



Academies Trust

Annual Report 2017







Chair's Introduction

On behalf of the Co-op Academies Trust Board of Trustees, I am delighted to introduce our 2017 Annual Report.

During the last year, we have seen great progress made by our eight existing Co-op Academies in Manchester, Leeds and Stoke-on-Trent and have been pleased to welcome three new schools to our Trust - Co-op Academy Beckfield, Co-op Academy Priesthorpe (both in Leeds) and Co-op Academy Failsworth (in Oldham). This growth is representative of the unprecedented interest from schools wishing to join us, as well as the confidence which both the Co-op, as our sponsor, and the Department for Education have in our approach. In light of this, the Trust is actively exploring further opportunities to grow in 2018.



Co-op Academy Failsworth joined the Trust in the summer of 2017.

Over the past 18 months, the Trust's capacity to support our existing academies and welcome new additions has been bolstered substantially by changes to our Central Trust Team. Guided by the exceptional leadership of our Trust Director, Frank Norris, we have reshaped the senior team through the appointment of two Education Directors and a Finance and Resources Director. Along with their teams, they have significantly improved the Trust's capacity for school improvement which, when combined with the talented and committed leadership shown by colleagues in our academies, has led to real strides being made in each of our academies.

Another critical factor has been the unique role played by the Co-op. This includes the contribution made by governors appointed from the Co-op's management teams, specific projects such as Massive Maths, Fairtrade and Christmas Crackers, and the provision of almost 100 work placement opportunities. It was also pleasing to see seven academy students joining Co-op Insurance as apprentices - something we will see much more of in the future. Also, during 2017, we began to rebrand our academies with a new visual identity, based on the iconic Co-op brand. This symbolises the connection our academies have with the Co-op and is a powerful reminder that what makes our Trust special are the co-operative values and principles.



Members of the Co-op National Members' Council visited Manchester Creative and Media Academy for an evening of entertainment.

The Trust is very fortunate to draw upon the expertise of a highly capable Board, comprising colleagues drawn from the education, business and co-operative worlds. The Board has two sub-committees focusing on student outcomes and risk and financial matters. At a time when schools face an unprecedented squeeze of resources, I am pleased to report that this Trust - and its academies - are in good financial health. This is testimony to the diligence of both the central team and the individual academies and their governing bodies, whose judgement and knowledge we rely greatly upon.

Finally, as a Board, we pay tribute to the exceptional dedication of colleagues in each of our academies who, on a daily basis, work hard to transform the lives of the children in their care.

And most of all, to all our young people, we hope and believe that your time with us will truly help you reach your potential and more, and that you will forever be ambassadors for a co-operative way of living and learning.

Russell Gill
Chair of the Trust Board



Director's Introduction

"Making significant change in communities that have faced long term social and economic challenges takes time."

I am now into the fifth year working for the Trust and it is amazing how the time has flown. One of the benefits of this length of service is that you can reflect, given the time, on how the Trust has developed and grown and where it needs to go in the future.

In 2008, when the Co-op began considering sponsoring academies it made clear that it wanted to help communities in the north of England where previous school improvement strategies had failed. It wanted to utilise the power of co-operative values and principles and the benefits that could be drawn from the country's largest co-operative business to make a lasting difference for young people. It was not just going to improve examination results but it wanted to improve attitudes to learning, place a very high emphasis on strong attendance and punctuality and ensure that the relationship between teacher and child reflected the Co-op way.



Two academies were inspected in 2017 and both were judged as 'good'.

Making significant change in communities that have faced long term social and economic challenges takes time. I am pleased to report that bar one, all of our academies are now judged at least 'good' by Ofsted and I am optimistic that we will gain a full suite of 'good' outcomes in 2018. During 2017, two of our academies were inspected (The Co-operative Academy of Stoke-on-Trent and Nightingale Primary Academy) and achieved really strong and well deserved reports.

Progress

The progress of our academies over the last five years has been strong with some occasional dips now and again. Raising expectations for all children is the right approach and a key role for government but we are aware that despite good progress levels being achieved, a higher proportion of our children are close to the 'pass' boundaries than elsewhere. So, when the 'bar is raised' I hold my breath but thankfully the academies always seem to cope.

A good example was seen in the 2017 GCSE results where significant changes were introduced in the examinations for English and mathematics. There was a high level of uncertainty but once again the English results were strong and similar results to 2016 were achieved in mathematics. There is room for further improvement and our efforts are fully focused on this in 2018. The primary academies achieved a really strong set of Key Stage 2 results with mathematics particularly so. Brownhill Co-operative Academy achieved results in the top 10% of schools nationally with Woodlands Co-operative Academy not far behind. Closer analysis of the results make clear the truly positive impact our academies are having on the progress that children make.

Growth

In keeping with the sponsor's ambition in 2008, I am pleased to report that significant improvement has been made in many academies regarding attendance and punctuality. The strong improvements in the primaries achieved in 2016 have been maintained and excellent progress has been achieved at all other secondary academies, so much so that nearly all have attendance figures at or above the national average. The Co-operative Academy of Manchester continues to lead the way with attendance in the top 50 of all schools nationally.

Number of Academies

11

▲ Up from 8 in 2016



The last year has seen the Trust grow by three academies with Co-op Academy Priesthorpe in Pudsey joining in July, Co-op Academy Failsforth joining in September and Co-op Academy Beckfield joining in December. That makes the Trust eleven in total and is still the largest business sponsored academies trust in the country; something we should celebrate more. There is a very high level of interest in our Trust at the moment and we are trying to manage this within our existing resources. We are aware, however, that we must ensure we continue to serve our existing academies well so that they can further improve. Getting the balance right between growth and stability is regularly in my thoughts.

One thing that has been reinforced for me during the past year is the need to enable our school leaders to lead. Our Trust expects academies to find local solutions drawing on the knowledge that has been gained since 2008. We are a co-operative and as such we expect our academies to co-operate for the benefit of all.



It is pleasing when independent publications highlight the strength of our academies so I was pleased to read again in the annual Sutton Trust Report (Chain Effects 2017) that our academies were achieving really well for disadvantaged children compared to all other academy chains. In addition, the DfE's data release in January 2017 revealed that our Trust was one of the best performing in the north. We acknowledge that we have much more to do and we will only be truly successful if attainment levels rise further, but it is encouraging.

Working with the Co-op

The support of the Co-op in all of this is an important element of our success. Most support is offered 'in kind' with nearly 40 senior managers now appointed as governors or chair of governors at our academies. Having access to the expertise and muscle of such a large and dynamic business provides amazing opportunities for staff and children. In 2017, all academy staff were encouraged to be Co-op members and benefit from the Co-op staff discount; students attended the Co-op's AGM and were a key feature of the event; donations were made to encourage strong student attendance, the number participating on work experience in the business hit record levels and some, through a generous donation from the Co-op, took part in a fantastic day working with Sir Kostya Novolov, a Nobel Prize winner at the Graphene Institute in Manchester.



I am sure 2018 will see further challenges with some inevitable ups and downs but I am looking forward to opening the £18.6m extension at The Co-operative Academy of Manchester, rolling out new Trust branding across all academies, progressing the plan to increase student numbers at The Co-operative Academy of Leeds, welcoming a few more academies and most importantly making sure the children get an even better education based on co-operative values and principles.

Frank Norris
Director of Co-op Academies Trust

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The National Grapheme Institute was
opened by the Chancellor of the Exchequer
The Rt Hon George Osborne MP
on 20 March 2015.



Physics in graphene
2D crystals

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Primary Academies



Brownhill Primary Academy

Joined 2012

Brownhill has gone from strength to strength in 2016-17. Developments around teaching and learning, and assessment and feedback, have resulted in improved outcomes for all pupils but most notably for disadvantaged pupils who were in the top 20% nationally in writing and maths. Our relentless focus on providing personalised learning and on *'doing what matters most'* has ensured a diminishing of differences and has made a significant contribution to reducing social and educational disadvantage for our pupils. With our dedicated staff team, governing body and collaboration within the Trust, we expect our success to continue.

Georgina Winterburn Executive Headteacher | Bev Blanchfield Head of School

Reading +1.5

Writing +3.3

Maths +3.4

Attendance 94.6%

Ofsted Judgement Good (2014)



Nightingale Primary Academy

Joined 2014

The academic year 2016-17 marked the validation of the strong foundations and good work that has taken place at Nightingale since its inception in 2014. The Ofsted judgement in June 2017 of 'good' overall, with outstanding personal development and welfare, is a reflection of the hard work of all stakeholders and the value being added to the children who attend our school. As we move forward we recognise that it is important to continue to overcome the barriers to learning in place for our pupils in order to further raise their attainment levels.

(Nightingale was a new school in 2014 and as a result does not have a Key Stage 2 yet to gather data from)

Jack Sowter Headteacher

Reading *

Writing *

Maths *

Attendance 94.2%

Ofsted Judgement Good (2017)



Oakwood Primary Academy

Joined 2013

A very busy year for Oakwood. The year was packed with visits and activities including those to the seaside, Ilkley Moor, Robinwood, Roundhay Park and much much more! Year 4 were part of an amazing Shakespeare performance at the West Yorkshire Playhouse. The parents' forum were very active, finishing the year with a fabulous community picnic. Our extension was completed. The new rooms and upgraded staff-room are wonderful. Everyone was really patient whilst the building work took place. Another highlight was our nomination for our Early Years Provision for a TES award - a worthy nomination and fabulous celebration.

Rebecca Ingram Headteacher

Reading -1.5

Writing +0.1

Maths +0.3

Attendance 95.7%

Ofsted Judgement Good (2015)



Woodlands Primary Academy

Joined 2012

2016-17 has been a great year for Woodlands. Through a collective ambition for the academy and its pupils, we have succeeded together to demonstrate that personalised learning, effective feedback and high expectations can bring about improved outcomes. Maths progress in Key Stage 2 was significantly above average and in the top 10% of schools nationally. Woodlands' pupils are aspirational, resilient and confident and for them we will continue working co-operatively with, our governors, Co-op Academies Trust and our local community to reduce educational disadvantage and ensure continued success.

Georgina Winterburn Executive Headteacher | Adele Clarke Head of School

Reading +0.5

Writing +0.8

Maths +3.5

Attendance 94.5%

Ofsted Judgement Good (2014)



Co-op Academy Beckfield

Joined 2017

Co-op Academy Beckfield joined the Co-op Academies Trust on the 1st December 2017. Since conversion we have worked with the Trust to stabilise staffing and improve behaviour, teaching and learning. There has been a strong focus on tailored individual support for teachers as well as development of senior leaders. A full governing body will further support the improvements at the school and with our focus firmly on pupil outcomes we expect to see improvements in this year's data.

(Beckfield joined the Trust in 2017 as a new school, as such there is no previous data to measure.)

Johanna Jobson Headteacher

Reading *

Writing *

Maths *

Attendance 93.3%

Ofsted Judgement *Not yet inspected







Secondary Academies



The Co-operative Academy of Manchester

Joined 2010

It has been another tremendous year for students and staff at the academy - our students have made us proud through a sold-out musical production of Grease, by raising almost £5000 for charity, through two international trips (to Germany and Italy), by achieving Eco Schools and Fairtrade awards and of course, in their GCSE results; the numbers of students achieving the top grades this year increased. Despite the added challenges of a £18.4 million construction project and the first of our larger cohorts starting in Year 7, our academy community has continued to thrive.

Steve Brice Principal

Progress 8 +0.02

Attainment 8 4.38

Attendance 97.3%

Ofsted Judgement Good (2013)



The Co-operative Academy of Stoke-on-Trent

Joined 2010

This year has had so many positives that it would be hard to list every single one. We were visited by Ofsted in November 2017 who agreed that we were still a "good" school and agreed with our self-evaluation of "outstanding" for personal development, behaviour and welfare. The popularity of the academy continues to grow and we are oversubscribed in year 7 for only the second time in the academy's history. Our strategy moving forward is to progress from a good academy into a great academy which transforms the community.

Nick Lowry Principal

Progress 8 +0.1

Attainment 8 4.06

Attendance 95%

Ofsted Judgement Good (2017)



The Co-operative Academy of Leeds

Joined 2012

The Academy has seen a period of significant change over the past year, with the promise of yet more change to come with the imminent expansion to accommodate an additional 300 students. Securing quality provision for the community is testament to the hard work and reputation of the staff and leadership. Highlights of the year include being visited by the Archbishop of York; students speaking at the National Day of Memory about the work done in the academy to support the victims of honour-based abuse; and the continued hard work of our Stephen Lawrence Group in supporting local and international causes.

Jonny Mitchell Principal

Progress 8 -0.05

Attainment 8 3.41

Attendance 93.3%

Ofsted Judgement Requires Improvement (2016)



Manchester Creative and Media Academy

Joined 2016

The DFE's visit in December 2016 acknowledged our continued commitment and relentless drive for improvements across all areas and this was realised through a strong improvement to attendance. Our pupils' talents were demonstrated through a wealth of opportunities and we were proud that our academy's values were shown so distinctly through the actions of our Y7 footballers in the award winning MUFC 'United and Samuel' video. Pupils celebrated their first year of being part of the Trust and learnt a great deal through unique opportunities including the Chameleon Dance Collaboration, and presenting their work on Fairtrade at the Co-op AGM.

Rebecca Smith Principal

Progress 8 -0.41

Attainment 8 3.71

Attendance 95.6%

Ofsted Judgement *Not yet inspected



Co-op Academy Priesthorpe

Joined 2017

**Results were measured prior to Academy joining the Trust.*

2016-17 has seen a period of exciting change for Co-op Academy Priesthorpe. In July 2017 we joined the Trust, a sponsor whose ethos and philosophy closely matched ours, and who could work with us to help accelerate school improvement. Our vision is to 'inspire all students to love learning and leave Priesthorpe with exceptional outcomes, equipped and motivated to contribute fully to life within their own communities and beyond'. Our work with the Co-op Academies Trust is already having an impact, with predictions for 2017/18 highlighting improved outcomes at KS4, across key headline measures.

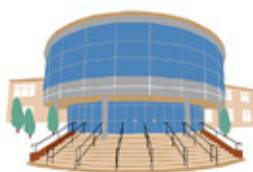
Martin Blacoe Principal

Progress 8 -0.31

Attainment 8 4.03

Attendance 95.1%

Ofsted Judgement *Not yet inspected



Co-op Academy Failsworth

Joined 2017

**Results were measured prior to Academy joining the Trust.*

We were delighted to join the Trust in September 2017 and we used this as an opportunity to embed the Co-op values at the heart of what we do. Under our new mission statement of 'Achieving Excellence Together' we have used the ways of being Co-op as our four key values. This has given our students, parents and staff a clear ethos on which we will ensure our students are developing as well rounded individuals. We were pleased with our improved 2017 outcomes and predictions suggest we will continue to improve in 2018 and beyond.

Phill Quirk Principal

Progress 8 -0.56

Attainment 8 4.32

Attendance 94.3%

Ofsted Judgement *Not yet inspected

Financial Summary



Financial Summary As at 31st August 2017	Total 2017 £'000	Total 2016 £'000
Operational Income		
Donations and Capital Grants	7,024	1,227
Educational Funding	36,106	30,101
Other Activities	454	337
	43,584	31,665
Operational Expenditure		
Direct (Education) Costs	29,803	24,386
Indirect (Support) Costs	12,527	9,892
	42,330	34,278
Net Operational Income	1,254	(2,613)
Academy Transfers to Trust	12,320	33,658
Revaluation of Pension Liabilities	7,510	(7,656)
Net Surplus	21,084	23,389
Reserves Brought Forward	75,434	52,045
Reserves Carried Forward	96,518	75,434

Operating income of the Trust in the year was £43,584k (2016 £31,665k), which excludes balances of Academies transferred in to the Trust. On 1 July 2017, the Trust received the transfer of the Co-op Academy Priesthorpe which was independently valued at £12,320k. The figures for 2016 included the transfer into the Trust of Manchester Creative and Media Academy on 1st March 2016. Overall the Trust generated a net operating surplus (excluding Academy transfers and pension adjustments) of £1,254k (2016 deficit of £2,613k).



Funds Summary



Funds Summary As at 31st August 2017	Total 2017 £'000	Total 2016 £'000
Fixed Assets	100,294	81,798
Current Assets	10,301	9,644
	110,595	91,442
Amounts Due (Liabilities)	(5,477)	(3,403)
Net Assets (Exc. Pensions)	105,118	88,039
Pension Liabilities	(8,600)	(12,605)
Net Assets	96,518	75,434
Represented By:		
Fixed Assets Funds	100,294	81,798
General Funds	2,403	4,107
Pension Reserve	(8,600)	(12,605)
Restricted Funds	94,097	73,300
Unrestricted Funds	2,421	2,134
Total Trust Funds	96,518	75,434

The Trust's Reserves Policy requires academies to maintain a revenue reserve of between 5 and 10% of grant income. As at 31 August 2017, the Trust's revenue reserves excluding fixed asset reserves and pension liabilities, was £4,824k (2016 £6,241k) which was in excess of the required limits. At the year end the Trust was holding cash balances of £6,717k (2016 £8,028k).

Colleague Headcount



The average number of colleagues (including senior management team) employed by the Trust during the year is summarised as follows:

Colleague Headcount As at 31st August 2017	Total 2017	Total 2016
Leadership Teams	58	54
Teaching Staff	376	271
Administration and Support	583	413
Total Colleague Headcount	1,017	738



Academies Trust

1 Angel Sq, Manchester, M60 0AG

www.coopacademies.co.uk