

Northborough Primary School

Consultation on the proposal to convert to academy status and join the Soke Education Trust

22nd May 2019

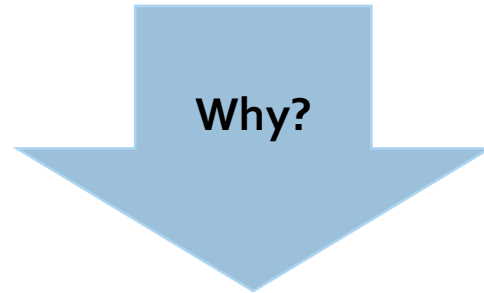
‘Taking **PRIDE** in what we do’

- We **persevere** in doing our very best
- We have positive **relationships** built on respect
- We show our **integrity** by being respectful, honest and fair
- We aspire to **dream**, learn, become and do
- We **embrace** all challenges and opportunities



What is the proposal ?

- For Northborough Primary School to convert to academy status and join Soke Education Trust:



- To enable our school to continue to improve outcomes for our pupils and develop our teaching and support staff



- To control our own destiny...

...in a fast changing educational landscape.

What are the challenges schools are facing?

Financial sustainability

Retaining, developing and recruiting staff

Securing support for school development

Sustaining and raising school performance and pupil outcomes

What is an academy and a multi academy trust?

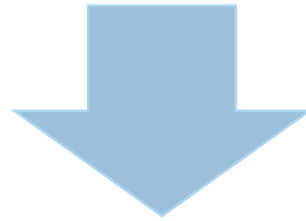
- An academy is a **government funded state school**
- A multi academy trust is responsible for running **more than one academy**
- A multi academy trust (MAT) is a **Company Limited by Guarantee**
- A multi academy trust has **charitable exemption**
- Ultimately **accountable to Secretary of State** through DfE and Education & Skills Funding Agency (ESFA)
- **Local Authority have strategic responsibility** for performance of schools and academies but **no direct control** over MATs

How are an academy and multi academy trust run?

- **Headteacher** will remain responsible for running their school day-to-day
- **A new Local Governing Body (LGB)** will continue to oversee their school
- **A CEO** is accountable to DfE for Trust performance, leads intervention if necessary, chairs the leadership group and also oversees non-education functions of Trust e.g. finance and HR
- Headteachers of each school and CEO form the **Leadership Group**
- **Board of Trustees** accountable for performance of all schools and pupil outcomes; vast majority chosen from existing governing bodies for their relevant skills / expertise and all schools are currently represented
- **Trust Members** hold Trustees to account and are the guardians of the Trust vision & ethos

How will pupils benefit?

- Enhanced teaching as our teachers work with Soke colleagues to share and develop the best practice
- Enriched curriculum through our teachers being able to access a wider pool of expertise
- Richer learning through sharing of engaging ideas, topics and themes
- Wider personal development opportunities through Trust-wide programmes and activities
- Shared access to greater facilities and resources



Even better outcomes and opportunities for our pupils

How will staff benefit?

- Enhanced professional development by collaborating across schools
- Joint planning with other teachers and colleagues
- Resource sharing
- Access to more subject specialists
- Share phase/year expertise
- Career progression opportunities
- Workload hopefully eased through partnership working



Stronger, better supported staff team

What will stay the same at our school?

- **Our community school ethos and values**
- **Our own Headteacher**
- **Our teachers and support staff**
- **High standards of academic and personal development**
- **Excellent quality of teaching and learning**
- **Name, logo and uniform**
- **Our own Governing Body managing the school**
- **Inclusive Admissions policy**



SOKE EDUCATION TRUST
SUSTAIN • EMPOWER • TRANSFORM



Werrington Primary
School
Working together
Proudly celebrating our
achievements
Supporting one another



WITTERING PRIMARY
SCHOOL

Learning to Fly High



Gunthorpe Primary School



Soke Education Trust

Sustain - Empower - Transform

- Our vision is to strive for excellence in the provision offered for our learners and stakeholders.
- With high aspirations for all children to enjoy learning and be inspired through great teaching, a curriculum that amazes, challenges and supports all to succeed.
- Collaboration and partnership will drive improvement and sustain high achievement.
- Leadership will be transformational supporting everyone to be the very best they can be.

Sustaining high achievement - Empowering confident learners - Transforming lives



Some highlights – January 2018 to May 2019

ESFA Pre Audit check – completed successfully	Trust Logo designed by pupil	Pupil Ambassadors – School Tours and sharing experiences	Pupil Ambassadors – French TV documentary crew visit to Soke Education Trust
Pupil Ambassador Curriculum event – Pupil voice shaping our curriculum	Teacher CPD, shared hosting at each school providing new ideas and opportunities	Writing moderation activities - across Key Stages to support assessment	Trust Training Day Jan – Well being
Trust Training - coordinated diary and shared input	Soke Singers – collaborative singing event at the Cresset Theatre	Soke Singers – collaborative singing event Hampton College	EYFS teaching staff collaboration and support
EYFS Moderation across the MAT	Deputy Group – leadership and shared development	Headteacher Leadership Days - school focus and triangulation	Trust Communications meeting for LGB's and Trustees
Maths Lead Teacher collaboration and support	Maths Teach Meet CPD for teachers - innovation and pin point support	External Audit successfully completed for 1 st Year	CEO supporting Gunthorpe Parents meeting
CEO communications event for trust schools	SOKE Sports competitions – competing together with Trust successes	Trust Pupil Art project linked to Secondary school transition	Local Governing Body joint training sessions – shared experience and collaboration
Contract tendering as a Trust with representation for example Management Information Systems and Catering	Sharing of resources – ie production/assembly stage and performance materials	Finance and operational support and collaboration	Trust staff shared to support a school in need – Site Officer/SBM

How staff are affected

- Staff no longer employed by **Peterborough City Council** after conversion.
- All staff will work for **Soke Education Trust** like colleagues at the other 4 member schools.
- Transfer of employment under TUPE regulations with **protection of employment terms & conditions** of employment *at point of transfer*.
- The Trust has developed **principles of employment**, which are applicable *after the point of transfer*, subject to the final TUPE consultation.
 - Terms, conditions and pay **at least equal** to that agreed nationally/locally
 - Contract of employment to work in your **named school**
 - **Single tier workforce**: transferred, new and promoted staff on same T&Cs
 - Full protection of **pension rights** for either Teachers Pension Scheme or Local Government Pension Scheme
 - Recognition of **Continuity of Service**

Next steps

- **Academy consultation runs until Friday, June 17th**
- **Q&A from parent and staff meetings to be published by May 24th**
- **Governing Body to consider consultation report at meeting in mid June and decide whether to proceed with conversion.**
- **Range of legal and regulatory tasks to be completed**
- **Target date for conversion is September 1st, 2019**