

APPENDIX 3

Academy Levels Criteria and Procedure

Assessment

The level of autonomy of the Academy will be assessed on the basis of academic and financial measures.

Academic performance will be assessed at the end of each academic year by the Board of Directors on the basis of a Self-Assessment Report and validation meeting chaired by a Director.

Grading system to be aligned with Ofsted grading categories (1 = Outstanding, 2 = Good, 3 = Requires Improvement, 4 = Inadequate).

Financial performance to be assessed on the basis of the end of year financial outturn, compared with the agreed financial budget for the year in question – two categories:

A = surplus achieved (at least 1.5% of income)

B = a surplus (less than 1.5% of income)

Level 1 Academy

If the Academy achieves a grade 1/2 for academic performance **and** financial performance category A, the Academy will be a Level 1 Academy.

Level 2 Academy

If the Academy does not achieve the criteria for a Level 1 Academy above it will be deemed to be a Level 2 Academy.

Baseline, starting level to be determined in first year based on grading by Board of Directors and the Finance and Audit Committee.

Movement Between Levels

Movement between levels will be determined by annual end of year review of academic and financial performance.

The emphasis of the process will always be on supporting academies to gain higher level of autonomy. The Company will ensure that the Academy receives the relevant support in relation to school improvement work including all aspects of training and support (e.g. financial management training) to improve academic and financial performance and achieve higher level of independence.