

Harrow High School & Sports College

Gayton Road,
Harrow,
Middlesex.
HA1 2JG

Headteacher Mr. Paul Gamble

27th May 2011

Dear Parent/Carer and Learner,

Academy Status

We are writing to inform you of the decision made at a meeting of the Governing Body on Wednesday 25th May. Having considered very carefully reports on the consultation, governance, employment, land and capital, finance (the business case) and an Equalities Impact Assessment, the Governing Body voted to move forward to convert to Academy status. It is anticipated that Academy status will commence from 1st August 2011.

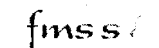
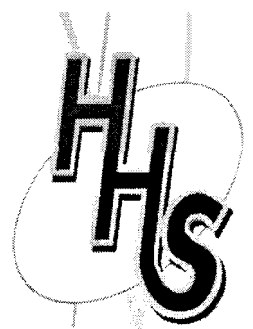
The rationale for this decision is as follows:

Harrow High School is undergoing a process of rapid improvement. Many key indicators demonstrate significant positive change; Learners from all groups make good progress, post-16 results are improving, attendance, punctuality and behaviour are all vastly improved.

There are still areas of our work in which we want to improve further. To this end academy conversion will allow us;

- The ability to self-govern and set our own strategic direction for continued improvement whilst retaining the unique character of the school
- Access to significant extra state funding in the short term and increase our ability to seek and attract additional funding from other sources
- The opportunity to work with other local academies to negotiate service contracts to access improved quality services achieving best value, increasing funds available for 'front-line' services.
- The opportunity to develop key policies that reflect the needs and nature of Harrow High School. Our commitment to national teachers' pay and conditions should be complete and explicit
- Curricular freedom within the boundaries of current government initiatives. This will be most valued at Key Stage 3 where Core departments will become able to focus more clearly on areas of learning specific to our cohort.
- To ensure that Harrow High School is an active part of the local 'family' of schools.

Against a national background of increasing numbers of academy conversions, the Governing Body judged that it is now the time for Harrow High School to take this step.



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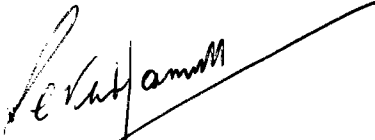
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In taking the decision the Governing Body reiterated its agreement to the following:

- a. Retain the name "Harrow High School".
- b. School uniform to remain as previously planned.
- c. Retain the existing Published Admission Number (up to 180 students to join Year 7 each year).
- d. Retain the existing over-subscription criteria for admissions.
- e. Parents and Staff governors would continue to be the majority of the Governing Body, and Harrow Council would appoint one Governor.
- f. Retain current Terms and Conditions for all existing and new staff.
- g. Retain the current school day.
- h. Continue to set the school year within the context of other local schools.

I would like to take this opportunity to thank all of you who contributed to the consultation process and to thank you for your continued support

Yours sincerely,



Peter Hamill
Chair of Governors



Paul Gamble
Headteacher

