

# Governors' Annual Report

DECEMBER 2020



**archer**  
ACADEMY





Welcome to this year's Governors' Annual Report. This has been a most unusual period in the life of the school and our community. Covid-19 has dominated 2020 and as I write the situation is still very much ongoing.

Since our previous report, we have faced a series of challenges which we could never have envisaged. From the extended closure of our school for the majority of students, the cancellation of GCSE examinations and the move to Centre Assessment Grades, to the transition to virtual learning and the creation of a Covid-safe working environment – these are just a few of the challenges to which the school has risen so magnificently.

Whilst governors supported the school through challenge and scrutiny of the various risk assessments and plans directly related to the pandemic, we also sought to ensure that the school continued to deliver the vision strands of **realising potential** and **inspiring creativity**; this has certainly been achieved, despite the difficult circumstances. We have also supported the school to continue delivering the third strand, **engaging with our community**, at a time when doing so has never been more important.

**David Adams**  
**Chair of Governors**

## A MESSAGE FROM OUR HEADTEACHER



Looking back on the 2019-20 academic year, it is hard to encapsulate the very unexpected and profound challenges we have faced as a school community. I could never have envisaged a time in which schools would be asked to physically close for over a term, with examinations cancelled and education fully online. The implications of the Covid-19 pandemic were significant across the summer term of 2020, and will continue to be so for the coming academic year.

However, despite these incredible challenges, I have never felt prouder of my staff and students and of the strength of our Archer community. Whilst the majority of our education was delivered online from March until July, our school community did thrive, and the adaptability and flexibility of staff, students and families was outstanding.



We continued to work as a team, doing all that we could to protect the education and well-being of our students. We were proud to have one of the most robust and well-attended in-school provisions for students identified as vulnerable, with an EHCP or with keyworker parents. And when we were able to bring Year 10 back to school at the end of the summer term, we had some of the highest and most consistent attendance rates in Barnet and nationally.



The year ahead will bring further challenges as we continue to tackle the fallout of Covid-19. However, I have no doubt that the Archer community will face these head on and continue to thrive. The commitment of my staff, our students and the wider parent body remains absolute. Whilst we look forward to calmer waters, we have learnt a great deal, and have much to be proud of.

**Lucy Harrison**  
**Headteacher**







## GCSE results 2020

We were delighted by the excellent results secured by our third cohort of students, following a robust and rigorous process in what was certainly an unusual year.

As with other schools, our results were based on Centre Assessment Grades, determined by departments and moderated at a school level to be in line with last year's results. In terms of attainment, headline figures included 83% of our students gaining five or more GCSEs including Maths and English at grade 4<sup>+</sup>. Furthermore, 43% of all grades were awarded at 7 to 9 (the equivalent of the old A-A\*).

These results were our highest on record, and placed us well above national averages, with very strong projected progress data once again. Although league tables have not been published for this year, due to the circumstances in which grades were allocated, we are confident that these results would have led to us retaining our position in the top 10% of schools nationally.

Our class of 2020 have now moved on successfully to their post-16 destinations, with most able to secure their first choice. The majority transferred to Woodhouse College, one of our strategic partners, with others joining our other partner college, Barnet & Southgate. Other destinations included Kings College Maths School, City & Islington College, Camden School for Girls and UCS.

# The work of the governing board

At the beginning of each academic year, the school's senior leadership team and governing board agree the School Development Plan. This is a strategic document which sets the school's priorities for the year ahead and specifies steps to be taken to deliver them.

The governing board scrutinises the school's progress against these priorities through its committees. Each has a specific area of focus, and is charged with supporting and challenging staff to ensure that the vision of the school is realised, and the SDP adhered to, in the way that it operates on a day-to-day basis. The board also meets regularly to discuss key developments, opportunities and challenges at full board and strategy & planning meetings.

Here are some insights into the work of our core committees in 2019-20.

## **Education & Standards**

The Education & Standards Committee provides strategic oversight of the school curriculum, the quality of teaching and learning and the progress of students. This includes reviewing key school policies and statements, such as the Pupil Premium Strategy and the Assessment, Teaching & Learning Policy.

Before the Covid 19 pandemic hit, the committee undertook a range of activities, including reviewing the previous year's GCSE results, looking at what could be learned from them, and embedding this learning across the school. Additionally, we looked at the support the school has in place for Pupil Premium and Gifted & Talented students.

In March, as the national lockdown began, we shifted our focus to supporting the transition to online learning and in-school provision for SEND students and children of key workers. We also monitored the process for allocating Centre Assessed Grades for the Year 11 GCSE results.

Since the school re-opened, a key priority has been to embed a recovery plan, identifying any gaps caused by lockdown and securing students' achievements. We have also been working with the school to ensure that key parts of the curriculum can be delivered virtually, in case of future partial or full closure of the school. The committee is now headed up by Ben Whittaker, following the departure of the previous Chair, Adam Fagan; our thanks go to Adam for his work on the committee.

Looking ahead to 2021, the committee will continue to focus on Covid-19 recovery plans, supporting the SLT and staff team as they navigate the ongoing challenges caused by the pandemic. We will carry out a review of the interventions the school uses to enhance the progress of groups of students, and monitor how the school is developing its use of technology to enhance our learning offer for all.



## **Pastoral & Wellbeing**

The Pastoral & Wellbeing Committee oversees the systems and processes that support the physical and emotional welfare of students, ensuring the school fully complies with regulatory requirements and aspires to meeting national best practice and standards. We work with staff to develop and implement an effective programme so that our students feel safe, happy, involved, and able to reach their potential.

In Autumn 2019, we welcomed our new Senior Assistant Head for Pastoral & Wellbeing, Jo Mahoney. Her goal for the year was to build on the school's excellent foundations by tightening up systems and processes, in particular to reduce the number of late and absent students, and to rationalise the reward and sanction systems. Improvements were being seen in all areas up to March.

Once the school closed to most students, the committee's focus included considering the needs of our vulnerable children, ensuring access to food, laptops and in-school provision. A comprehensive plan was also put in place to provide targeted support to all students for the remainder of the school year.

In the summer of 2020, our long-serving Chair Patricia Chorial stepped down, and Katie Wiseman took over the role. We are enormously grateful to Patricia for her dedication and expertise.

Since the school re-opened in September, our priority has been to embed a recovery plan, focusing on positive student relationships, to help students return to school safely and be ready to learn. For the remainder of the academic year, we are prioritising student wellbeing and mental health, aiming to embed an effective package of interventions for all Archer Academy students.

## Finance & Audit

The Covid-19 pandemic has placed great financial strain across our school community and society more widely. Ably led by our Finance Director, we have had to respond to a rapidly changing and extremely challenging environment to balance our finances, whilst also meeting the requirements to maintain the health and safety of our school community.

The Finance & Audit Committee have overseen continued tight control of spending, as well as responding to changes to our non-statutory income sources and the need to work remotely. Despite these challenges, we are pleased to report a surplus of £132,651 for the year and a balanced budget for 2020. Nonetheless, in these uncertain times, we will continue to monitor our financial position closely and respond to future challenges.

You can find full financial information in our annual accounts, in the [Governance section](#) of our website.

## Resources

The Resources Committee oversees the school's management of its resources – its people, buildings, facilities – and its interactions with outside providers.

The last year has been a particularly challenging one for the committee. Having completed an extensive tendering process to choose a provider for the letting of our facilities to the community, by March all lettings had to cease. Cleaning and catering contracts were also directly impacted by the pandemic; this has had a significant financial impact on the school which the committee has had to consider.

Huge amounts of effort went into creating a Covid-secure working environment for our school community. This allowed us to re-open to some students before the end of the summer term, and to welcome the whole school back in September.

A silver lining in the Covid-19 cloud has been the huge strides taken in developing the use of technology throughout the school. Creating an environment in which students and staff can effectively work remotely; digitising documents and workflows and more; under normal circumstances, projects like these take months, if not years. We hope to further capitalise on this momentum in the years ahead.

Meanwhile, as our lettings programme tentatively restarts (in line with guidance), we will once again be placing the school at the centre of the local community, offering facilities for sport, adult learning and leisure – now more critical than ever.

If you are interested in hiring any of our facilities, visit:

<http://www.schoolsplus.co.uk/archeracademy/>

You can also contact the Schools Plus Venue Manager on

[archeracademy@schoolsplus.co.uk](mailto:archeracademy@schoolsplus.co.uk)



## Fundraising & Business Development

With school budgets continuing to be stretched, the Fundraising & Business Development Committee has an important role to play. We work to secure both specific and general extra funds from a variety of sources, enabling the school to provide students with opportunities and resources that will help them reach their full potential.

In 2019-20, we continued to receive much appreciated financial support from the John Lyons Fund for our highly valued Enrichment programme, as well as grants from the Music Sound Foundation and the Charities Advisory Trust. We also benefitted from fundraising events put on by the Archer Parents Association and others which have further supported our work.

Working together with the Communications Team, we were able to increase both the amount donated and the number of families giving to our Parent Contribution Scheme. This delivers regular funding to our bottom line, paying for essential resources as well as extras that make a real difference to students' learning and well-being. This was particularly important as Covid-19 has made fundraising much more challenging across the sector.

We are particularly grateful to all who contributed to our Laptops for Learners campaign, including Hill Homes. This raised just under £10,000, which we used to provide 25 laptops and cases, and some other kit, to support students who were struggling to access the technology to work from home.

As the time of going to press, we have successfully recruited a Fundraising Manager, paid by a grant, to help us raise more much-needed funds. We are looking forward to working with her in the months ahead.

# Key features of our school community, 2020-21

Students on roll	798
Girls on roll	47%
Boys on roll	53%
Students with an Education, Health Care Plan (EHCP)	5.5%
Students with SEN Support	16%
Students eligible for free school meals	10%
Students for whom English is an additional language	21%
Academically gifted students	10.7%
Attendance (Excluding students who are off roll and educated offsite)	93.5%



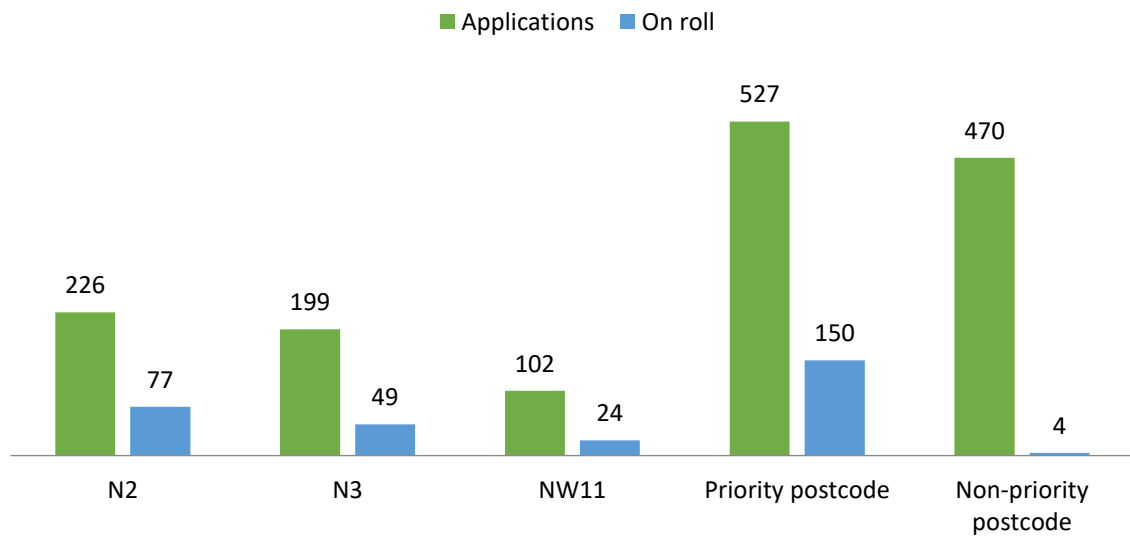
## Admissions for 2020-21

The Archer Academy continues to be extremely popular with local parents, with almost six applicants for every available place. We received almost 1000 applications for the 162 places available for September 2020 entry.

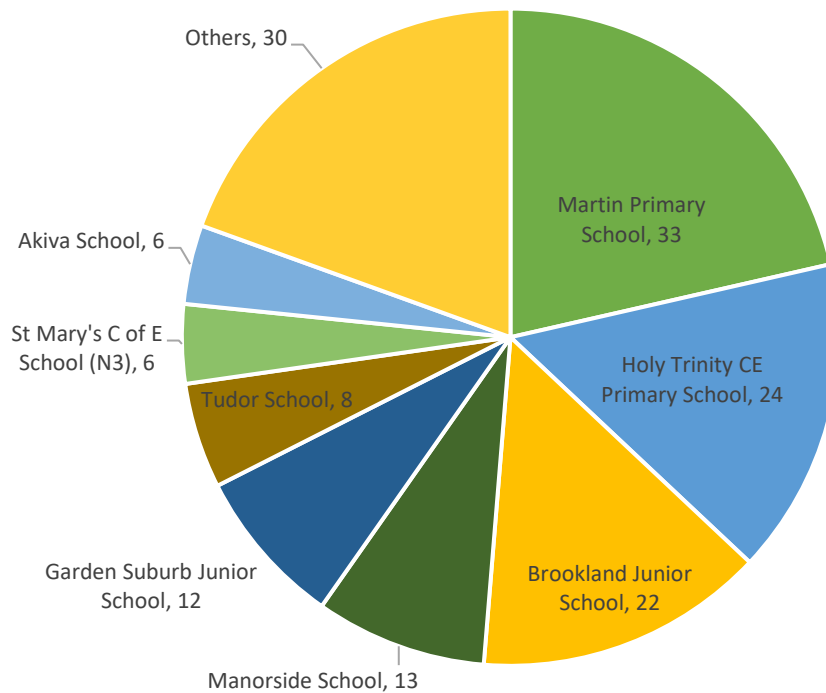
After places allocated to siblings, looked after (or previously looked after) children, those with EHCPs and the children of the school's founders and staff, the remaining places were proportionally allocated to families in our three priority postcodes, N2, NW11 and N3. 45% of these places were allocated to applications from N2 families, 35% to N3 and 20% to NW11, on the basis of proximity, with places being offered to those living closest to the school within their postcode.

The Archer Academy Trust continue to monitor the admissions data and review the admissions criteria each year.

## Postcode data (2020-21)

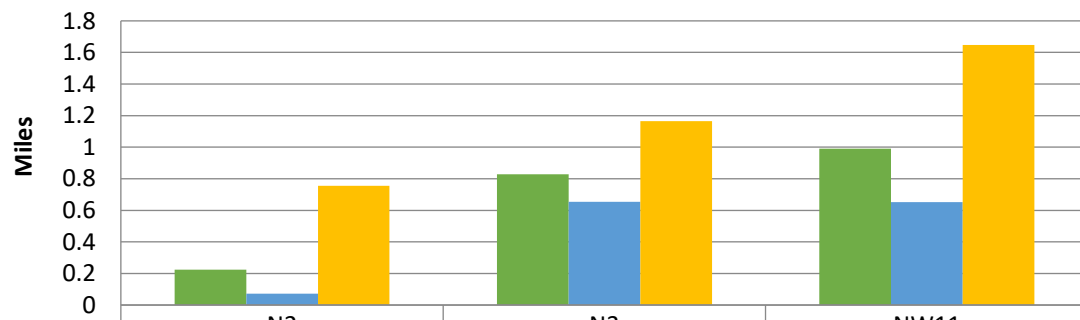


## Primary school of students (2020-21)





## Distance to school for students on roll (2020-21)



	N2	N3	NW11
Average	0.225	0.829	0.99
Nearest	0.072	0.654	0.651
Furthest	0.755	1.164	1.648





# Looking ahead

Whilst it is hard for all of us to imagine what life will look like in the months ahead, the efforts and aspirations of the governing board remain high, and we are more determined than ever to ensure that our students' education and well-being are encouraged and protected.

Although we have moved our regular meetings to a remote platform, we are no less focused on our important tasks of supporting and challenging the school's leaders to deliver the School Development Plan and the school's founding vision.

Among our other priorities for the year ahead are supporting the increased use of technology throughout the school, and addressing the issues highlighted by the Black Lives Matter movement. We are particularly keen to explore wider issues of diversity and inclusion within our student and staff bodies, and to ensure that no student's life chances are limited as a result of the Covid-19 pandemic.

If you would like to play a part in our efforts to make the Archer Academy the very best school it can be, please do contact me on [dadams@thearcheracademy.org.uk](mailto:dadams@thearcheracademy.org.uk).

David Adams, Chair of Governors, December 2020





# The Archer Academy

## Governing Board, 2020-21

David Adams	Chair of Governors Chair, Resources Committee Maths Link Governor Headteacher Performance Mgt Panel Trust Member	Community Governor
Louise Dobrin	Vice-Chair of Governors Link Governor Coordinator Headteacher Performance Mgt Panel	Community Governor
Claire Straus	Vice-Chair of Governors Chair, Fundraising and Business Devt English & Thematic Learning Link Governor Headteacher Performance Mgt Panel Pay Committee	Parent Governor
John Arvantis	Resources Committee Finance & Audit Committee PE Link Governor	Community Governor
Toby Blume	Chair, Finance & Audit Committee Fundraising & Business Devt Committee Pay Committee	Founder, Trust Member
Tahirah De Aguiar Chaves	Education & Standards Committee Humanities Link Governor Pupil Premium Link Governor	Community Governor
Cathy Halstead	Pastoral & Wellbeing Committee Communications Working Party SEND Link Governor	Founder Governor
Lucy Harrison	Headteacher	
Simran Jouhal	Education & Standards Committee	Staff Governor
Jo Moses	Pastoral & Wellbeing Committee Safeguarding Link Governor	Community Governor
Jaqueline Ochong	MFL Link Governor Education & Standards Committee	Community Governor
Ben Overlander	Pastoral & Wellbeing Committee Resources Committee Chair, Pay Committee	Community Governor
Grace Palazzo	Fundraising & Business Devt Committee Pastoral & Wellbeing Committee Science Link Governor	Parent Governor
Ben Whittaker	Chair, Education & Standards Committee Resources Committee	Community Governor
Katie Wiseman	Chair, Pastoral & Wellbeing Committee Creative Performing Arts Link Governor	Community Governor
Judith Vandervelde	Pastoral & Wellbeing Committee	Staff Governor

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