



**Hellesdon High School
& Sixth Form Centre**

Enjoy | Achieve | Succeed



**COMMUNITY SPORTS
FOUNDATION**

Norwich City Community Sports Foundation Subcontract Policy 2018-2023



Overview:

The Wensum Trust, through Hellesdon High School, have developed a strong and mutually beneficial partnership with the official charity of Norwich City Football Club, the Community Sports Foundation.

The partnership focuses around subcontracting of delivery for the Norwich City CSF Football & Education Programme which provides 124 places each academic year for students passionate about football and looking to pursue a career in the sport sector.



The course is consistently oversubscribed and already. An intensive focus on academic performance, and proven historical data around attendances attainment and progression ensures the provision attracts all levels of academic learner.

A proven infrastructure and series of robust working processes are in place to successfully manage this level of subcontracting, and have been used as a model of best practice by the DfE when providing guidance to other subcontractors.

The Norwich City Football and Education Programme offer forms a key part of the further education landscape not just for the school and wider trust but also the county of Norfolk.



The full legal name and UKPRN of the proposed subcontractor.

Norwich City Community Sports Foundation
UKPRN: 10034002

What are the elements of delivery that we subcontract.

There are two elements of delivery to the subcontract arrangement.

- Delivery of the Education provision
- Delivery of the football enrichment elements of the programme.



Education Programme:

The education element of the programme will see students working towards the Cambridge National Extended Diploma in Sport, the equivalent of three full A-levels, ensuring university progression becomes a real option. Over the two-year programme students will cover a variety of different units, which link directly to potential career

pathways in the sporting industry. The unique learning environment sees tutors challenged to use the power of football, sport and Norwich City FC to inspire and engage at every opportunity.

It is this approach that sees a range of guest speakers enriching our own delivery. As part of the Education Programme there is also a wider curriculum programme. Students are also supported with their off-field development through the Life Skills Programme, which focuses on topics that complement both the student and programme's needs. Over the two years, students will receive workshops and additional support in the following core areas: Alcohol awareness, CV writing, Driving awareness, Mental health, Next steps, Personal finance, Relationships, Sexual health, Social media and Theory Test support.



Football Programme:

A comprehensive football coaching programme allows for individual and team development through a series of technical and tactical sessions across the week. Players will also take



part in a series of Futsal activities and fixtures to support their technical development, mobility and overall in-game decision making. Those selected for squads will have the opportunity to represent Norwich City Football Club against other professional clubs.

What is the educational rationale for putting these subcontracting arrangements in place.

We strongly believe that the Norwich City Football & Education programme adds value to our existing offer, and enriches the opportunities within the county for those students looking to pursue a career in sport. By working with the subcontractor to deliver just one academic course (Cambridge Technical Level 3 Extended Diploma in Sport) we are able to closely monitor, support and quality assure the standard of provision and ensure no overlap with our own 6th Form offering. Following the completion of their Level 3 qualification, students' progress into a wide variety of destinations, including university, sport scholarships (predominantly USA based), employment with the community sports foundation and employment in the sport sector.

Enhancing Opportunities available to learners:

The education programme is unique in its ability to draw on the expertise of staff working at the top of the sporting sector on a daily basis, due to the majority of lessons being based purpose classroom in a professional football stadium. From a football perspective, students are fortunate enough to benefit from the Foundations' "Nest" facility, a state for the art training facility, with 3G pitch to ensure all year round training's possible, IT suites to complete analysis and coursework and fully equipped physiotherapy room.



Guest speakers are able to regularly support from across all areas of the football club, for example the ability to link business, marketing, health and safety to a tangible football context, with real world insight has proven to engage learners, and maximize attainment at the same time.



The subcontract allows us to also provide highly skilled role models in the roles of teachers and coaches who help raise the aspirations of our students. All tutors have additional areas of expertise that support delivery of the Level 3 course, and guiding on exit routes ranging from sports therapy, Sports Development, and PE teaching.

The football staff have all played at the highest level for Norwich City Football Club in the Premier League or through Norwich City Women's team. As role models to aspire to, our students could not have better people in front of them throughout the week.

As part of the subcontracting arrangements, Hellesdon High School benefits from being a Norwich City Community Sports Foundation hub school which provides access to a range of additional programmes for all students including Premier Leagues Kicks, Prevent and Inspires programmes. This ensures that all pupils within Hellesdon High School are able to benefit from the partnership, not just those studying on the Football & Education Programme.

The partnership provides students with the opportunity to engage in valuable work experience gaining a first-hand insight into the sporting sector and leading facilities. Beyond the subcontracted element, our partnership also provides a Physical Education Teacher (PET) programme in conjunction with the University of East Anglia and the Undergraduate Sports degree programme.

Support better geographical access to learners:

The rural nature of Norfolk as a county means that the programme being based at the football stadium (Carrow Road - Central Norwich) allows students from a far wider geographical area to access the provision, this is due to the city's train and bus travel hubs both being located within short walks from the stadium. If the provision was to be based full time at Hellesdon High School, then many learners would not be able to access the opportunity due to wider travel constraints. However the proximity of Hellesdon High School

to Carrow Road (4.6 miles) and the training facility at The Nest (1.8 miles) ensures that designated transport can be easily provided to all three sites with minimal transfer time.

Current Recruitment Map



Support an entry point for disadvantaged groups:

The programme has proven in recent years to provide a level and inclusive entry option for various disadvantaged applicants. For example the current cohort has 2 students under local authority care (LAC) and 1 from a Gypsy Romany Traveller (GRT) background. All of these students are thoroughly engaged in their learning through the unique environment created and have outstanding levels of attendance, alongside no visible attainment gaps. We have also had considerable levels of success with students transitioning from alternative provision and pupil referral units, with attendance, attitude and attainment being required to be at high levels to unlock any football provision.

Support individuals who share protected characteristics, where there might otherwise be gaps:

Norwich City CSF has one of the leading disability football pathways in the country, and as a result students with a disability are able to access not only the academic provision, but also a pathway of impairment specific support from a football perspective, all the way through to national team representation. This provision is unique to the East of England.

What amount of funding is retained by us, the lead provider to cover the costs incurred in management of the subcontract, and how do we use these costs to ensure the subcontractor delivers high quality learning.



Hellesdon High school retains 10% of the student funding to effectively manage and quality assure the subcontracted provision with Norwich City CSF.

In addition, a further 5% is withheld until students have successfully completed their programme by the agreed timescales to allow Hellesdon High

School to fund additional intensive support where needed. To date 100% of completion payments have been paid to the subcontractor.

The 10% of the funding retained is allocated to the following:

- 6% to exam entries and English and maths retake fees
- 2% for quality assurance and oversight
- 1% for administrative fees
- 1% for mandatory training delivered to subcontractor staff

The retained funding allows us to implement an effective and robust support quality assurance and compliance infrastructure which looks as follows:

- Half termly performance reviews with the Wensum Trust Secondary Strategic lead, which are minuted and held as part of the ongoing monitoring process. Minutes of these meetings are scrutinized by the Hellesdon High School Local Advisory Board and the sixth form sub-committee.
- Half termly impact reviews with Hellesdon High's Director of Sixth Form.
- Formal lesson observations on a half termly basis.
- Constant access and support from Hellesdon High School Principal / Assistant Principals as and when required.
- Support from Hellesdon High School SENCO to ensure all additional needs are being met both in the classroom and with awarding bodies registration to ensure all additional exam requirements are achieved.
- Support from Hellesdon High School Designated Safeguarding Officer to advice and guide on all raised concerns, updates to DfE KCSiE compliance and liaison

with the local authority regarding support and monitoring for students classed as LAC.

- Support from Hellesdon High School Exams Officer to ensure all candidate registrations are correctly entered, achievement claimed for and standard verification visits are achieved.
- Subcontractor staff access all internal Hellesdon High CPD opportunities.
- Daily attendance monitoring by the 6th Form attendance officer.