing additional school places in the town.
- 9.1.6 The following tables flag up those schools/school place planning areas where potential shortages of places are forecast as most likely to emerge in the coming years. The tables focus primarily on cases where intake numbers (primary Year R, junior Year 3 and secondary Year 7) are predicted to exceed the Published Admission Number (PAN) over the next four academic years and in the longer term. However, predicted additional shortfalls in other year groups are also noted in the tables and/or commentary.
- 9.1.7 In any given year a number of schools may exceed their intake numbers owing to late admissions or appeals. Some schools habitually and voluntarily accept numbers above their PAN. Shortfalls of this kind may not be shown in the tables or may be flagged in the tables or commentary as not constituting a significant school place planning concern.
- 9.1.8 The main source set of forecasts for the tables is ESCC's pupil forecasting model (January 13 pupil census based projections as updated on 01.08.13). The pupil forecasts are supplemented by projections derived from Child Benefit take-up data and GP registration data.
- 9.1.9 Intake predictions for 2013/14 are based on admissions allocations (i.e. offers of school places) rather than actual numbers on roll. For the 2014/15 to 2016/17 academic years, Year R predictions draw on a combination of sources: live birth data, Child Benefit data and GP registration data. Beyond 2016/17, Year R predictions rely heavily on demographic projections and are necessarily more speculative. The fact that many future secondary school students have already been born or are currently attending primary schools in East Sussex, means that we can be more confident in our Year 7 predictions over a longer period; until around academic year 2023/24.
- 9.1.10 Predictions on the magnitude of deficits are approximate and the statements contained in the primary and secondary tables and/or commentaries are based on

the latest pupil forecasts available when this document was being compiled. They are subject to revision and review as new data (for example, on live births) becomes available or Borough/District housing targets and trajectories are amended.

### Key to tables:

Denotes where shortfall is highly likely
Denotes where shortfall is possible
Denotes no shortfall predicted

PAN = Published Admission Number (the number of children it is expected that a school will admit)

• = no shortfall predicted

Small shortfall = less than 10 places

0.5fe = 15 places e.g. half a form of entry

1fe = 30 places e.g. one form of entry

## 9.2 Primary places

Area	PAN	Predicted shortfalls against PAN				
		2013/14	2014/15	2015/16	2016/17	Longer term
Hastings	Yr R 991	•	•	c 3 or 4fe	c 3fe	Up to 4fe
	Junior Yr 3 60	Full	Full	Full	Full	Full

9.2.1 In Hastings the main pressure on primary places comes from births, but planned new housing development will exacerbate this pressure. Births have risen from 938 in academic year 2001/02 to 1,239 in 2010/11. It is estimated there will be sufficient Year R places until 2015/16 when a shortfall of 3 or 4fe is expected, followed by a shortfall of 3fe in 2016/17. Shortfalls in Year R places are currently predicted to continue until the early part of the next decade.

9.2.2 Pressures on primary places are likely to be felt in most areas of the Borough. However, it is possible that even at the peak of demand it will not be practical to fill all existing Year R places. Some places, in North East Hastings or parts of St Leonards, for example, may remain unfilled owing to a relative shortage of children in these areas coupled with a lack of preference for the local schools from parents living in other parts of the Borough.

9.2.3 In 2013/14 Robsack Wood Community Primary School admitted 60 pupils in Year R (its PAN is 46) by utilising temporary accommodation on site. In December 2013 approval was given for the expansion of Robsack Wood with effect from September 2015. The school will grow from 322 places to 420 places (an increase of 98 places).

9.2.4 Funding is identified in the ESCC capital programme to deliver a number of projects across the county under 'Phase 1' of our Basic Need programme, including the project at Robsack Wood. We will look to bring forward further Basic Need projects in the town once we know the outcome of funding decisions by Full Council in February 2014.

9.2.5 In the meantime we will use temporary accommodation at existing schools where appropriate to meet the predicted demand for places.

9.2.6 In 2012/13, comparing overall numbers on roll to capacity, two schools, Elphinstone Community School (now The Baird Primary Academy) and Red Lake Community Primary School (now Ore Village Primary Academy) had 25% or more surplus places (28% and 30% respectively). The high demand for Year R places in the Borough in the coming years should result in the overall level of surplus places at these schools reducing.

### 9.3 Secondary places

Area	PAN	Predicted shortfalls against PAN				
		2013/14	2014/15	2015/16	2016/17	Longer term
Hastings	Yr 7 936	•	•	•	•	Up to 3fe

9.3.1 Currently, no shortfalls in Year 7 places are predicted until around 2022/23. Then, as a result of numbers coming through primary schools in the area, shortfalls in the region of 3fe are forecast.

## **10 LEWES DISTRICT**

### **10.1 Overview**

- 10.1.1 There are 27 state-funded primary schools in Lewes District. The capacity of these schools is 6,858 of which 540 places are provided in temporary accommodation.
- 10.1.2 There are six state-funded secondary schools in Lewes District, two of which are academies. The capacity of these schools is 5,900 of which 135 places are provided in temporary accommodation.
- 10.1.3 The emerging Lewes District Local Plan Joint Core Strategy provides for 4,500 new dwellings across the District in the period to 2010 to 2030. Current proposals (including existing housing planning commitments) suggest new development will be focussed mainly in Newhaven and Lewes Town and (to a lesser extent) Peacehaven/Telscombe, Seaford, Ringmer and Wivelsfield Parish (mainly on the fringes of Haywards Heath).
- 10.1.4 We are working with Lewes District Council and the South Downs National Park Authority in the production of their Local Plan documents. This planning process identifies the requirement for additional school places arising from new development. It is anticipated that, through the Community Infrastructure Levy (CIL), new housing development will contribute a percentage of the funding required to provide additional school places needed in the medium to long term.
- 10.1.5 Before a CIL is introduced we are working closely with Lewes District Council and the South Downs National Park Authority to secure s106 contributions from developments in the district towards the cost of providing additional school places.
- 10.1.6 The following tables flag up those schools/school place planning areas where potential shortages of places are forecast as most likely to emerge in the coming years. The tables focus primarily on cases where intake numbers (primary Year R and secondary Year 7) are predicted to exceed the Published Admission Number (PAN) over the next four academic years and in the longer term. However, predicted additional shortfalls in other year groups are also noted in the tables and/or commentary.
- 10.1.7 In any given year a number of schools may exceed their intake numbers owing to late admissions or appeals. Some schools habitually and voluntarily accept numbers above their PAN. Shortfalls of this kind may not be shown in the tables or may be flagged in the tables or commentary as not constituting a significant school place planning concern.
- 10.1.8 The main source set of forecasts for the tables is ESCC's pupil forecasting model (January 13 pupil census based projections as updated on 01.08.13). The pupil forecasts are supplemented by projections derived from Child Benefit take-up data and GP registration data.
- 10.1.9 Intake predictions for 2013/14 are based on admissions allocations (i.e. offers of school places) rather than actual numbers on roll. For the 2014/15 and 2015/16 academic years, Year R predictions draw on a combination of sources: live birth data, Child Benefit data and GP registration data. For 2016/17 the Year R prediction is based mainly on GP registration data. Beyond 2016/17, Year R predictions rely heavily on demographic projections and are necessarily more speculative. The fact that many future secondary school students have already been born or are currently attending primary schools in East Sussex, means that we can be more confident in our Year 7 predictions over a longer period; until around academic year 2023/24.



10.1.10 Predictions on the magnitude of deficits are approximate and the statements contained in the primary and secondary tables and/or commentaries are based on the latest pupil forecasts available when this document was being compiled. They are subject to revision and review as new data (for example, on live births) becomes available or Borough/District housing targets and trajectories are amended.

**Key to tables:**

Denotes where shortfall is highly likely
Denotes where shortfall is possible
Denotes no shortfall predicted

PAN = Published Admission Number (the number of children it is expected that a school will admit)

• = no shortfall predicted

Small shortfall = less than 10 places

0.5fe = 15 places e.g. half a form of entry

1fe = 30 places e.g. one form of entry

**10.2 Primary places**

Area	PAN	Predicted shortfalls against PAN				
		2013/14	2014/15	2015/16	2016/17	Longer term
Lewes Town	Yr R 205	•	c 1fe	Up to 0.5fe	c 1fe	Up to 1fe
Newhaven	Yr R 120	c 1fe	Up to 1fe	c 2fe	c 2fe	Up to 2fe
Peacehaven	Yr R 200	Small shortfall	c 2fe	c 0.5fe	c 2fe	c 2fe
Seaford	Yr R 210	c 1fe	c 2fe	c 2fe	c 1fe	c 1fe
Ringmer	Yr R 30	c 0.5fe	c 0.5 or 1fe	c 0.5fe	c 0.5fe	c 0.5fe
Wivelsfield	Yr R 20	Full	Full	Full	Full	Small shortfall  Plus possible small shortfalls in other year groups

Lewes Town

10.2.1 In recent years births in Lewes Town have fluctuated rather than exhibiting any general upward or downward pattern. It is predicted that there will be sufficient Year R places in 2013/14, but a higher level of births in academic year 2009/10 (201) and 2010/11 (195) coupled with inward migration could lead to Year R shortfalls of 1fe in 2014/15 and up to 0.5fe in 2015/16. GP registration data indicates a 1fe shortfall in 2016/17. Longer term, taking account of planned new housing development in the town, Year R shortfalls are currently predicted to continue until early into the next decade.

10.2.2 In April 2013 the Local Authority agreed a strategy to provide additional places in the town with headteachers of the local schools. We subsequently undertook feasibility studies at two schools in the area with a view to expanding them, subject to statutory consultations and funding being secured through future Basic Need allocations. In the meantime we will use temporary accommodation at existing schools where appropriate to meet the predicted demand for places.

#### Newhaven

10.2.3 While births in Newhaven have fluctuated, the general trend has been upward, from 128 in academic year 2001/02 to 177 in academic year 2010/11. Recent and planned new housing in the town also represents another source of pressure on places, which could impact across several year groups. In 2013/14 and 2014/15 a Year R shortfall of up to 1fe is forecast. Shortfalls of up to 2fe are forecast for 2015/16, 2016/17 and in the longer term.

10.2.4 In 2013/14 we created a bulge Year R class at Meeching Valley Primary School, utilising an existing space in the main building. We are planning to create a bulge Year R class at Denton Community Primary School in September 2014, using existing temporary accommodation on site. This strategy has been agreed with headteachers of the local primary schools.

10.2.5 For September 2015, we are seeking to provide additional permanent capacity for Newhaven by building a new one form entry (210 places) primary school on land adjacent to Tideway School. In line with section 6A of the EIA 2006, the new school will be established as an academy and in December 2013 the Secretary of State announced that Lilac Sky had been approved as the academy sponsor for the new school.

10.2.6 Until such time as we have more certainty about our longer term predictions, additional places will be provided through the use of temporary accommodation at existing schools as appropriate.

#### Peacehaven

10.2.7 While births in Peacehaven fluctuate, recent years have seen a rise, from a low of 175 in academic year 2003/04 to 250 in 2009/10 and 212 in 2010/11. Additional pressures have arisen from recent and ongoing new housing development. Year R capacity has been exceeded by a few places in 2013/14. Linked to 2009/10 births, 2014/15 is predicted to see a shortfall of 2fe. Based on GP registrations, this magnitude of shortfall could be repeated in 2016/17. Longer term, shortfalls of around 2fe are currently forecast.

10.2.8 We recently undertook a number of feasibility studies to investigate the possibility of providing an additional 280 places (approx 1.33fe) in the town.

10.2.9 We will look to permanently expand Telscombe Cliffs Community Primary School by 70 places (0.33fe) by September 2015 and consider options for providing the balance of places required once we know the outcome of funding decisions by Full Council in February 2014.

10.2.10 In the meantime we will use temporary accommodation at existing schools where appropriate to meet the predicted demand for places.

#### Seaford

10.2.11 In recent years births in Seaford have risen from 167 in academic year 2006/07 to 214 in 2010/11. A shortfall of Year R places of 1fe occurred in 2013/14. In 2014/15 and 2015/16 there could be shortfalls of 2fe. In 2016/17, based on GP registration data, a shortfall of around 1fe is forecast. Longer term, based on demographic

projections and taking account of planned new housing development, shortfalls of around 1fe are currently predicted.

10.2.12 In 2013/14 we created a bulge Year R class at Seaford Primary School through the use of temporary accommodation. We plan to create further bulge classes at existing schools for September 2014, again using temporary accommodation.

10.2.13 Beyond that we are looking at options to provide additional places in the town once we know the outcome of funding decisions by Full Council in February 2014.

#### Lewes District Other

10.2.14 Intake numbers in individual rural schools can fluctuate significantly from year to year and normally schools can organise to accommodate these temporary bulges. However, currently there are two rural areas of Lewes District where potentially significant and ongoing shortfalls are predicted.

10.2.15 Linked to the number of births in the local area, since 2010/11 the PAN of 30 at Ringmer Primary School has been insufficient to meet local demand for Year R places. A shortfall of around 0.5fe occurred in 2013/14, and taking account of the new housing proposed for Ringmer, an ongoing shortfall of a similar magnitude across all year groups is predicted. In 2014/15 the shortfall might be nearer 1fe.

10.2.16 In 2013/14 we created a bulge Year R class at Ringmer Primary School through the use of temporary accommodation. In December 2013 approval was given for the expansion of the school with effect from September 2015. The school will grow from 210 places to 315 places (an increase of 105 places).

10.2.17 Funding is identified in the ESCC capital programme to deliver a number of projects across the county under 'Phase 1' of our Basic Need programme, including the project at Ringmer Primary School.

10.2.18 Wivelsfield Primary School is already full and planned new housing in the area is likely to place additional pressure on places at the school in the longer term. We will consider options for expansion of the school in the future should this be required.

10.2.19 In 2012/13, comparing overall numbers on roll to capacity, only one Lewes District primary school had 25% or more surplus places: Pells CE Primary School in Lewes Town (35%).

### 10.3 Secondary places

Area	PAN	Predicted shortfalls against PAN				
		2013/14	2014/15	2015/16	2016/17	Longer term
Lewes Town	Yr 7 232	Full	Full	Full	Full	Full
Newhaven	Yr 7 150	•	•	•	•	Up to 2fe
Peacehaven	Yr 7 180	Full  Plus possible small shortfalls in other year groups	Full  Plus possible small shortfalls in other year groups	Full  Plus possible small shortfalls in other year groups	Full  Plus possible small shortfalls in other year groups	Up to 1fe
Seaford	Yr 7 240	•	•	•	•	c 1fe
Chailey	Yr 7 162	•	•	•	•	•
Ringmer	Yr 7 180	•	•	•	•	•

#### Lewes Town

10.3.1 Priory School is predicted to continue to be full. Late applications from pupils arising from new housing development may push some year groups slightly over their capacity. Academic Year 2015/16 is a year when the number of pupils coming through Priory's 'feeder' primary schools is around 15 higher than normal. It is, therefore, possible that the PAN may be exceeded in this year.

#### Newhaven and Peacehaven

10.3.2 In the short term there are likely to be sufficient spaces at Tideway School (Newhaven) and Peacehaven Community School to meet projected demand. However, during this period, late applications (for example, from pupils arising from new housing development) may push some year groups at Peacehaven slightly over their capacity. From around 2019/20 a forecast shortfall of up to 2fe at Tideway and up to 1fe at Peacehaven will begin to emerge as a result of rising primary pupil numbers and new housing development in the area.

10.3.3 The Secretary of State has approved proposals for a University Technical College to open in Newhaven from September 2015. The new school will provide 600 new places across Key Stages 4 and 5.

#### Seaford

10.3.4 In the short term there are forecast to be sufficient places at Seaford Head School to meet projected demand. It is currently forecast that from around the start of the next decade a shortfall of Year 7 places of approximately 1fe will arise as a consequence of the increase in primary intake numbers predicted for the town, exacerbated by the impact of new housing development. A sixth form centre is scheduled to open at the school in September 2014. This will eventually add 355 sixth form places at the school.

#### Chailey and Ringmer

10.3.5 No shortfalls in Year 7 places are predicted at Chailey School or Ringmer Community College for the foreseeable future.

10.3.6 In 2012/13, comparing overall numbers on roll to capacity, of the secondary schools in Lewes District, only Ringmer Community College (35%) had 25% or more surplus places.

## **11 ROTHER DISTRICT**

### **11.1 Overview**

- 11.1.1 There are 33 state-funded primary schools in Rother District of which three are academies. The capacity of these schools is 6,803 of which 630 places are provided in temporary accommodation.
- 11.1.2 There are six state-funded secondary schools in Rother District including two academies and one studio school. The capacity of these schools is 5,190 of which 269 places are provided in temporary accommodation.
- 11.1.3 The emerging Rother District Local Plan Core Strategy provides for at least 5,700 new dwellings across the District in the period to 2011 to 2028 focussed mainly in Bexhill and, to a much lesser extent, in Battle and Rye.
- 11.1.4 We are working with Rother District Council in the production of its Local Plan documents. This planning process identifies the requirement for additional school places arising from new development. It is anticipated that, through the Community Infrastructure Levy (CIL), new housing development will contribute a percentage of the funding required to provide additional school places needed in the medium to long term.
- 11.1.5 Before a CIL is introduced we are working closely with Rother District Council to secure s106 contributions from developments in the district towards the cost of providing additional school places.
- 11.1.6 The following tables flag up those schools/school place planning areas where potential shortages of places are forecast as most likely to emerge in the coming years. The tables focus primarily on cases where intake numbers (primary Year R and secondary Year 7) are predicted to exceed the Published Admission Number (PAN) over the next four academic years and in the longer term. However, predicted additional shortfalls in other year groups are also noted in the tables and/or commentary.
- 11.1.7 In any given year a number of schools may exceed their intake numbers owing to late admissions or appeals. Some schools habitually and voluntarily accept numbers above their PAN. Shortfalls of this kind may not be shown in the tables or may be flagged in the tables or commentary as not constituting a significant school place planning concern.
- 11.1.8 The main source set of forecasts for the tables is ESCC's pupil forecasting model (January 13 pupil census based projections as updated on 01.08.13). The pupil forecasts are supplemented by projections derived from Child Benefit take-up data and GP registration data.
- 11.1.9 Intake predictions for 2013/14 are based on admissions allocations (i.e. offers of school places) rather than actual numbers on roll. For the 2014/15 to 2016/17 academic years, Year R predictions draw on a combination of sources: live birth data, Child Benefit data and GP registration data. Beyond 2016/17, Year R predictions rely heavily on demographic projections and are necessarily more speculative. The fact that many future secondary school students have already been born or are currently attending primary schools in East Sussex, means that we can be more confident in our Year 7 predictions over a longer period; until around academic year 2023/24.

11.1.10 Predictions on the magnitude of deficits are approximate and the statements contained in the primary and secondary tables and/or commentaries are based on the latest pupil forecasts available when this document was being compiled. They are subject to revision and review as new data (for example, on live births) becomes available or Borough/District housing targets and trajectories are amended.

### Key to tables:

Denotes where shortfall is highly likely
Denotes where shortfall is possible
Denotes no shortfall predicted

PAN = Published Admission Number (the number of children it is expected that a school will admit)

• = no shortfall predicted

Small shortfall = less than 10 places

0.5fe = 15 places e.g. half a form of entry

1fe = 30 places e.g. one form of entry

## 11.2 Primary places

Area	PAN	Predicted shortfalls against PAN				
		2013/14	2014/15	2015/16	2016/17	Longer term
Bexhill	Yr R 420	•	•	Full or c 0.5fe	•	Up to 1fe
Rye	Yr R 45	Small shortfall	c 0.5fe	c 1fe	Small shortfall	Up to 0.5fe
Battle	Yr R 60	Full	Small shortfall  Plus shortfalls in other year groups	Small shortfall  Plus shortfalls in other year groups	Full  Plus shortfalls in other year groups	Full  Plus shortfalls in other year groups
Westfield	Yr R 30	Small shortfall  Plus small shortfalls in other year groups	Full  Plus possible small shortfalls in other year groups	Full  Plus possible small shortfalls in other year groups	Full  Plus possible small shortfalls in other year groups	Full  Plus possible small shortfalls in other year groups

### Bexhill

11.2.1 In recent years births in Bexhill have risen from a low of 266 in academic year 2001/02 to 413 in 2010/11. In addition, a significant amount of new housing development is planned for the town. Arrangements to expand existing schools (see 9.2.2 below) means that there should be sufficient places to meet demand over the next 4 years, although a shortfall in the region of 0.5fe is possible in 2015/16. Rother District Council has just published increased housing targets in its Local Plan Core Strategy for consultation. The increase includes around 1000 additional homes in Bexhill bringing the total allocation for Bexhill to 3,100 homes. Within this report, the proposed additional increase in housing is not yet recorded in ESCC's pupil forecasts, but the likely impact of this housing would be a further longer term shortfall of up to 1fe across a number of year groups.

11.2.2 Approval was given in April 2012 for the permanent expansion of Sidley Community Primary School (now Glenleigh Park Academy) from 1fe to 2.5fe (210 places to 525 places) and St Mary Magdalene Catholic Primary School from 1fe to 1.5fe (210 places to 315 places). Sidley relocated to new larger remodelled premises in September 2012, but following a detailed feasibility study at St Mary Magdalene we

have agreed with the school's governing body not to proceed with the expansion project at this time.

- 11.2.3 A bulge class will be established at an existing school in the town for September 2015 if required.
- 11.2.4 Longer term, Rother District Council's Local Plan Core Strategy includes a proposal to develop a new community to the north east of Bexhill (known as Worsham Farm). East Sussex County Council has long identified the need for a site within the development for a new primary school to serve the community. The timing of the development is dependent upon completion of the Bexhill to Hastings Link Road.

#### Rye

- 11.2.5 Local births fluctuate from year to year but recent trends are upwards. New housing planned for the area may put further pressure on places. A small shortfall of Year R places occurred in 2013/14. In 2014/15 the shortfall is predicted to be 0.5fe and in 2015/16 1fe. Longer term shortfalls of up to 0.5fe are currently forecast.
- 11.2.6 We will consider options for expanding Rye Community Primary School from 1.5fe to 2fe once we know the outcome of funding decisions by Full Council in February 2014. In the meantime temporary accommodation will be used to provide additional places at the school from September 2014 as appropriate.

#### Battle

- 11.2.7 Births within the school place planning area are generally lower than the Year R PAN at Battle & Langton CE Primary School. However, parental preference patterns (with significant demand for the school coming from nearby Hastings Borough) mean that the Year R PAN is likely to be exceeded by up to 10 places in some years. As academic year 2013/14 corresponds to a lower birth year five years previously, it is forecast that entry numbers will be kept within PAN in this year. However, a Year R shortfall of up to 10 places is forecast for 2014/15 and again in 2015/16. The added impact of new housing development in the area means that, in the medium to long term, small shortfalls may exist across most year groups.
- 11.2.8 At this stage it is envisaged that the temporary classroom installed at Battle & Langton CE Primary School in 2011/12 will provide sufficient accommodation to cope with the anticipated bulge years in 2014/15 and 2015/16. The situation will be kept under review as intake numbers are confirmed.

#### Rother District Other

- 11.2.9 Intake numbers in individual rural schools can fluctuate significantly from year to year and normally schools can organise to accommodate these temporary bulges. Currently the only rural area of Rother District where potentially significant shortfalls are predicted is Westfield. The school is popular with parents from nearby Hastings Borough, and the impact of recent new housing development may mean capacity being slightly exceeded in a number of year groups in the short to medium term.
- 11.2.10 During the 2013/14 academic year we will be undertaking a project at Westfield School to increase the size of four rather small classrooms, thereby giving the school larger classrooms to accommodate existing and predicted pupil numbers. The school is also working with the local authority in terms of finding admissions solutions to ease the pressure on places.
- 11.2.11 In 2012/13, comparing overall numbers on roll to capacity, the following schools had 25% or more surplus places: King Offa Primary Academy in Bexhill (33%), Brede Primary School (49%), Mountfield and Whatlington CE Primary School (36%),

Northiam CE Primary School (29%), Salehurst CE Primary School (26%) and Ticehurst and Flimwell CE Primary School (30%).

11.2.12 The Local Authority is concerned about the long term sustainability of Mountfield and Whatlington CE Primary School in terms of its capacity to sustain improvements in standards in the context of declining popularity and financial viability. The Diocese of Chichester shares these concerns and agreed that we should consult with key stakeholders about the proposed closure of the school. Consultation has taken place during the 2013/14 academic year and a final decision on the proposal is expected to be made by Cabinet in March 2014. The consultation documents can be found on the East Sussex County Council website at:

<https://consultation.eastsussex.gov.uk/childrens-services/proposed-closure-of-mountfield-and-whatlington-ce>

### 11.3 Secondary places

Area	PAN	Predicted shortfalls against PAN				
		2013/14	2014/15	2015/16	2016/17	Longer term
Bexhill: Bexhill High	Yr 7 330	.	.	.	.	Up to 1fe
St Richard's	180	c 0.5fe  (refer to 9.3.1 below)	c 0.5fe	c 0.5fe	c 0.5fe	c 0.5fe
Rye	Yr 7 150	.	.	.	Full	Full
Battle	Yr 7 224	Small shortfall  Plus possible small shortfalls in other year groups	Small shortfall  Plus possible small shortfalls in other year groups	Small shortfall  Plus possible small shortfalls in other year groups	Small shortfall  Plus possible small shortfalls in other year groups	Small shortfall  Plus possible small shortfalls in other year groups
Robertsbridge	Yr 7 130	Full	Full	Full	Full	Full

#### Bexhill

11.3.1 In the next few years no significant pressures on Year 7 places are currently anticipated in the Bexhill area. While, every year, a shortfall of around 0.5fe is predicted for St Richards Catholic College, the school habitually accepts around 200 Year 7 pupils as a result of late admissions and appeals.

11.3.2 Longer term, the effective combined PAN of 530 is currently predicted to be sufficient. However, Rother District Council has just published increased housing targets in its Local Plan Core Strategy for consultation. The increase includes around 1000 additional homes in Bexhill bringing the total allocation for Bexhill to 3,100 homes. Within this report, the proposed additional increase in housing is not yet recorded in the forecasts, but the likely impact of this housing would be a longer term shortfall of up to 1fe across a number of year groups. Additional pressures on the Catholic College could also result from earlier rising numbers in primary schools in other parts of the County, notably Eastbourne and Hastings.

#### Rye

11.3.3 No significant shortfalls are currently predicted for Rye College. However, academic Year 2016/17 is a year when the number of pupils coming through Rye's 'feeder' primary schools is higher than normal. It is, therefore, possible that the PAN may be exceeded in this year.



11.3.4 The opening of Rye Studio School from September 2013 will eventually provide an additional 300 places at Key Stages 4 and 5.

Battle

11.3.5 Year 7 at Claverham Community College is forecast to be slightly oversubscribed for the foreseeable future. However, the school often exceeds its PAN by up to 10 places as a result of late applications and appeals. Apart from this, no significant shortfalls are currently predicted.

Robertsbridge

11.3.6 Year 7 at Robertsbridge Community College is predicted to be full for the foreseeable future. Late applications and in-year admissions may push some year groups slightly over their capacity, but no significant shortfalls are currently forecast.

## **12 WEALDEN DISTRICT**

### **12.1 Overview**

- 12.1.1 There are 54 state-funded primary schools in Wealden District. Of these, one is an infant school and one is a junior school. Three schools have Foundation Trust status. The capacity of these schools is 11,060 of which 600 places are provided in temporary accommodation.
- 12.1.2 There are five state-funded secondary schools in Wealden District (excluding Willingdon Community - see section 6), of which two are academies. The capacity of these schools is 7,380 of which 424 places are provided in temporary accommodation.
- 12.1.3 The adopted Wealden District Core Strategy Local Plan provides for 9,440 new dwellings across the District in the period 2006 to 2027 focussed mainly in Hailsham/Hellingly, Polegate/Willingdon/Stone Cross and Uckfield.
- 12.1.4 We are working with Wealden District Council in the production of its Local Plan documents. This planning process identifies the requirement for additional school places arising from new development. It is anticipated that, through the Community Infrastructure Levy (CIL), new housing development will contribute a percentage of the funding required to provide additional school places needed in the medium to long term.
- 12.1.5 Before a CIL is introduced we are working closely with Wealden District Council to secure s106 contributions from developments in the district towards the cost of providing additional school places.
- 12.1.6 The following tables flag up those schools/school place planning areas where potential shortages of places are forecast as most likely to emerge in the coming years. The tables focus primarily on cases where intake numbers (primary Year R, junior Year 3 and secondary Year 7) are predicted to exceed the Published Admission Number (PAN) over the next four academic years and in the longer term. However, predicted additional shortfalls in other year groups are also noted in the tables and/or commentary.
- 12.1.7 In any given year a number of schools may exceed their intake numbers owing to late admissions or appeals. Some schools habitually and voluntarily accept numbers above their PAN. Shortfalls of this kind may not be shown in the tables or may be flagged in the tables or commentary as not constituting a significant school place planning concern.
- 12.1.8 The main source set of forecasts for the tables is ESCC's pupil forecasting model (January 13 pupil census based projections as updated on 01.08.13). The pupil forecasts are supplemented by projections derived from Child Benefit take-up data and GP registration data.
- 12.1.9 Intake predictions for 2013/14 are based on admissions allocations (i.e. offers of school places) rather than actual numbers on roll. For academic years 2014/15 to 2016/17 Year R predictions draw on a combination of sources: live birth data, Child Benefit data and GP registration data. Beyond 2016/17, Year R predictions rely heavily on demographic projections and are necessarily more speculative. The fact that many future secondary school students have already been born or are currently attending primary schools in East Sussex, means that we can be more confident in our Year 7 predictions over a longer period; until around academic year 2023/24.

12.1.10 Predictions on the magnitude of deficits are approximate and the statements contained in the primary and secondary tables and/or commentaries are based on the latest pupil forecasts available when this document was being compiled. They are subject to revision and review as new data (for example, on live births) becomes available or Borough/District housing targets and trajectories are amended.

### Key to tables:

Denotes where shortfall is highly likely
Denotes where shortfall is possible
Denotes no shortfall predicted

PAN = Published Admission Number (the number of children it is expected that a school will admit)

• = no shortfall predicted

Small shortfall = less than 10 places

0.5fe = 15 places e.g. half a form of entry

1fe = 30 places e.g. one form of entry

## 12.2 Primary places

Area	PAN	Predicted shortfalls against PAN				
		2013/14	2014/15	2015/16	2016/17	Longer term
Crowborough	Yr R 210	•	Up to 1fe	Up to 1fe	•	Up to 1fe
	Junior Yr 3 60	•	•	c 20 places (linked to Whitehill intake 12/13)	Full	Full or Up to 1fe
Hailsham	Yr R 240	Small shortfall	Up to 2fe	c 2fe	c 1fe	c 3fe
Heathfield	Yr R 110	•	•	•	•	•
Polegate/ Willingdon/ Stone Cross/ Hankham	Yr R 200	Full	Small shortfall  Plus shortfalls in other year groups	Small shortfall  Plus shortfalls in other year groups	Small shortfall  Plus shortfalls in other year groups	c 1fe
Uckfield	Yr R 180	•	Up to 0.5fe	Full	Up to 0.5fe	Up to 1fe
Buxted	Yr R 20 (25 from 14/15)	Small shortfall  Plus small shortfalls in other year groups	•	•	•	•
Frant	Yr R 15	Full  Plus small shortfalls in other years	Full  Plus small shortfalls in other years	Small shortfall  Plus small shortfalls in other year groups	Small shortfall  Plus small shortfalls in other year groups	Small shortfall  Plus small shortfalls in other year groups
Mayfield	Yr R 20	Small shortfall  Plus small shortfalls in other year groups	Possible small shortfall  Plus small shortfalls in other year groups	Small shortfall  Plus small shortfalls in other year groups	Possible small shortfall  Plus small shortfalls in other year groups	Possible small shortfall  Plus small shortfalls in other year groups

### Crowborough

- 12.2.1 Births in Crowborough have fluctuated from year to year and as yet there is no discernible upward trend. However, there has been a considerable amount of housing completed in recent years and this may be encouraging inward migration. Consequently, Year R shortfalls of up to 1fe are predicted for 2014/15 and 2015/16 (the latter corresponding to a relatively high birth year 5 years previously). Based on demographic projections, and taking account of planned new housing development, Year R shortfalls of up to 1fe are also currently forecast for the longer term. The Year 3 intake shortfall at Herne Junior School is a technical shortfall arising from a reduction in PAN at the school and linked to high numbers coming through its 'feeder' infant school (Whitehill Infant School) before a corresponding reduction in PAN at that school takes effect.
- 12.2.2 The proposal to bring Whitehill Infant School and Herne Junior School together as a two form entry all-through primary school was stopped in spring 2013, at the request of the federated governing body, due to concerns around the potential impact of the new funding formula on amalgamated schools.
- 12.2.3 It is anticipated that the predicted shortfall of places in 2014/15 and 2015/16 will be addressed by utilising spare capacity at Whitehill Infant School and subsequently at Herne Junior School from Year 3. Longer term, we will consider our options for providing additional places in the town if appropriate.

### Hailsham

- 12.2.4 In recent years, birth levels in Hailsham have been relatively flat. However, some 3,000 dwellings are planned for the area in the period to 2027 and a significant amount of this development is already under way. As well as leading to a direct impact on pupil places from inward migration, this volume of new housing is also likely to increase future births in the area. In 2013/14, as a consequence of potential late applications and in-year admissions, Year R numbers have slightly exceeded PAN. In 2014/15 and 2015/16 shortfalls of up to 2fe are predicted. Longer term, shortfalls of 3fe are forecast.
- 12.2.5 For September 2014 we will create bulge Year R classes at existing schools in Hailsham by using spare places and/or temporary accommodation.
- 12.2.6 For September 2015, we are seeking to provide additional permanent capacity for Hailsham by building a new one form entry (210 places) primary school on land off Ingrams Way. In line with section 6A of the EIA 2006, the new school will be established as an academy and in December 2013 the Secretary of State announced that Lilac Sky had been approved as the academy sponsor for the new school.
- 12.2.7 In the medium to long term, a proposed housing development in the north of Hailsham includes a site for a new two form entry (420 places) primary school. We have discussed our land requirements with Wealden District Council and the developer in order to secure an option agreement for the school site. In line with section 6A of the EIA 2006, the new school would be established as an academy or free school, subject to approval by the Secretary of State.

### Heathfield

- 12.2.8 At present, no shortfalls in primary school places are forecast for Heathfield.

### Polegate, Willingdon and Stone Cross (including Hankham)

- 12.2.9 For primary school admissions, the Polegate/Willingdon area is combined with Eastbourne. Stone Cross School and Hankham Primary School are also on the

fringes of Eastbourne Borough and take significant numbers of pupils from this area. These areas are likely to be indirectly affected by the birth related pressures on pupil numbers being experienced in Eastbourne Borough. Additionally, there is a significant amount of housing development already underway in the area and more is planned. Additional pupils from new housing are likely to put extra pressure on schools that are already full. A small shortfall in places in Year R and other year groups is possible in 2014/15, 2015/16 and 2016/17. Longer term, and linked to the amount of new housing development in Polegate and neighbouring Stone Cross, a combined shortfall for the wider area of 1fe across a number of year groups is forecast.

12.2.10 Land is identified within a proposed development site in the south of Polegate for a new primary school. At this stage we do not expect the development to come forward before 2019/20. Discussions with Wealden District Council and the developer will take place in due course.

12.2.11 In the short term at least, and until there is more certainty about the timing of the potential primary school site coming forward, we will look to provide temporary accommodation at one or more schools in the area as appropriate.

#### Uckfield

12.2.12 In recent years, birth levels in Uckfield have been relatively flat. However, recent and planned new housing development is likely to have a direct impact on pupil places from inward migration as well as increasing future births in the area. As 2013/14 corresponds to a low birth year five years previously, it is forecast that there will be some available spaces. In 2014/15 and 2016/17 Year R shortfalls of up to 0.5fe may occur. Longer term, the new strategic site housing allocation for Uckfield of 1000 dwellings, suggests a shortfall of up to 1fe across a number of year groups.

12.2.13 Land is identified within the proposed development site in the west of Uckfield for a new primary school. Discussions with Wealden District Council and the developer will take place in due course.

12.2.14 In the short term at least, and until there is more certainty about the timing of the potential primary school site coming forward, we will look to provide temporary accommodation at one or more schools in the area as appropriate.

#### Wealden District Other

12.2.15 Intake numbers in individual rural schools can fluctuate significantly from year to year and normally schools can organise to accommodate these temporary bulges. However, currently there are three rural areas of Wealden District where potentially significant shortfalls are predicted.

12.2.16 Buxted CE Primary School's PAN of 20 has been exceeded in recent years. Parental preference patterns and recent new housing development in and around the area are putting pressure on places across a number of year groups. From 2014/15 the school's PAN will increase to 25 and this, together with the planned installation of a temporary classroom in summer 2014 should provide sufficient places to cope with predicted primary intakes in the area.

12.2.17 Frant CE Primary School continues to be popular with families from over the border in Kent. A change to the admissions criteria from 2012/13 should help to ease the demand for places although this will take a few years to work through. Proposed new housing on the fringes of Tunbridge Wells (but within the Frant CE Primary School admissions area) may create further shortfalls of up to 5 places per year group. As a result it may be necessary to consider expanding the size of the school in the medium to long term.

12.2.18 Births in Mayfield fluctuate from year to year but they often exceed the PAN of Mayfield CE Primary School. A small Year R shortfall occurred in 2013/14 and forecasts indicate that further small shortfalls are possible in future years. We plan to install a temporary classroom at the school in 2015/16 to ease the situation.

12.2.19 In 2012/13, comparing overall numbers on roll to capacity, the following schools had 25% or more surplus places: Herne Junior School in Crowborough (51%), Marshlands Primary School (28%) and White House Primary School (25%) both in Hailsham, All Saints and St Richards CE Primary School, Heathfield (65%), Holy Cross CE Primary School in Uckfield (39%), Chiddingly Primary School (48%), Forest Row CE Primary School (29%) and St Mary the Virgin CE Primary School, Hartfield (29%).

### 12.3 Secondary places

Area	PAN	Predicted shortfalls against PAN				
		2013/14	2014/15	2015/16	2016/17	Longer term
Crowborough	Yr 7 280	•	•	•	•	•
Hailsham	Yr 7 240	•	•	•	•	c 2fe
Heathfield	Yr 7 240	•	•	•	Full	Full
Uckfield	Yr 7 270	Full	Full	Full	Full	Up to 2fe
Wadhurst	Yr 7 168	•	Full	•	Full	Full

#### Crowborough

12.3.1 No shortfalls are currently predicted at Beacon Community College.

#### Hailsham

12.3.2 At Hailsham Community College Academy Trust, there are predicted to be sufficient Year 7 places available to meet demand in the short term. From 2017/18 on, as a result of the significant amount of new housing in the area, a shortfall will emerge which may eventually reach 2fe around the middle of the next decade.

12.3.3 Land is identified within a development site in Hailsham for the provision of a new secondary school facility. Discussions will take place with Hailsham Community College Academy Trust during the current academic year about potential uses for the land.

#### Heathfield

12.3.4 No shortfalls are currently predicted at Heathfield Community College.

#### Uckfield

12.3.5 There are forecast to be sufficient Year 7 places to meet demand at Uckfield Community Technology College in the short term. From around 2017/18, and linked to the significant amount of new housing in the area, a shortfall will emerge which may reach 2fe by the end of the decade.

12.3.6 Land is identified within the proposed development site in Uckfield for a new secondary school facility and discussions with Wealden District Council and the developer will take place in due course.

#### Wadhurst

12.3.7 No shortfalls are currently predicted at Uplands Community Technology College.

## ANNEX A - SCHOOL PLANNING AREAS

Primary school planning areas	Phase	Age range	Current status
<b>Eastbourne Borough</b>			
Bourne Primary School*	Primary	3-11	Community
Gildredge House**	Primary	4-11	Free School
Heron Park Primary Academy	Primary	4-11	Academy
Langney Primary School*	Primary	3-11	Community
Motcombe Community School	Infant	4-7	Community
Oakwood Primary Academy	Primary	3-11	Academy
Ocklynge Junior School	Junior	7-11	Community
Parkland Infant School	Infant	4-7	Community
Parkland Junior School	Junior	7-11	Community
Pashley Down Infant School	Infant	4-7	Community
Roselands Infant School	Infant	4-7	Community
Shinewater Primary School*	Primary	3-11	Community
St Andrew's Church of England Infant School	Infant	4-7	Voluntary Controlled
St John's Meads Church of England Primary School	Primary	4-11	Voluntary Aided
St Thomas a Becket Catholic Infant School	Infant	4-7	Voluntary Aided
St Thomas a Becket Catholic Junior School	Junior	7-11	Voluntary Aided
Stafford Junior School	Junior	7-11	Community
The Haven Voluntary Aided CE/Methodist Primary School	Primary	4-11	Voluntary Aided
Tollgate Community Junior School	Junior	7-11	Community
West Rise Community Infant School	Infant	4-7	Community
West Rise Junior School	Junior	7-11	Community
<b>Hastings Borough</b>			
All Saints Church of England Junior School	Junior	7-11	Voluntary Aided
Blacklands Primary School	Primary	4-11	Community
Castledown Community Primary and Nursery School*	Primary	3-11	Community
ChristChurch Church of England Primary School*	Primary	3-11	Voluntary Aided
Churchwood Community Primary School*	Primary	3-11	Community
Dudley Infant Academy	Infant	4-7	Academy
The Baird Primary Academy	Primary	3-11	Academy
Hollington Primary School*	Primary	3-11	Community
Little Ridge Community Primary School	Primary	4-11	Community
Ore Village Primary Academy	Primary	3-11	Academy
Robsack Wood Community Primary School*	Primary	3-11	Community
Sacred Heart Catholic Primary School	Primary	4-11	Voluntary Aided
Sandown Primary School	Primary	4-11	Community
Silverdale Primary School	Primary	4-11	Community
St Leonards Church of England Primary School	Primary	4-11	Voluntary Controlled
St Mary Star of the Sea Catholic Primary School	Primary	4-11	Voluntary Aided
St Paul's Church of England Primary School	Primary	4-11	Voluntary Controlled
West St Leonards Primary Academy	Primary	4-11	Academy
<b>Lewes District - Lewes Town</b>			
Pells Church of England Primary School	Primary	4-11	Voluntary Controlled
St Pancras Catholic Primary School	Primary	4-11	Voluntary Aided
South Malling Church of England Primary School	Primary	4-11	Voluntary Controlled
Southover Church of England Primary School	Primary	4-11	Voluntary Controlled
Wallands Community Primary School*	Primary	3-11	Community
Western Road Community Primary School	Primary	4-11	Community
<b>Lewes District - Newhaven</b>			
Denton Community School	Primary	4-11	Community
Harbour Primary School and Nursery*	Primary	3-11	Community
Meeching Valley Primary School	Primary	4-11	Community

Primary school planning areas	Phase	Age range	Current status
<b>Lewes District - Peacehaven</b>			
Peacehaven Heights Primary School*	Primary	3-11	Community
Meridian Primary School	Primary	4-11	Community
Telscombe Cliffs Community Primary School	Primary	4-11	Community
<b>Lewes District - Seaford</b>			
Annecy Catholic Primary School	Primary	4-11	Voluntary Aided
Chyngton School	Primary	4-11	Community
Cradle Hill Community Primary School	Primary	4-11	Community
Seaford Primary School	Primary	4-11	Community
<b>Lewes District - Other</b>			
Barcombe Church of England Primary School	Primary	4-11	Voluntary Controlled
Ditchling (St Margaret's) Church of England Primary School	Primary	4-11	Voluntary Controlled
Firle Church of England Primary School	Primary	4-11	Voluntary Controlled
Hamsey Community Primary School	Primary	4-11	Community
Iford and Kingston Church of England Primary School	Primary	4-11	Voluntary Controlled
Newick Church of England Primary School	Primary	4-11	Voluntary Controlled
Plumpton Primary School	Primary	4-11	Community
Ringmer Primary School	Primary	4-11	Community
Rodmell Church of England Primary School	Primary	4-11	Voluntary Aided
St Peter's Church of England Primary School	Primary	4-11	Voluntary Controlled
Wivelsfield Primary School	Primary	4-11	Community
<b>Rother District - Bexhill</b>			
All Saints Church of England Primary School	Primary	4-11	Voluntary Controlled
Chantry Community Primary School	Primary	4-11	Community
Glenleigh Park Primary Academy	Primary	3-11	Academy
King Offa Primary Academy	Primary	4-11	Academy
Little Common School	Primary	4-11	Community
Pebsham Primary Academy	Primary	4-11	Academy
St Mary Magdalene's Catholic Primary School	Primary	4-11	Voluntary Aided
St Peter and St Paul Church of England Primary School	Primary	4-11	Voluntary Aided
<b>Rother District - Rye</b>			
Rye Community Primary School	Primary	4-11	Community
<b>Rother District - Battle</b>			
Battle and Langton Church of England Primary School	Primary	4-11	Voluntary Controlled
<b>Rother District - Other</b>			
Beckley Church of England Primary School	Primary	4-11	Voluntary Controlled
Bodiam Church of England Primary School	Primary	4-11	Voluntary Controlled
Brede Primary School	Primary	4-11	Community
Burwash Church of England Primary School	Primary	4-11	Voluntary Controlled
Catsfield Church of England Primary School	Primary	4-11	Voluntary Controlled
Crowhurst Church of England Primary School	Primary	4-11	Voluntary Controlled
Dallington Church of England Primary School	Primary	4-11	Voluntary Controlled
Etchingham Church of England Primary School	Primary	4-11	Voluntary Controlled
Guestling-Bradshaw Church of England Primary School	Primary	4-11	Voluntary Aided
Hurst Green Church of England Primary School	Primary	4-11	Voluntary Controlled
Icklesham Church of England Primary School	Primary	4-11	Voluntary Controlled
Mountfield & Whatlington Church of England Primary School	Primary	4-11	Voluntary Controlled
Netherfield Church of England Primary School	Primary	4-11	Voluntary Controlled
Northiam Church of England Primary School	Primary	4-11	Voluntary Controlled
Peasmarsh Church of England Primary School	Primary	4-11	Voluntary Controlled
Salehurst Church of England Primary School	Primary	4-11	Voluntary Controlled



Primary school planning areas	Phase	Age range	Current status
Sedlescombe Church of England Primary School	Primary	4-11	Voluntary Controlled
St Michael's Church of England Primary School	Primary	4-11	Voluntary Controlled
St Thomas' Church of England Primary School	Primary	4-11	Voluntary Aided
Staplecross Methodist Primary School	Primary	4-11	Voluntary Controlled
Stonegate Church of England Primary School	Primary	4-11	Voluntary Controlled
Ticehurst and Flimwell Church of England Primary School	Primary	4-11	Voluntary Controlled
Westfield School	Primary	4-11	Community
<b>Wealden District - Crowborough</b>			
Herne Junior School	Junior	7-11	Community
Jarvis Brook School	Primary	4-11	Community
Sir Henry Fermor Church of England Primary School	Primary	4-11	Voluntary Aided
St John's Church of England Primary School	Primary	4-11	Voluntary Aided
St Marys Catholic Primary School	Primary	4-11	Voluntary Aided
Whitehill Infant School	Infant	4-7	Community
<b>Wealden District - Hailsham</b>			
Grovelands Community School	Primary	4-11	Foundation Trust
Hawkes Farm Primary School	Primary	4-11	Community
Hellingly Community Primary School	Primary	4-11	Community
Marshlands Primary School*	Primary	3-11	Foundation Trust
White House Primary School	Primary	4-11	Foundation Trust
<b>Wealden District - Heathfield</b>			
All Saints' and St Richard's Church of England Primary School	Primary	4-11	Voluntary Aided
Cross in Hand Church of England Primary School	Primary	4-11	Voluntary Controlled
Parkside Community Primary School	Primary	4-11	Community
<b>Wealden District - Polegate/Willingdon</b>			
Polegate School	Primary	4-11	Community
Willingdon Primary School	Primary	4-11	Community
<b>Wealden District - Uckfield</b>			
Harlands Primary School	Primary	4-11	Community
Holy Cross Church of England Primary School	Primary	4-11	Voluntary Aided
Manor Primary School	Primary	4-11	Community
Rocks Park Primary School	Primary	4-11	Community
St Philip's Catholic Primary School	Primary	4-11	Voluntary Aided
<b>Wealden District - Other</b>			
Alfriston School	Primary	4-11	Community
Blackboys Church of England Primary School	Primary	4-11	Voluntary Aided
Bonnors Church of England Primary School	Primary	4-11	Voluntary Controlled
Broad Oak Community Primary School	Primary	4-11	Community
Buxted Church of England Primary School	Primary	4-11	Voluntary Controlled
Chiddingly Primary School	Primary	4-11	Community
Danehill Church of England Primary School	Primary	4-11	Voluntary Controlled
East Hoathly Church of England Primary School	Primary	4-11	Voluntary Controlled
Five Ashes Church of England Primary School	Primary	4-11	Voluntary Controlled
Fletching Church of England Primary School	Primary	4-11	Voluntary Controlled
Forest Row Church of England Primary School	Primary	4-11	Voluntary Controlled
Framfield Church of England Primary School	Primary	4-11	Voluntary Aided
Frant Church of England Primary School	Primary	4-11	Voluntary Controlled
Groombridge St Thomas' Church of England Primary School	Primary	4-11	Voluntary Aided
Hankham Primary School	Primary	4-11	Community
Herstmonceux Church of England Primary School	Primary	4-11	Voluntary Controlled
High Hurstwood Church of England Primary School	Primary	4-11	Voluntary Controlled

Primary school planning areas	Phase	Age range	Current status
Laughton Community Primary School	Primary	4-11	Community
Little Horsted Church of England Primary School	Primary	4-11	Voluntary Aided
Mark Cross Church of England Primary School	Primary	4-11	Voluntary Aided
Mayfield Church of England Primary School	Primary	4-11	Voluntary Controlled
Maynards Green Community Primary School	Primary	4-11	Community
Ninfield Church of England Primary School	Primary	4-11	Voluntary Controlled
Nutley Church of England Primary School	Primary	4-11	Voluntary Controlled
Park Mead Primary School	Primary	4-11	Community
Pevensey and Westham Church of England Primary School	Primary	4-11	Voluntary Controlled
Punnetts Town Community Primary School	Primary	4-11	Community
Rotherfield Primary School	Primary	4-11	Community
St Mark's Church of England Primary School	Primary	4-11	Voluntary Aided
St Mary the Virgin Church of England Primary School	Primary	4-11	Voluntary Aided
St Michael's Primary School	Primary	4-11	Community
Stone Cross School	Primary	4-11	Community
Wadhurst Church of England Primary School*	Primary	3-11	Voluntary Controlled

\* Schools with maintained nursery classes

\*\* Gildredge House is an all-through (4-19) school. Please also refer to the secondary school table below

Secondary school planning areas	Phase	Age range	Current status
<b>Eastbourne Borough</b>			
Gildredge House*	Secondary	11-19	Free School
Ratton School Academy Trust	Secondary	11-16	Academy
The Bishop Bell Church of England School	Secondary	11-16	Voluntary Aided
The Cavendish School	Secondary	11-16	Academy
The Causeway School	Secondary	11-16	Community
The Eastbourne Academy	Secondary	11-16	Academy
Willingdon Community School	Secondary	11-16	Community
<b>Hastings Borough</b>			
Helenswood Academy	Secondary	11-19	Academy
The Hastings Academy	Secondary	11-16	Academy
The St Leonards Academy	Secondary	11-16	Academy
ARK William Parker Academy	Secondary	11-19	Academy
<b>Lewes District - Lewes Town</b>			
Priory School	Secondary	11-16	Community
<b>Lewes District - Newhaven</b>			
Tideway School	Secondary	11-16	Community
<b>Lewes District - Peacehaven</b>			
Peacehaven Community School	Secondary	11-16	Community
<b>Lewes District - Seaford</b>			
Seaford Head School	Secondary	11-16	Academy
<b>Lewes District - Other</b>			
Chailey School	Secondary	11-16	Community
Ringmer Community College	Secondary	11-19	Academy
<b>Rother District - Bexhill</b>			
Bexhill High School	Secondary	11-16	Academy
St Richard's Catholic College	Secondary	11-16	Voluntary Aided
<b>Rother District - Rye</b>			
Rye College	Secondary	11-16	Academy
Rye Studio School	Secondary	14-19	Studio School
<b>Rother District - Battle</b>			
Claverham Community College	Secondary	11-16	Community
<b>Rother District - Other</b>			
Robertsbridge Community College	Secondary	11-16	Community
<b>Wealden District - Crowborough</b>			
Beacon Community College	Secondary	11-19	Academy
<b>Wealden District - Hailsham</b>			
Hailsham Community College Academy Trust	Secondary	11-19	Academy
<b>Wealden District - Heathfield</b>			
Heathfield Community College	Secondary	11-19	Community
<b>Wealden District - Uckfield</b>			
Uckfield Community Technology College	Secondary	11-19	Community

Secondary school planning areas	Phase	Age range	Current status
<b>Wealden District - Wadhurst</b>			
Uplands Community College	Secondary	11-19	Community

\* Gildredge House is an all-through (4-19) school. Please also refer to the primary school tables above

## ANNEX B - GLOSSARY OF TERMS

<b>Academies</b>	Academies are independent schools funded by central government. They are not maintained by the Local Authority. The admissions policy is determined and administered by the governing body. Pupils do not have to follow the National Curriculum.																																																																				
<b>Admissions Code</b>	Ensures a fair and straightforward admissions system that promotes equity and fair access for all. The Code, the School Admission Appeals Code and related legislation have statutory force which admission authorities, governing bodies, local authorities (LAs), admission forums, schools adjudicators and admission appeal panels must comply with.																																																																				
<b>Admissions criteria</b>	Admissions criteria are used to allocate places to a school if that school receives more applications than they have places available.																																																																				
<b>Basic Need</b>	The supply of school places.																																																																				
<b>Community areas</b>	Wherever you live in East Sussex, your home address will fall into a 'community area' served by a certain school or set of schools. For more information on each of the community areas, please refer to The East Sussex County Council website at: <a href="http://www.eastsussex.gov.uk/educationandlearning/schools/schoolsearch/search">www.eastsussex.gov.uk/educationandlearning/schools/schoolsearch/search</a>																																																																				
<b>Community schools</b>	The Local Authority owns the land and buildings, but the governing body is responsible for running the school. The admissions policy is determined and administered by the Local Authority. Pupils have to follow the National Curriculum.																																																																				
<b>Forms of entry (FE)</b>	The number of classes in each year group. For example: 1FE equals one class of 30 children, 2FE equals two classes each of 30 children (60 in total).																																																																				
<b>Foundation schools</b>	The land and buildings are owned by the governing body, which is also responsible for running the school. The admissions policy is determined and administered by the governing body. Pupils have to follow the National Curriculum.																																																																				
<b>Free schools</b>	Free schools are independent schools funded by central government. They are not maintained by the Local Authority. The admissions policy is determined and administered by the governing body. Pupils do not have to follow the National Curriculum.																																																																				
<b>Key Stage (KS)</b>	<p>The National Curriculum is organised into blocks of years called 'key stages'. There are four key stages as well as an Early Years Foundation Stage (EYFS). The EYFS covers education for children before they reach five (compulsory school age). Key Stage 5 has no legal definition, and is merely used as an indicator to complement the defined Key Stages.</p> <table border="1"> <thead> <tr> <th>Age</th> <th>Year</th> <th>Key Stage</th> <th>School Type</th> </tr> </thead> <tbody> <tr> <td>3-4</td> <td>Pre-school</td> <td>EYFS</td> <td>Early Years provider eg Nursery</td> </tr> <tr> <td>4-5</td> <td>Reception (Year R)</td> <td>EYFS</td> <td>Infant / Primary</td> </tr> <tr> <td>5-6</td> <td>Year 1</td> <td>KS1</td> <td>Infant / Primary</td> </tr> <tr> <td>6-7</td> <td>Year 2</td> <td>KS1</td> <td>Infant / Primary</td> </tr> <tr> <td>7-8</td> <td>Year 3</td> <td>KS2</td> <td>Junior / Primary</td> </tr> <tr> <td>8-9</td> <td>Year 4</td> <td>KS2</td> <td>Junior / Primary</td> </tr> <tr> <td>9-10</td> <td>Year 5</td> <td>KS2</td> <td>Junior / Primary</td> </tr> <tr> <td>10-11</td> <td>Year 6</td> <td>KS2</td> <td>Junior / Primary</td> </tr> <tr> <td>11-12</td> <td>Year 7</td> <td>KS3</td> <td>Secondary</td> </tr> <tr> <td>12-13</td> <td>Year 8</td> <td>KS3</td> <td>Secondary</td> </tr> <tr> <td>13-14</td> <td>Year 9</td> <td>KS3</td> <td>Secondary</td> </tr> <tr> <td>14-15</td> <td>Year 10</td> <td>KS4</td> <td>Secondary</td> </tr> <tr> <td>15-16</td> <td>Year 11</td> <td>KS4</td> <td>Secondary</td> </tr> <tr> <td>16-17</td> <td>Year 12</td> <td>KS5</td> <td>Sixth Form/FE College</td> </tr> <tr> <td>17-18</td> <td>Year 13</td> <td>KS5</td> <td>Sixth Form/FE College</td> </tr> <tr> <td>18-19</td> <td>Year 14</td> <td>KS5</td> <td>Sixth Form/FE College</td> </tr> </tbody> </table>	Age	Year	Key Stage	School Type	3-4	Pre-school	EYFS	Early Years provider eg Nursery	4-5	Reception (Year R)	EYFS	Infant / Primary	5-6	Year 1	KS1	Infant / Primary	6-7	Year 2	KS1	Infant / Primary	7-8	Year 3	KS2	Junior / Primary	8-9	Year 4	KS2	Junior / Primary	9-10	Year 5	KS2	Junior / Primary	10-11	Year 6	KS2	Junior / Primary	11-12	Year 7	KS3	Secondary	12-13	Year 8	KS3	Secondary	13-14	Year 9	KS3	Secondary	14-15	Year 10	KS4	Secondary	15-16	Year 11	KS4	Secondary	16-17	Year 12	KS5	Sixth Form/FE College	17-18	Year 13	KS5	Sixth Form/FE College	18-19	Year 14	KS5	Sixth Form/FE College
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6-7	Year 2	KS1	Infant / Primary																																																																		
7-8	Year 3	KS2	Junior / Primary																																																																		
8-9	Year 4	KS2	Junior / Primary																																																																		
9-10	Year 5	KS2	Junior / Primary																																																																		
10-11	Year 6	KS2	Junior / Primary																																																																		
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<b>Local Plans</b>	Strategic plans that set out the proposed level of housing development in each Borough and District.
<b>Live birth data</b>	Data taken from Office of National Statistics that records the annual number of live births in the County.
<b>Maintained schools</b>	Maintained schools are funded by the Local Authority and will be one of the following: Foundation Community Voluntary Controlled Voluntary Aided
<b>Mobile / temporary accommodation</b>	Accommodation initially provided as a temporary solution to an increased demand for places.
<b>National Curriculum</b>	The National Curriculum sets out the stages and core subjects that children will be taught during their time at school. Children aged five to 16 in maintained schools must be taught the National Curriculum.
<b>Net Capacity</b>	The total number of children it is expected that a school can accommodate.
<b>Number on roll (NOR)</b>	The total number of children at a school at any given time.
<b>Published Admission Number (PAN)</b>	The number of children it is expected that a school will admit in its intake year: <ul style="list-style-type: none"> <li>• Year R for infant and primary</li> <li>• Year 3 for junior</li> <li>• Year 7 for secondary</li> </ul> Admission numbers are linked to a schools accommodation (net capacity) and its organisation.
<b>Schools Adjudicator</b>	Schools adjudicators work independently from the Department for Education but are appointed by the Secretary of State for Education. Their responsibilities include: <ul style="list-style-type: none"> <li>• ruling on objections to schools' or local authorities' admission arrangements</li> <li>• making decisions and resolving local disputes regarding certain statutory proposals for school reorganisation</li> </ul>
<b>Siblings (in-area)</b>	Children who will have a brother or sister at the school at the time of admission and who live at the same address, <u>within</u> the pre-defined community area.
<b>Siblings (out-of-area)</b>	Children who will have a brother or sister at the school at the time of admission and who live at the same address, <u>outside</u> the pre-defined community area.
<b>Studio schools</b>	Studio schools are independent schools funded by central government. They are not maintained by the Local Authority. The admissions policy is determined and administered by the governing body. Pupils do not have to follow the National Curriculum.
<b>University Technical Colleges</b>	University Technical Colleges are independent schools funded by central government. They are not maintained by the Local Authority. The admissions policy is determined and administered by the governing body. Pupils do not have to follow the National Curriculum.
<b>Voluntary Aided schools</b>	The land and buildings are usually owned by the church, with the Local Authority owning the playing field. The governing body are responsible for running the school. The admissions policy is determined and administered by the governing body. Pupils have to follow the National Curriculum.
<b>Voluntary Controlled schools</b>	The land and buildings are usually owned by the church, with the Local Authority owning the playing field. The governing body are responsible for running the school. The admissions policy is determined and administered by the Local Authority. Pupils have to follow the National Curriculum.

**APPENDIX 4**

**Federations and Collaborations in East Sussex**

<b>Federations in East Sussex</b>				
<b>Federation Name</b>	<b>Schools</b>	<b>Phase</b>	<b>Category</b>	<b>Notes</b>
The Woodland Federation: Punnetts Town and Broad Oak		Primary	<b>Federation</b>	
The Crowborough Federation: Whitehill and Herne		Primary	<b>Federation</b>	
St Thomas a Beckett Federation of Catholic Infant and Junior School		Primary	<b>Federation</b>	
Sabden Federation: Cuckmere House School lead and St Mary's Horam		Secondary - Special Schools	<b>Federation</b>	
Torfield and Saxon Mount Federation: Torfield School and Saxon Mount		Secondary - Special Schools	<b>Federation</b>	
The South Downs and Lindfield Special Schools Federation		Secondary - Special Schools	<b>Federation</b>	

<b>Collaborations in East Sussex</b>			
<b>Partnership Schools</b>	<b>Phase</b>	<b>Category to be used</b>	<b>Notes</b>
Framfield and Blackboys	Primary	<b>Collaboration</b>	
Stafford Junior School and Bishop Bell CE School (Secondary)	Secondary and Primary	<b>Collaboration</b>	
East Hoathly CofE School, St John's Meads CofE School and Chiddingly Primary School	Primary	<b>Collaboration</b>	
Buxted CofE School and Bonners CofE school	Primary	<b>Collaboration</b>	
Park Mead and Stone Cross School	Primary	<b>Collaboration</b>	
Ocklynge and Peacehaven Heights	Junior and Primary	<b>Collaboration</b>	
Etchingham Primary School and Bodiam Primary School	Primary	<b>Collaboration</b>	
Mark Cross and Frant	Primary	<b>Collaboration</b>	From April 2014
Motcombe and White House	Primary	<b>Collaboration</b>	From Sept 2013
Hollington and Silverdale	Primary	<b>Collaboration</b>	From Sept 2013
Plumpton and Chailey	Primary	<b>Collaboration</b>	From Sept 2013
Meridian and Danehill	Primary	<b>Collaboration</b>	From Sept 2013
Northiam and Westfield	Primary	<b>Collaboration</b>	
Woodland Federation and Dallington CofE Primary School	Primary	<b>Collaboration</b>	From June 2012
Parkland Infant and Parkland Juniors	Infant/Junior	<b>Collaboration</b>	From April 2014

<b>Managed Partnerships (Interim leadership arrangements for a short term period)</b>			
Anney Catholic Primary School and Seaford Primary School			From 22nd April 2014
Catsfield CE Primary School and St Mary Magdalene Catholic Primary School			From 22nd April 2014
St Leonards CE Primary School and All Saints CE Junior Saints Hastings			From 22nd April 2014

## School Re-organisation Dashboard - 1st April 2014

### Academies

#### Schools

Schools	Academies			% of Schools that are Academies
	Sponsored	Converter	TOTAL	
<b>TOTAL</b>			<b>TOTAL</b>	
Primary:	9	0	9	Primary: 5.9%
Secondary:	7	7	14	Secondary: 51.9%
Special:	0	1	1	Special: 10.0%
<b>Total:</b>	<b>16</b>	<b>8</b>	<b>24</b>	<b>Total: 12.6%</b>

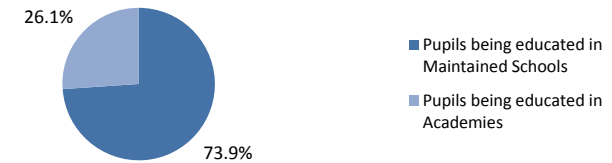
#### Pupils

Numbers on roll (May '13 census)	Number of pupils on roll in Academies	% of pupils educated in an Academy
<b>TOTAL</b>	<b>TOTAL</b>	<b>TOTAL</b>
Primary: 36675	Primary: 2672	Primary: 7.3%
Secondary: 26289	Secondary: 13850	Secondary: 52.7%
Special: 878	Special: 125	Special: 14.2%
<b>Total: 63842</b>	<b>Total: 16647</b>	<b>Total: 26.1%</b>

#### Academies



#### % of pupils educated in an Academy



### Future Academies...

#### Schools

	Number of schools in the process of becoming an Academy			Number of schools actively seeking Academy status	Number of schools considering Academy status
	Sponsored	Converter	TOTAL	TOTAL	TOTAL
Primary:	9	0	9	Primary: 12	Primary: 2
Secondary:	0	0	0	Secondary: 0	Secondary: 1
Special:	0	0	0	Special: 0	Special: 1
<b>TOTAL:</b>	<b>9</b>	<b>0</b>	<b>9</b>	<b>TOTAL: 12</b>	<b>TOTAL: 4</b>



**Free Schools, Studio Schools and University Technology College's...**

Free Schools	
	TOTAL
Primary:	1
Secondary:	
Special:	0
<b>Total:</b>	<b>1</b>

Studio Schools	
	TOTAL
Primary:	0
Secondary:	1
Special:	0
<b>Total:</b>	<b>1</b>

University Technology College's	
	TOTAL
Primary:	0
Secondary:	0
Special:	0
<b>Total:</b>	<b>0</b>

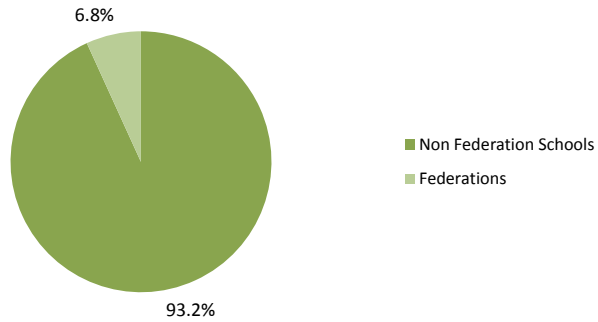
## Federations\*

\*Federations - are where two or more schools are working together with one executive head teacher and one governing body

### Schools

Schools	Federations	% of Schools that are Federations
<b>TOTAL</b>	<b>TOTAL</b>	<b>TOTAL</b>
Primary: 153	Primary: 6	Primary: 3.9%
Secondary: 27	Secondary: 0	Secondary: 0.0%
Special: 10	Special: 7	Special: 70.0%
<b>Total: 190</b>	<b>Total: 13</b>	<b>Total: 6.8%</b>

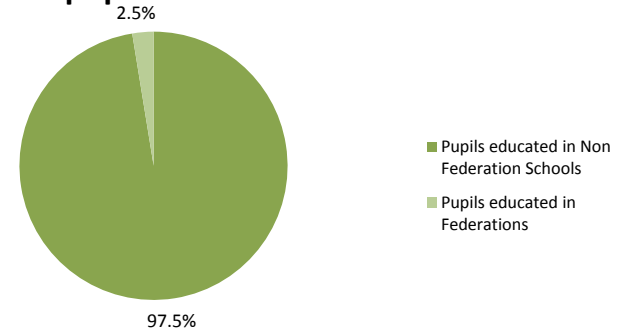
### % of Schools that are Federations



### Pupils

Numbers on roll	Number of pupils on roll in Federations	% of pupils educated in a Federation
<b>TOTAL</b>	<b>TOTAL</b>	<b>TOTAL</b>
Primary: 36675	Primary: 1042	Primary: 2.8%
Secondary: 26289	Secondary: 0	Secondary: 0.0%
Special: 878	Special: 568	Special: 64.7%
<b>Total: 63842</b>	<b>Total: 1610</b>	<b>Total: 2.5%</b>

### % of pupils educated in a Federation



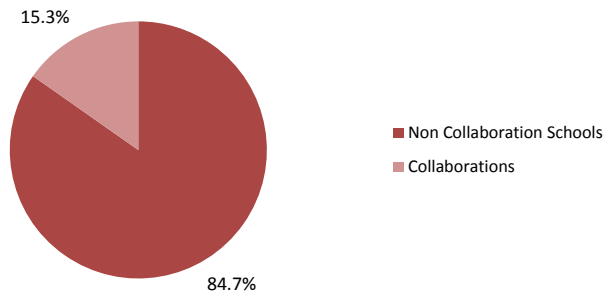
## Collaborations\*

\* Collaborations - are where two or more schools are working in partnership, with one executive head teacher but separate governing bodies for each school

### Schools

Schools	Collaborations	% of Schools that are Collaborations
<b>TOTAL</b>	<b>TOTAL</b>	<b>TOTAL</b>
Primary: 153	Primary: 28	Primary: 18.3%
Secondary: 27	Secondary: 1	Secondary: 3.7%
Special: 10	Special: 0	Special: 0.0%
<b>Total: 190</b>	<b>Total: 29</b>	<b>Total: 15.3%</b>

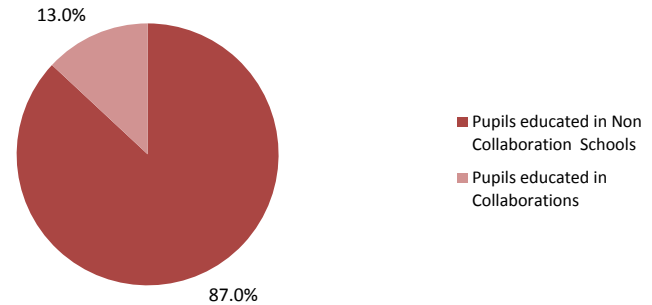
### % of Schools that are Collaborations



### Pupils

Numbers on roll	Number of pupils on roll in Collaborations	% of pupils educated in a Collaboration
<b>TOTAL</b>	<b>TOTAL</b>	<b>TOTAL</b>
Primary: 36675	Primary: 7303	Primary: 19.9%
Secondary: 26289	Secondary: 1020	Secondary: 3.9%
Special: 878	Special: 0	Special: 0.0%
<b>Total: 63842</b>	<b>Total: 8323</b>	<b>Total: 13.0%</b>

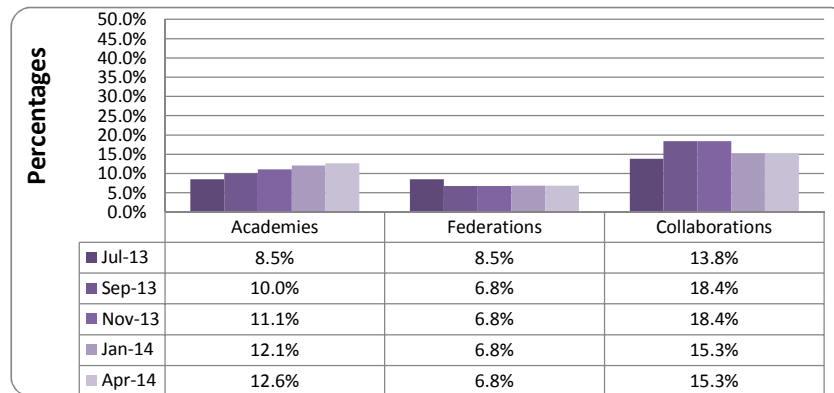
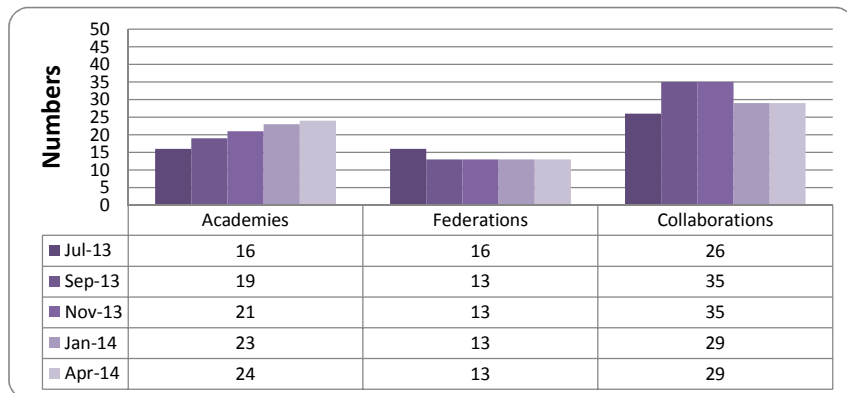
### % of pupils educated in a Collaboration



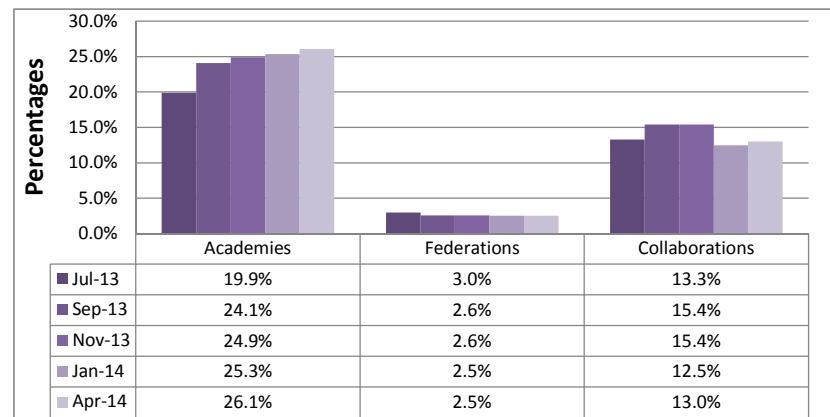
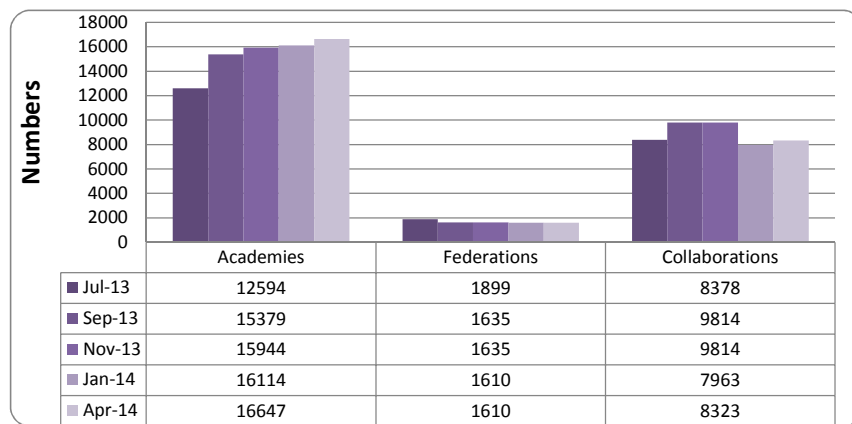
## Trend Data

Comparisons from July '13 to April '14

### Schools



### Pupils



## Leadership Professional Development in East Sussex

Courses to meet the needs of leadership working in different school contexts include:

- Working in partnership with the National College of Teaching and Learning (NCTL) and the Southern Education Learning Trust (SELT) to increase opportunities for leadership and governance development programmes. These have included Induction programmes for new Headteachers, Aspiring Deputy Heads, Heads of School and Executive Headship programme and have included input from experienced, successful leaders nationally who have been able to provide first hand examples of the different roles that have emerged from the changing scene of leadership across the country;
- Production of new toolkits to provide on-going support and to complement the training programmes we offer to new Executive Heads, Headteachers and newly appointed Deputy Heads;
- Devising a career framework for leadership development which will support the new primary School Improvement Strategy currently being revised and ensure training programmes are structured to have coherence and progression ;
- The leadership internship programme – 26 internships have now been offered across the authority which are all focused in primary schools. Some have resulted in the completion of secondments in primary schools causing concern, or where there are recruitment challenges. These have taken the form of management partnerships and have been arranged with an executive headteacher and a head of school and selected from the internship programme.
- Working with alliances to support the development of outstanding leaders, a leadership capacity/talent database is being developed which will hold a range of information on leaders at all levels who have the required expertise to offer support to other schools. For the 2013-14 round of funding for alliances – groups of schools were encouraged to set out how they could deliver against the LA priority of improving leadership – particularly in the primary phase. A number of alliances are now working on this at a strategic level, for example, delivering the Outstanding Teacher Programme;
- East Sussex plays an active role within the NCTL funded Coastal Collaborative where 5 local authorities (East Sussex, Brighton & Hove, West Sussex, Surrey and Hampshire) work together with representatives from the Dioceses to deliver a range of leadership development programmes. This has included training for aspiring Special School Headteachers led by ourselves, the West Sussex led Aspiring Headteacher Programme, and the jointly led Women into Headship programme with Brighton and Hove;
- Working with Executive Heads from across East Sussex and Brighton & Hove to develop packages of support and development opportunities for existing Executive Heads and Heads of Schools, including conferences and the establishment of a professional network.

