

***‘Business like, business led’***

# **SELF EVALUATION SUMMARY**

**Last updated March 2022**

***We are at least a ‘good’ school***

WMG Academy for Young Engineers is a school where leaders have created an excellent, 'business-like, business led' ethos and the school motto of 'creating, doing, designing' is evident in every aspect of the school's work. The progress our learners make is often extraordinary and can't be measured accurately by P8. Our learners come from a range of beginnings. Some that come to us are switched off from education and need a new start. Most come to us because of our reputation for excellence and our vibrant, unique and bespoke curriculum, delivered with state-of-the-art facilities, by talented staff, inspires our students and they leave with destinations of high quality. We see our students as a four-year investment and we achieved the highest percentage of A\*-B grades at A-level out of all non-fee-paying-schools in Coventry in 2020. Our students leave us truly 'set for life'.

Our aim is crystal clear. We want our students to leave at the age of 16 or 18 with apprenticeships, jobs, university places or college courses of the highest quality - and we succeed. We work closely with the University of Warwick and many employers, to provide an education that is interesting, engaging and perfectly suited to the world of work.

Students also learn life skills such as public speaking, interview techniques and presentation skills, alongside studying GCSE's, A-levels and technical qualifications. They are offered continuing opportunities to meet and work with, some of the biggest national and global companies, including JLR, Aston Martin, Balfour Beatty, Arup, and National Grid. Our curriculum offer is very special to our students, giving them the cultural capital to succeed and the strides they make in their personal development are huge. They respond in kind. Behaviour is good and attendance is above the current national average.

## CONTEXT

WMG Academy Coventry opened in September 2014 and is one of only 48 UTCs in the country. We are a very unique, engineering-focussed, educational institution. Our students are also unique, in many ways, having come from a range of different schools and hoping for a more focussed journey towards engineering qualifications and excellent destinations on leaving. Their knowledge and cultural capital in this field are not well developed when they join and students enjoy rich gains in both during their time here. We develop the whole student and their confidence grows as they study. Some come to us, not just because they are interested in our specialist subject of engineering, but also for a change of approach, being disinterested because their previous schools can't offer the progression routes to employment that are offered in our Academy. Within that group, there are some spectacular success stories.

Many students find the change to our workplace and business-ready expectations and our approach of treating them like the young adults that they are, transformational and we see so many develop rapidly, as a result. The changes that take place in our students, in increased self-esteem and employability, is often remarkable and testament to the unique curriculum approach of our school. The personal development that our students make is a standout strength of the Academy and their behaviour around school and the business like way they conduct themselves and dress the part, is marvellous to see. Our students and their parents regularly attest to the suitability of our courses and the re-vitalised enjoyment of education that students find at WMG. The excellent and varied destinations that our students secure and the academic progress that they make, underline their parents' confidence.

There are currently 490 students on roll and we are currently oversubscribed for 2022 with a waiting list for the first time. Word has spread about what the Academy can offer. 61 students are eligible for Pupil Premium in Years 10 and 11 (26.5%). There are 41 students eligible for Sixth Form student bursary. There are 33 students with SEN (6.7%). FSM numbers are 65 (29.5%).

Students typically join the school at the start of Year 10 and approximately 2/3 of our students progress into our sixth form. 50% of our students are White British, but we do have 15/17 of the ethnic minority groups in IDSR 2019. 16.5% of our students are classed as EAL and we celebrate our diversity, as it adds to our strength. Student mobility in year 10 and 11 is low because students buy into our approach. Once here, students tend to stay, the majority right through to the end of the sixth form, because they've found the right school for them.

Our leadership team and our governing board are very strong and experienced in education and in industry. Our Associate Principal left in July 2021; great schools breed great leaders,

but our new Associate Principal, under the direction of a very experienced CEO carries on the push to get better and better. Capacity for improvement is excellent. Our high expectations do not just apply to students however and staff comment very favourably on the research-informed CPD and career development opportunities we give them. We expect everyone in the Academy to build and maintain excellent relationships and as a result, WMG is a very happy school in which to study and to work. This year, we have received the highest number of applications we have ever received to date; Y12 will be over-subscribed and Y10 will be full, testament to the esteem in which we are held in Coventry.

Our business-ready, ICT-rich, environment allowed a seamless transition to off-site learning in the pandemic and our COVID-19 provision has been widely praised. Google Classroom was already embedded and we are now actively exploring ways of increasing the use of technology within our curriculum to mirror to increase in use in by employers. In September 2021, for the first time, every student was issued their own personal Chromebook.

## **QUALITY OF EDUCATION.**

**School Grade: At least Good**

Our students leave as confident young people, well versed in engineering but also with the literacy and numeracy skills to secure high quality destinations. Progress from starting points is very good, but students' progress towards being in a position to take successful next steps in life, is excellent. This could be towards employment, engineering apprenticeships at level 4 (highest numbers in the country from any school in 2018), or university courses at Warwick University and other prestigious universities. CEIAG at our Academy is excellent. We achieve our aim and students leave extremely well equipped for the world of work. In the recent DfE tables showing Level 3 leavers, WMG Academy for Coventry is in the top 25 for apprenticeship starts with 24% of the cohort and 38% of Disadvantaged students [the highest in the top 30] gaining access to apprenticeships.

## **BEHAVIOUR AND ATTITUDES**

**School Grade: At least Good**

Classes are typically calm and business-like in their ethos. Students are polite and well-behaved around the Academy and they respond to our high expectations extremely well, with excellent attitudes to their studies. We expect our students to behave in a business-like manner in all aspects of their work and life around the Academy: Business-like, Business-led, inspires the work of everyone, students and staff alike. We have few major behaviour incidents and our pupils really enjoy being here and behave accordingly, as shown by our low fixed-term exclusions and good attendance levels.

## **PERSONAL DEVELOPMENT**

**School Grade: At least Good**

This is a standout strength of our school, shown by the way that our students manage to secure very high quality academic destinations. We work on the whole student, not just on improving their academic outcomes, as it is only by doing this that we can really help them succeed. NEETs are extremely low. Our wider curriculum provides a wide range of opportunities for students to enrich their cultural capital and increase their knowledge in their chosen career pathways. Deliberate and effective action is taken to promote students'

spiritual, moral, social and cultural development and their physical well-being, as well as giving them the tools to succeed in their chosen career paths.

## SMSC

SMSC is another strength of WMG and contributes greatly to the excellent personal development programme we provide for our learners. Our work helps to fill in the gaps in cultural capital – and especially around the world of work and in our specialisms of advanced manufacturing and engineering - seen in many of our students when they come to us.

### **LEADERSHIP AND MANAGEMENT** **School Grade: At least good**

We are fortunate to have a CEO and Associate Principal who both live the Academy's values and provide the knowledge and experience to lead the SLT and the Academy to further excellence. The reins have been handed to our new Associate Principal, but this has only strengthened leadership further, bringing new perspectives and the transition has been seamless.

SLT form a tight team who have effected improvements across the board, since our last inspection in March 2017. They are supported by a governing body with a wealth of industry and educational experience, who are capable of asking searching questions, especially around fiscal matters, but who offer amazing support and first-class connections. More than that, we have very capable leadership at all levels and we encourage our students to take on leadership too and to aim as high as they can.

We are always looking to improve. We know we can and we will. Even though both are extremely strong, in 2020-21 we commissioned an external governance report ('Governance is a strength of the Academy' was the main finding).

### **Sixth Form Provision:** **Grade at least good**

Our sixth form outcomes are excellent, as are our student destinations. The quality of education provided in the sixth form, the behaviour of our students and the leadership and management of the sixth form support this excellence and the personal development of our sixth-formers is exemplary.

We see the sixth-form as part of a four-year educational experience for our pupils; we are very much a 14-19 school in our operation. Thus we have written it as that and included the relevant information in the main body of our self-evaluation. We have every reason to believe

that our sixth form provision is outstanding - and hopefully well beyond that - by the EIF framework parameters.

**Overall effectiveness:  
Grade at least good**

**We firmly believe that WMG Academy for young engineers has crossed the Ofsted threshold for excellence in all areas of the EIF and that we provide a first class education for our students. Please come and see the quality of our work and judge for yourselves!**