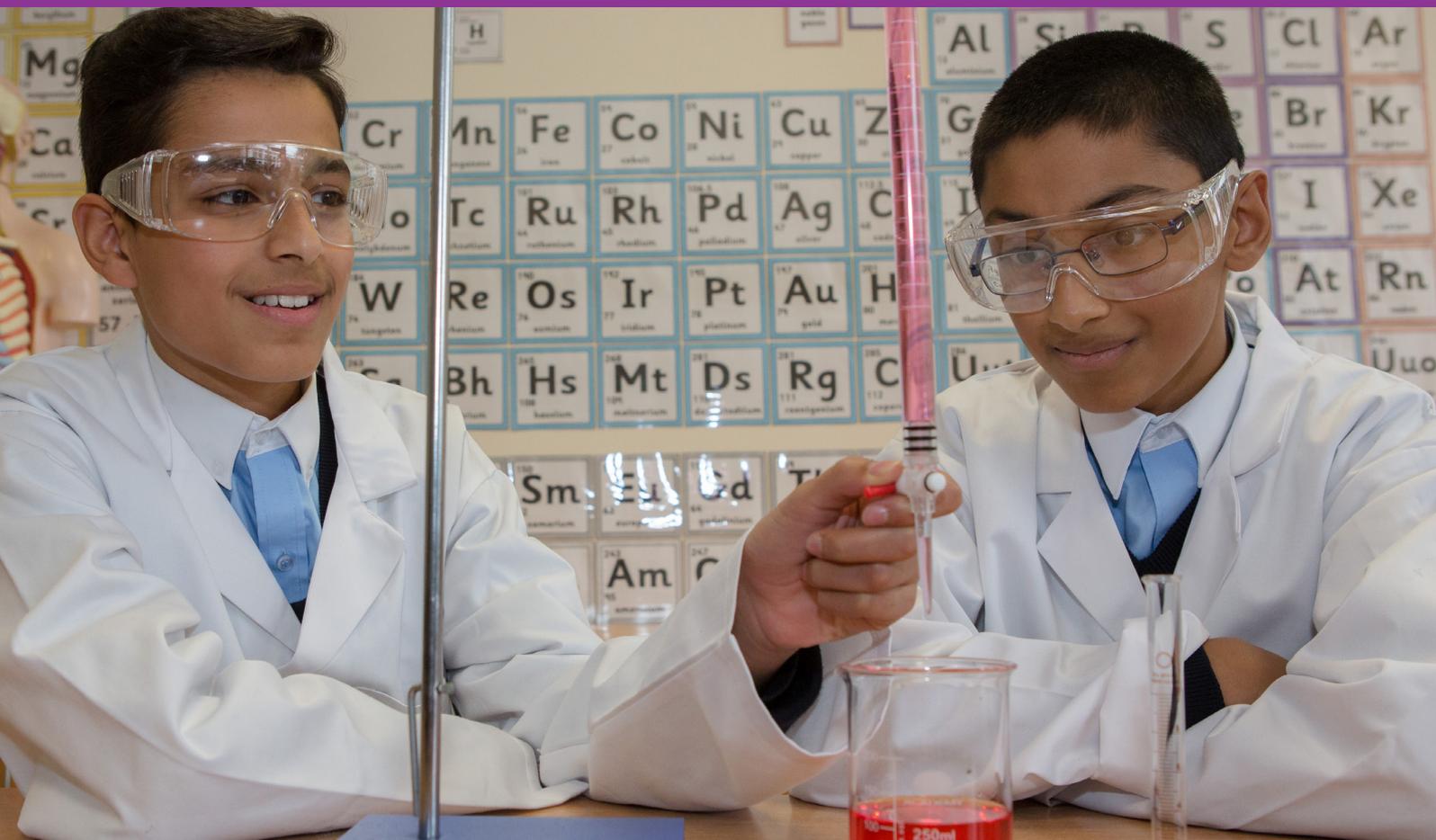


Eden Boys

Eden Boys' Leadership Academy, Birmingham East
Proposed Opening Date: September 2018

Consultation Document

Consultation Period: 1st November – 13th December 2017



*Nurturing Today's Young People,
Inspiring Tomorrow's Leaders*



Eden Boys' Leadership Academy, Birmingham East

What is this document?

Following extensive support from parents and stakeholders, the Secretary of State for Education has approved a proposal to establish Eden Boys' Leadership Academy, Birmingham East: a free, non-selective, all-ability secondary school and sixth form for boys aged 11-18. The school is proposed to open in September 2018. This document invites your views as to whether this proposal should go ahead. Details of how you can respond can be found at the end of the document. The consultation period runs from 1st November to 13th December 2017.

Who can take part in the consultation?

Anyone who wishes to contribute to the consultation. We are keen to hear from the following groups and organisations within the Birmingham area:

- Parents;
- Schools (including Academies and Free Schools);
- Birmingham City Council;
- Teachers and Headteachers;
- Professional associations and trade unions;
- Voluntary, community and residents' groups;
- MPs and Councillors.

Context of the proposal

For a number of years, parents in Birmingham have been campaigning for additional secondary capacity within the local community. Tauheedul has worked closely with these parents and the Local Authority to secure a new boys' secondary school and sixth form which offers high standards of education within a progressive Islamic faith ethos.

Eden Boys' Leadership Academy, Birmingham East will become part of the growing network of outstanding Tauheedul schools. Although each of these schools take account of local contexts, they have a consistent brand, reflecting key Tauheedul characteristics.

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

Every Tauheedul school, in other words, seeks to engage its own pupils with thousands of other people, and helps to shape its own future by spreading the success it demonstrates to a growing network of schools.

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

About the sponsor

Tauheedul Education Trust

The Tauheedul Education Trust (TET) is a rapidly expanding high achieving, not for profit Multi-Academy Trust. TET is a mixed MAT that runs both faith-based and non-faith schools. It is a strongly values-based organisation that works to improve the life chances of young people in areas of social and economic deprivation to help them succeed at the highest levels of education, employment and the professions.

Its schools are located in five Tauheedul Education Partnership areas (TEPs) – Lancashire, Greater Manchester, West Yorkshire, the West Midlands and London. Schools within the TEPs work together to share expertise and maximise opportunities and experiences for their pupils. This helps to maintain their local, "family" feel and focus on personalisation and strong community links.

The Trust employs the very best staff and invests heavily in their continuing professional development. Staff benefit from an extensive range of nationally accredited training provided by the Tauheedul College for Teaching and Leadership. The College also provides pathways for pupils into careers in teaching and education.

Tauheedul Pledge of Excellence

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

High expectations

We have the highest of expectations of our pupils. We expect all of our pupils to attend school on time every day, ready to learn and achieve.

Our schools provide safe, focused and happy environments for learning. Outstanding behaviour improves pupils' capacity to learn. We enforce our behaviour policy robustly and consistently across the school. Our pupil code of conduct sets out the high standards of behaviour that we expect. We are positive when our pupils behave well, but have clear consequences for misbehaviour and a zero tolerance of bullying, abusive or discriminatory language and violence. All adults in our schools model the positive behaviour we expect of our pupils. Equally, we expect our parents to reinforce these behaviours at home.

We work hard to create a culture of high aspirations throughout the school. We set ambitious targets for every pupil. Our aim is that every pupil should achieve at least a grade higher than the national expectation in each phase of their learning. Staff, pupils and parents are involved in the whole process of setting the targets and are expected to take responsibility for them once they are agreed.

A high-powered, knowledge-based academic curriculum

TET's curriculum is broad and balanced, with an emphasis on academic success. Our schools prioritise learning in Literacy, Numeracy, Languages, Humanities and Science. Our curriculum is both coherent and cumulative, with an emphasis on the critical importance of knowledge acquisition. Our pupils are required to read extensively from a broad range of high quality and increasingly challenging literary and technical material across all disciplines.

Our curriculum is designed to cultivate well-rounded, intelligent and socially-aware pupils, but it is also tailored to deliver excellent academic results. Regardless of background or prior ability, we aim to secure the best outcomes for all of our pupils, ensuring that our curriculum gives a solid foundation for future learning at every stage.

Carefully focused traditional teaching, rigorous tracking and personalised intervention

Our approach to teaching is traditional – good teachers, with sound subject knowledge, leading the classroom and delivering a focused curriculum. All lessons are intricately planned and take into account models for best practice. Our teaching staff develop innovative and highly successful approaches to sustain pupils' interest. This enables us to push the boundaries of the possible to achieve the improbable.

We have the highest expectations of every child. Every child at a TET school has their progress closely monitored to ensure they are always meeting their – and our – high expectations. After each assessment, targets are set for every pupil and appropriate interventions and personalised 'catch-up' activities are planned. Targets are regularly reviewed and revised in accordance with the pupil's achievement.

We send home report cards five times a year to ensure that parents are kept abreast of their child's progress and are immediately informed if any issues arise. We meet parents whose child is at risk of not achieving their potential after each report card. Pupils are celebrated and rewarded for their successes but, just as importantly, we intervene immediately with a personalised approach if there is a cause for concern.

Highly qualified staff that are motivated, well trained and using cutting edge research

We believe that the most effective learning goes hand-in-hand with the most inspirational teaching, which is why our teachers are some of the best in the business. They are highly motivated and benefit from extensive training and continued professional development. This support means they deliver the very best outcomes for pupils, helping them to realise their potential.

A rich and diverse leadership programme that grows character and inspires charitable and social action

Our R-18 Leadership Framework is designed to instil the three interdependent Tauheedul Leadership Characteristics of Performance Leadership, Moral Leadership and Civic Leadership – characteristics that together ensure our pupils not only 'do their best' but 'do the right thing' and play a full role in society.

The Framework sets our focus for leadership development, laying out the key competencies required to develop as well-rounded, ethical and accomplished leaders of tomorrow.

By developing an aptitude for Performance Leadership, we equip our pupils with the skills to realise their potential for excellence in any performance-related environment. Programmes in sports, creative arts and entrepreneurship offer powerful opportunities to build resilience, cultivate ingenuity and develop leadership potential. Our careers and universities offer focuses on the skills, experience and qualifications required by leading employers and prestigious universities. Through this rounded Performance Leadership programme, pupils learn that success is largely contingent on effort, diligence, perseverance, a strong work ethic, mental toughness, self-discipline and an enduring ability to maintain a positive attitude.

An effective leader does not, however, rely on results alone and – by emphasising the importance of Moral Leadership – our pupils grow to value the traits of integrity, justice, equity, caring, respect and cooperation; all of which are needed for successful interpersonal relationships and ethical conduct. Our Ethics and Values Programme provides learning opportunities for our pupils to work through real life ethical dilemmas and challenges and engage in debates and public speaking – activities which foster a respect for others, ethical reflection and a critical consciousness.

Our focus on Civic Leadership develops a commitment to environmental responsibility and sustainability and accentuates the importance of citizenship, charity and social action. Pupils experience the merits of community volunteering from a young age. Our project-based civic curriculum teaches young people critical life-long leadership skills such as collaboration, resourcefulness and accountability. Pupils take on increasingly responsible leadership roles that culminate in Civic Leadership Projects in which they identify a community concern, and then plan, execute and evaluate a project to address it. "Giving something back" is fundamental to our philosophy and all of our pupils, from the youngest to the oldest, also enjoy planning innovative ways to raise money for charities in the UK and beyond. Together, these opportunities for civic and charitable activities seek to nurture a growing sense of agency and connect our pupils constructively to their community.

Our Leadership Lecture series brings together highly-successful leaders from the worlds of business, politics and the public sector who embody performance, moral and civic leadership. Secondary school pupils benefit from hearing the success stories of over 100 local, regional and national leaders, and primary school pupils have an opportunity to engage with up to 50 influential keynote speakers. These aspirational role models offer real-world advice about setting, achieving and surpassing personal goals, nurturing ambition and self-motivation in all our pupils.

Through participation in our unique leadership programmes, pupils work towards securing the core Tauheedul Leadership Characteristics. The R-18 Framework recognises pupils' accomplishments and accredits the leadership skills, knowledge and attributes sought by top universities and employers, feeding directly into our vision of nurturing today's young people and inspiring tomorrow's leaders.

Tauheedul's track record

A Tauheedul education is all about excellence. We have extensive experience of establishing, developing and continually improving schools that deliver outstanding results.

Performance

Year upon year, our founding schools, Tauheedul Islam Girls' High School (TIGHS) and Tauheedul Islam Boys' High School, have ranked extremely highly on a range of progress and attainment measures in school league tables, including being the top schools nationally for progress.

Of course, to achieve academic success, children must attend school regularly. Tauheedul pupils consistently secure the lowest absence rates in England. The DfE school attendance figures confirm that Tauheedul schools regularly top the attendance tables.

We also lead a number of improvement partnerships, supporting secondary and primary schools in areas of significant deprivation. For example, Blackburn Central High School was one of two schools to be judged the most improved in the country for the progress and achievements made over the three years of Tauheedul's involvement.

Ofsted

All of our schools that have been inspected by Ofsted have achieved "outstanding" status.

TIGHS has achieved Ofsted "outstanding" three consecutive times. Our first free school – TIBHS – also achieved Ofsted "outstanding" at its very first inspection. Building on the unparalleled successes of the schools in the Tauheedul family, our five new free schools are already establishing a track record of excellence in their own right and have secured Ofsted "outstanding" status.

The proposal for Eden Boys' Leadership Academy, Birmingham East

Eden Boys' Leadership Academy, Birmingham East will be a 4 form entry, 800 place, 11-18 secondary school with a Muslim faith designation. Proposed to open in September 2018, Eden Boys' Leadership Academy, Birmingham East will have an initial intake of 120 pupils in Year 7 and 60 pupils in Year 8, and will thereafter continue to recruit a new intake of 120 Year 7 pupils in successive years. The school will welcome applications from pupils of all faiths and none.

The school will be located in the Alum Rock area of Birmingham.

A Principal for the school will be appointed before it is due to open to oversee all necessary arrangements for the first intake of pupils.

Pupils at the school will follow a broad and balanced curriculum with a strong focus on the core subjects of English, Mathematics and Science. The curriculum will be an academic one, with pupils achieving qualifications in GCSEs and A-levels. There will be a strong emphasis on pupils achieving success in the English Baccalaureate subjects. Our aim is to prepare pupils for admission to the most prestigious universities and to be able to compete for the top professional careers. Like all Tauheedul schools, Eden Boys' Leadership Academy, Birmingham East will specialise and become a centre of excellence in 'Leadership'.

The school's terms, holidays and school-day timings will be reflective of other schools in the area.

The school will be inclusive and will welcome pupils of all abilities, including those with Special Educational Needs.

TET is keen that the school should work closely and in partnership with the existing family of schools in Birmingham and the surrounding locality, in the same way that the other Tauheedul schools already do.

School mission

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

The mission consists of three key elements:

Educational excellence

- A belief that everybody has the potential to succeed within a high quality and intellectually challenging educational environment.
- A commitment to instilling high aspirations, a desire to learn and ambition to achieve.
- A personalised approach to securing excellence, stemming from a passionate belief that each individual is unique and special and capable of rising above any perceived limitations.

Character development

- A cohesive identity so that our pupils, their parents and communities feel a strong sense of belonging to the Tauheedul "family."
- A passionate focus on a values-based education that instils honesty, integrity, compassion and mutual respect into all our pupils.
- A strong core of tenacity, self-respect and self-belief that inspires each pupil to become the best person they can be.

Service to communities

- A determination to develop outstanding British citizens who are proud of, and contribute to, the social and economic prosperity of our country.
- A sense of personal accountability and of responsibility to others.
- A commitment to charitable endeavours and to making a difference to our world.

School values

The school will promote TET's STAR values of Service, Teamwork, Ambition and Respect in all that it does.

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

School faith ethos

The school will be designated as a Muslim faith school. The school will take a progressive, outward-facing, inclusive and globally-orientated interpretation of the Muslim faith. The school will aim to celebrate all that faith has to give and instil a sense of joy at being part of the local and wider community. The school will adopt an inclusive approach, welcoming people of all faiths and none and recognising that they are all part of, and contributing to, something far greater than themselves.

Capacity of the school

The school will have four forms of entry, and when it reaches its full capacity in 2022, it will have 800 places. When the school opens, up to 120 pupils will be admitted into Year 7 and 60 pupils into Year 8. The school will continue to recruit a new intake of 120 Year 7 pupils in successive years.

Location

Eden Boys' Leadership Academy, Birmingham East will be located in the Alum Rock area of Birmingham. TET is currently exploring temporary accommodation.

Curriculum

The school has consulted widely with the local community to arrive at a curriculum that reflects the aspirations of young people and their parents. In summary, the plans are for a school that will:

- Provide a broad and balanced curriculum which will enable and empower pupils to secure high standards in the knowledge, skills and qualifications they will need to progress to a Russell Group university should they wish, or into career paths that will lead to the most prestigious professions;
- Prepare children for active leadership within their school and local community;
- Foster community cohesion and social responsibility. Regardless of background or prior ability, we aim to secure the best outcomes for all of our pupils. The curriculum will operate at three levels and will address every pupil's academic, character and social development.

The curriculum will be primarily academic, so that all pupils will leave school with the outstanding knowledge, skills and qualifications needed to progress to Higher Education and worthwhile employment. There will be focused support for pupils to achieve high standards in the subjects that constitute the English Baccalaureate, as this will enhance their progress to University and professional employment.

The school's leadership specialism will be delivered through project-based learning, which will develop pupils' research and inquiry skills.

Recognising that universities, employers and society as a whole wish pupils to leave school with a wider range of skills and qualities, we have introduced the Tauheedul Baccalaureate. This recognises pupils' academic excellence, their character development and their contribution to their community.

Pupils' academic progress will be assessed throughout their time Eden Boys' Leadership Academy, Birmingham East, to ensure that they are on course to achieve the best possible grades at GCSE and A level.

For the small minority of pupils for whom alternative qualifications may be more appropriate, Eden Boys' Leadership Academy, Birmingham East will provide personal pathways or vocational qualifications to ensure that their needs are met.

Behaviour, attendance and pupil well-being

Eden Boys' Leadership Academy, Birmingham East's strong faith ethos will provide the foundation for its approach to behaviour, attendance and the well-being of its pupils. The following principles will inform the school's behaviour and attendance policies:

- Teaching must be great: outstanding teaching motivates, inspires and brings pupils into school;
- Learning is sacrosanct, as is behaviour for learning: it is the right of all learners to learn and all teachers to teach;
- High expectations: the school expects all pupils and staff to achieve the highest standards of behaviour, attendance and punctuality;

- Challenge and support: the school will challenge poor attendance or behaviour and will support pupils to make it outstanding;
- The best way to minimise unacceptable and disruptive behaviour is to promote, recognise and celebrate good behaviour;
- Zero tolerance of bullying;
- The rules and the consequences of breaking them must be crystal clear to all;
- Rights, responsibilities and choices: pupils will learn that rights and responsibilities go hand in hand. The choices they make will affect their own right to learn and their responsibility to safeguard and promote the learning of their peers;
- All staff are responsible for making behaviour and attendance outstanding;
- All pupils must be role models in behaviour and attendance as part of their Leadership responsibilities;
- All pupils and staff must respect each other's rights and accept their own responsibilities;
- The principles of restorative justice will be applied when pupil's decisions impact negatively on the rights of others to learn;
- Respect and be respected: parents and carers, pupils and teachers all need to operate in a culture of mutual regard;
- Outstanding leadership and management are critical to outstanding behaviour and attendance.

The school will also offer an outstanding quality of pastoral care. Eden Boys' Leadership Academy, Birmingham East will operate a robust pastoral system to ensure that the wellbeing of every pupil is monitored and supported. The objectives of the system will be to provide a prevailing culture that could perhaps be described as 'Tough Love' - offering rigorous care and support, but expecting nothing but the best in terms of effort and endeavour from the pupils.

Pupil wellbeing will also be actively promoted through the curriculum, and in particular through Leadership and community service projects.

Admissions

It is already clear that demand for admissions to Eden Boys' Leadership Academy, Birmingham East, is likely to be high and that any admissions policy will need to be legal, fair, clear and robust from the outset.

The school will operate inclusive admissions arrangements. As a progressive and inclusive Muslim faith school, the Governing Body will consider all applications equally without reference to faith.

The Oversubscription Criteria for Year 7 will be as follows:

1. Looked after boys or a boy who was previously looked after, but immediately after being looked after became subject to an adoption, child arrangements, or special guardianship order.
2. Boys with a sibling who is a pupil already attending Eden

Boys' Leadership Academy, Birmingham East at the time of both application and admission.

3. Sons of staff employed at Eden Boys' Leadership Academy, Birmingham East for 2 or more years at the time at which the application for admission is made, and / or the member of staff has been recruited to fill a post where there is a demonstrable skill shortage.
4. Boys for whom the Governing Body accepts that they have proven, exceptionally strong special, medical or social circumstances, which are directly relevant to attendance at Eden Boys' Leadership Academy, Birmingham East.

Professional supporting evidence must be provided by the parents from e.g. a consultant, doctor, psychologist, social worker or from another professional. A place will only be offered, if the Governing Body accepts the view of the professional, which confirms that the existing medical or social difficulties will be exacerbated if admission is not offered at Eden Boys' Leadership Academy, Birmingham East.

5. A maximum of 90 places will be allocated to boys resident in the Washwood Heath ward.
6. A maximum of 30 places will be allocated to boys resident in the Aston ward.

Maps can be accessed from the school's website on www.edenboysbirminghameast.com or via the Trust.

7. All other boys who live nearest from home to Eden Boys' Leadership Academy, Birmingham East including those who were refused admission under criterion 5 - 6.

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

Full details of the admissions arrangements for Eden Boys' Leadership Academy, Birmingham East can be found on the school website at **www.edenboysbirminghameast.com**.

School times and calendar

The Eden School year

The school will initially operate a school year constituting 196 days. In addition to the 190 standard days, there will be one Saturday School per half term, allowing pupils to undertake enrichment activities that will relate to the curriculum and Leadership specialism. This will be called Curriculum Plus and will feed through to the hoped-for success achieved in end of Key Stage expectations and in the Tauheedul Baccaalaureate.

The Eden School calendar

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

The Eden School week

Whilst the school will operate on a normal 5 days per week basis for 3 terms per year, it will acknowledge the routines of the Muslim faith by ending formal teaching at noon on Fridays. On Friday afternoons, pupils in KS4 and KS5 will undertake community-based activities.

In addition, pupils will be expected to attend after-school enrichment sessions twice a week as a core requirement and not as an optional opportunity, together with one morning of Saturday school per half term.

The following table sets out the timings the Trust proposes to use as a framework for delivering teaching and learning during the school year:

Monday - Thursday

08.00	Registration
08.15	Lesson 1
09.10	Lesson 2
10.05	Break
10.20	Lesson 3
11.15	Lesson 4
12.10	Lunch
12.55	Registration
13.05	Lesson 5
14.05	Lesson 6
15.00	Pupils dismissed
15.00-15.45	Enrichment / intervention

Friday

08.00	Registration
08.10	Full School Assembly
09.10	Lesson 1
10.10	Break
10.25	Lesson 2
11.25	Registration
11.55	Pupils dismissed
11.55-12.40	Enrichment/intervention

The Local Governing Body

Tauheedul is committed to ensuring Eden Boys' Leadership Academy, Birmingham East is accountable to local parents and stakeholders. Accordingly, a Local Governing Body will be established as part of the overall governance structure.

Benefits of the proposal

TET is proposing to establish Eden Boys' Leadership Academy, Birmingham East because:

- It responds to the demand of the local community for a school which offers outstanding educational standards and outcomes;
- It will raise standards and improve outcomes for young people in an area of significant deprivation;
- There is a need for new and additional secondary school and sixth form places in Birmingham and, in particular, in the locality which the school will serve;
- It will make a major contribution to community cohesion in the town and in the locality.

TET is making the proposal because:

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

We would like your views

Consultation timetable

- Consultation document published by: 1st November 2017
- Consultation begins: 1st November 2017
- Consultation ends: 13th December 2017
- Public meeting: 8th November 2017

How to give your views

- By completing the tear-off questionnaire at the end of this document
- By attending the consultation meeting on Wednesday 8th November 6pm-7.30pm at Eden Boys' School, Birmingham, 150 Wellhead Lane, Birmingham, B42 2SY.
- By completing our online survey at www.edenboysbirminghameast.com

Consultation Questionnaire

1. Please provide your name:

2. Please provide your email address:

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

- Interested parent
- Local resident
- Local teacher/school staff
- Organisation
- Other, please state _____

4. Do you agree with the proposal to establish Eden Boys' Leadership Academy, Birmingham East? (tick one box only)

- Agree
- Disagree
- Don't have view

5. Do you agree that the Tauheedul Education Trust should enter into a Funding Agreement with the Secretary of State to establish Eden Boys' Leadership Academy, Birmingham East? (tick one box only)

- Agree
- Disagree
- Don't have view

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

Please return this questionnaire by 13th December 2017 to:

Public Consultation
Eden Boys' Leadership Academy, Birmingham East
Tauheedul Education Trust
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Tauheedul
Education Trust