

**13<sup>th</sup> January 2017**

## **Stakeholder Consultation Paper**

### **To all staff and parents/carers including parents and carers offered a place at the school for the next academic year**

This paper has been produced by the governors of Christ Church C E Primary Academy, Folkestone to begin a consultation process regarding an important change they propose to make concerning the legal status and governance of the Academy.

**Proposal:** - After considerable research and discussion and in the belief that this is in the best interests of the children and the local community, the governing bodies of Christ Church C E Primary Academy, Folkestone, St Eanswythe's Church of England Primary School and Folkestone St Mary's Church of England Primary Academy propose to form a multi academy trust.

### **What is a Multi Academy Trust?**

A multi academy trust is created when a number of academies join together and form a single Trust with a single Board of Trustees answerable to the Trust's members.

Our multi academy trust will initially consist of the three Church Schools named above which have been working together for many years and now wish to formalise their relationship.

The members of our Trust will be agreed by the Diocese of Canterbury. These are the 'guardians of visions and values' and will be responsible for the strategic oversight of all the academy schools within the Trust. Together with the governing bodies, Head Teachers/Principals of each school, the members will choose the Trustees of the new Multi Academy Trust. These Trustees will determine the policies of the Trust, monitor the effectiveness of the individual academies, manage central services and report to the Department for Education. They will work to ensure that each academy is performing well and receives the support and challenge it needs to maintain and raise standards should this be necessary.

The multi Academy Trust is both a Charitable Trust and a company limited by guarantee and has one set of Articles of Association that govern all its constituent academies. It has a master funding agreement with the Secretary of State and each

academy also has a supplemental funding agreement. Each of the Academies within the Trust will have its own local governing body which will include parent and staff representation. The Local Governing Body will have powers delegated to it by the Trust Board, authorising it to deal with individual academy issues. Each academy will retain its unique identity, including its name and uniform and its own budget but there will be opportunities to improve the use of resources, learning opportunities, staff training and community activities through working together.

### **Are other schools creating or joining Multi Academy Trusts?**

There are many multi academy trusts across the country, consisting of both small and large groups of academies. This is the direction in which education is moving as academies work more closely together for the benefit of their pupils. It is a declared aim of this government that the vast majority of schools will become academies and work together within multi academy trusts to raise the educational achievement of all pupils.

### **Why do the schools wish to form a Multi Academy Trust?**

Establishing our own multi academy trust will enable us to

- Determine our own future within our own MAT, retaining our own ethos and values and shaping the Trust with the needs of our own pupils and local communities in mind. Many parents locally choose Church schools because of their unique culture. In the modern "business" world of education this could be at risk but by working collaboratively we believe that we can not only protect our values but spread them more widely.
- Better develop and sustain outstanding provision for all pupils in all our schools.
- Further raise attainment and achievement across the Multi Academy Trust
- Secure even better lines of challenge and accountability
- Secure economies of scale in provision of services and goods

## **What are the benefits of forming a MAT?**

We believe that the benefits will be:

- School leaders and teachers able to share a common professional development programme and to have better opportunities to share ideas and planning, spreading expertise and improving provision for pupils
- Even more robust leadership, management and governance that impacts directly on standards of education
- The ability of academies to offer each other mutual support to help maintain standards during challenging times
- Academy leaders, teachers and other staff could, if they wish, be shared across more than one school, enabling schools to find solutions to curriculum enrichment, recruitment challenges, retention of staff by providing new opportunities within the group and succession planning
- The Multi Academy Trust may find it easier to find and finance specialist teachers to provide richer curricular and extracurricular activities across the schools and also other specialist expertise such as data analysis, finance, health and safety
- Efficiencies in administrative functions and strategic joint procurement will help, in a time of flat funding and increased costs, to advantage our pupils.

## **Will other schools join us?**

We hope that a small number of other schools within the local community, which share our ethos and values, will do so when we consider it to be the right time for the Multi Academy Trust.

## **What changes will I see as a parent?**

There will be very little visible change as a direct result of forming the MAT. The Principal/Head Teacher, staffing, uniform, premises and curriculum will continue to be the same although being part of a MAT will enable us to share the examples of excellent practice to be found in all our schools for the benefit of our children.

'Together we are stronger.'

Staff will generally remain in their own schools. However, being part of the MAT will provide many professional development opportunities.

Parents will continue to be represented on the local governing body of each of the Academies.

## **Would staff rights be affected?**

Under Transfer of Undertakings Protection of Employment (TUPE) regulations, all current staff will transfer on existing terms and conditions to the new Multi Academy Trust which will be the employer of all staff in all three academies. However, academies are not bound by the Standard Teachers' Pay and Conditions document for new staff. The Multi Academy Trust is responsible for setting the pay and conditions of these staff. The Trust will honour the National Teacher's Pay and Conditions and Teachers' Pensions Scheme arrangement and will ensure that Local Government pension scheme arrangements stay in place for support staff. There are no plans for systematic change or renegotiation of contracts and conditions for staff who TUPE across. However, it may in time be necessary to iron out anomalies and promote equality within the MAT. The Trust approach will be based on its underlying ethos and values and it will be committed to doing everything it can to retain and reward good staff.

Full union recognition, agreement and acknowledgment of union duties and reasonable time off for trade union duties will be given.

There is no statutory obligation for governing bodies to consult with regard to the TUPE process unless it is planning to make changes to working conditions or staffing before the transfer.

There is a statutory obligation on the current employer to inform employee representatives (i.e. the recognised union or if there isn't one, elected representatives) of the following:

- The fact that the transfer is to take place
- The date of the transfer and the reasons for it and
- The legal, economic and social implications of the transfer for any affected employees and the measure which the employer envisages it will, in connection with the transfer, take in relation to any affected employees or, if it envisages that no measures will be so taken, that fact

New staff will be employed by the multi academy trust and could work at more than one academy within the Trust. It will be clear at appointment where the main base or bases will be

Existing staff may also be deployed at more than one academy within the MAT but this will only be with the agreement of the staff concerned.

**How can I find out more?**

A meeting will be held at Christ Church on 2<sup>nd</sup> February 2017 at 4 p.m. We would encourage you to attend if you have any questions or simply want to learn more.

**How can I make representations?**

The closing date for representations to be made is Friday 24<sup>th</sup> February 2017

Representations can be made in writing to:

The Head Teacher  
Christ Church C E Primary Academy  
Brockman Road  
Folkestone  
CY20 1DJ

Or by email to: [office@christ-church-folkestone.kent.sch.uk](mailto:office@christ-church-folkestone.kent.sch.uk)