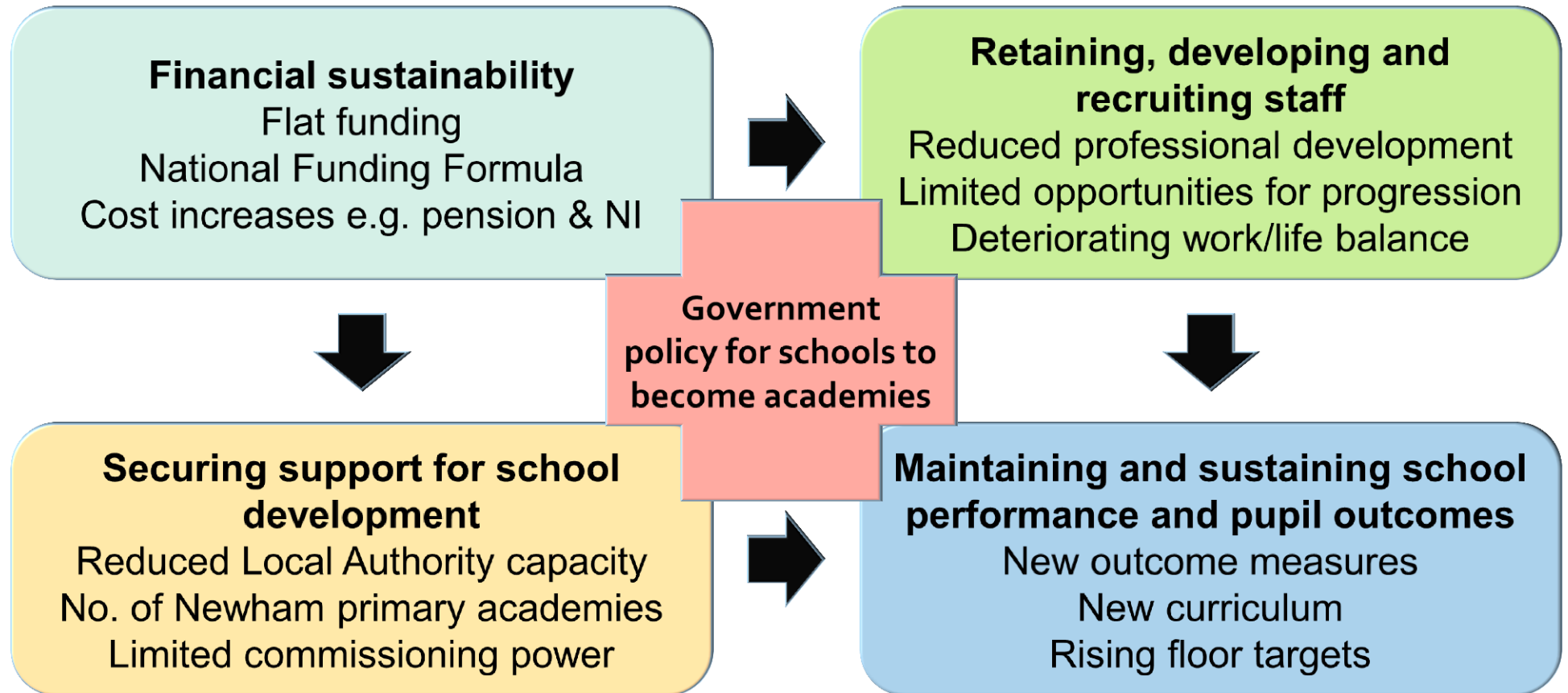


**Proposed Multi Academy Trust
of
Elmhurst, Gallions, Nelson and Vicarage Primary Schools**

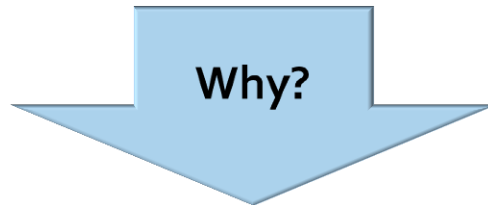
**Consultation presentation
September 2017**

The educational landscape



What is the proposal ?

- **Four Newham primary schools to form a multi academy trust and convert to academy status:**
 - Elmhurst Primary School
 - Gallions Primary School
 - Nelson Primary School
 - Vicarage Primary School



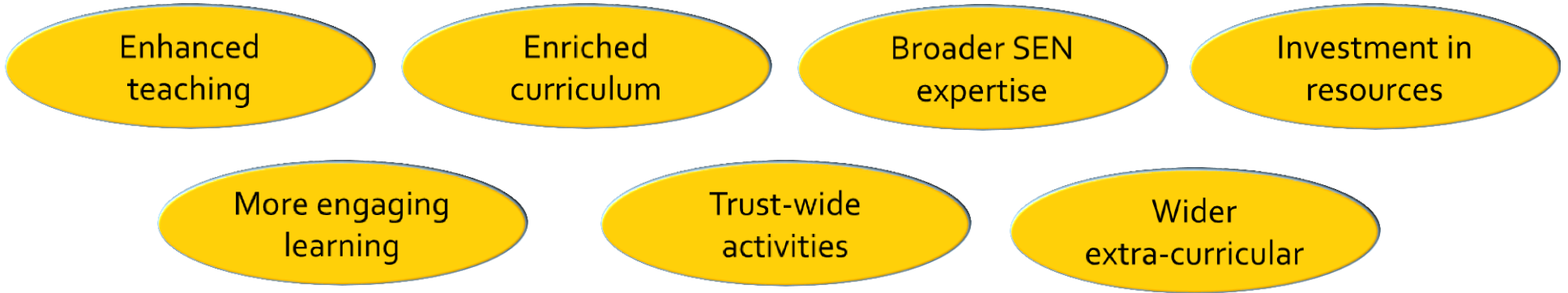
- To enable the schools to continue to provide an **excellent education** and achieve **outstanding outcomes** for all our pupils



- To control our own destiny.....

.....in a fast changing educational landscape.

Pupils, staff and schools will benefit from the Trust



- Headteachers**
- Peer support and formal challenge
 - Less bureaucracy
 - Access to greater expertise
 - Time to focus on the classroom
 - Development of leadership

- Staff**
- Enhanced CPD
 - Joint planning
 - Resource sharing
 - Subject leadership
 - Phase/year expertise
 - Career progression
 - Work reduction
 - Job security

- Governors**
- Peer support
 - Less policy work
 - Smoother process
 - Time to focus on outcomes
 - Enhanced CPD
 - Strategic role for trustees
 - Comparative data

- School Management**
- Cost-efficiencies through joint commissioning
 - Resource sharing
 - Better quality services
 - Better access to specialist services
 - Staff workload

How a multi academy trust differs from informal partnership

- Long-term sustainability
- Formal governance arrangements
- Unifying charitable objectives
- External accountability to the DfE (*and others*)
- Collective accountability and responsibility for pupil outcomes
- Formal challenge for Headteachers
- Single commercial entity
- Single employer of all staff
- Single commissioner of services

Advantages of establishing our own multi academy trust

The founding schools will determine the Trust's:

- Vision, values and goals
- Governance structure
- Members & Trustees
- Local accountability
- Leadership structure
- Delegation of authority to Governing Bodies
- Trust central costs and school contributions or "*Top slice*"
- Staff management and terms of employment
- Future membership

Trust vision

- To provide pupils with learning opportunities of the **highest calibre** through collaborative working of ambitious, nurturing and academically successful schools.
- To ensure each school proudly retains its **own uniqueness**, which will enrich the collaborative working.
- To build on the **mutual strengths** to enable each school to develop, improve and sustain the quality of provision.
- To become a **world class MAT** at the vanguard of educational innovation and high-quality learning at a local, national and international level.

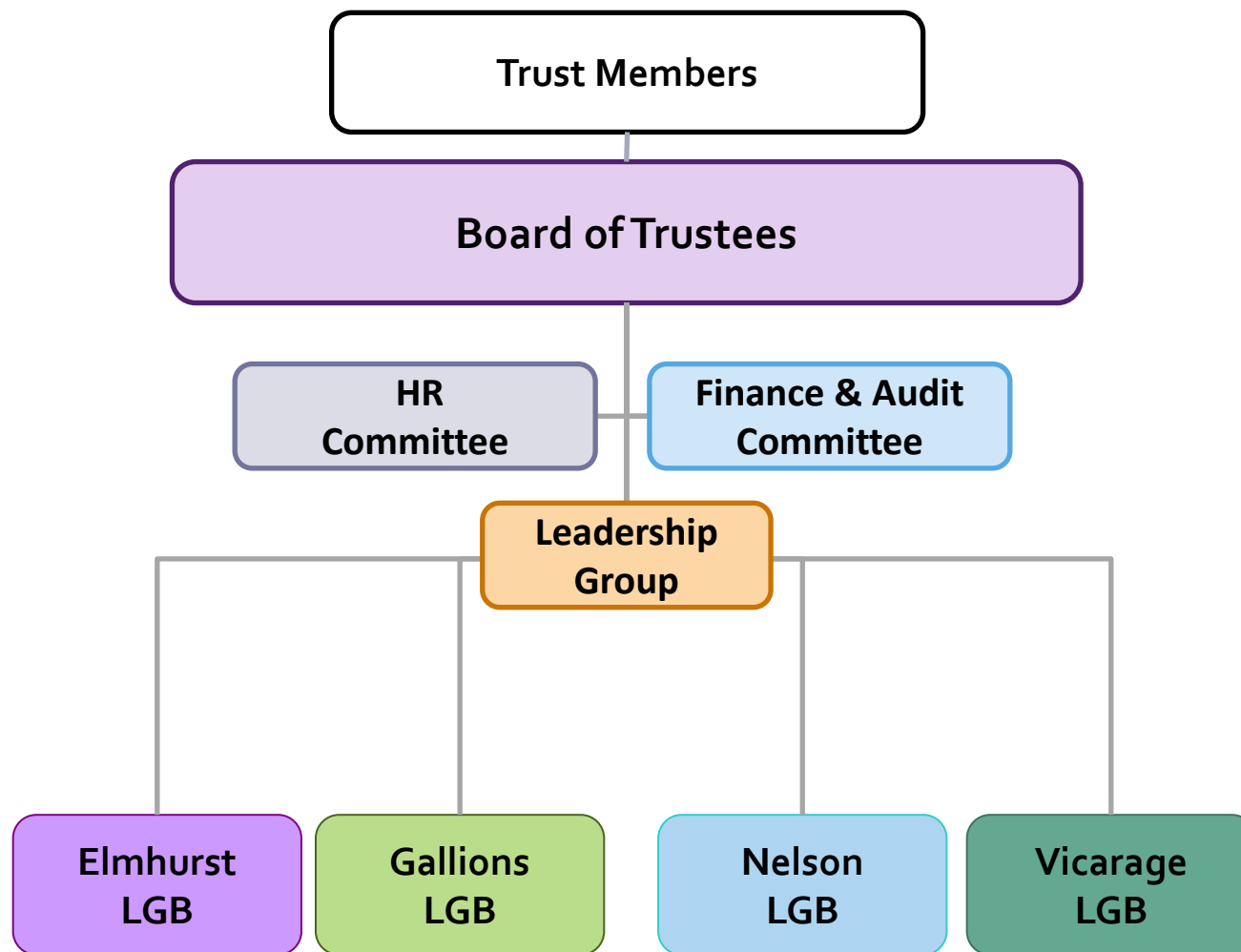
What will stay the same at each school

- Unique ethos, values and approach
- Governing Body overseeing the school
- Headteacher running the school
- Teachers and support staff working with their children
- Tailored approach to teaching and learning
- Personalised curriculum
- Name, logo and uniform
- Inclusive Admissions policy
- Funding and budget planning

Information on the schools

| Name of School | Elmhurst | Gallions | Nelson | Vicarage |
|--------------------|---------------------|----------------|--------------|--------------|
| Type of School | Community | Community | Community | Community |
| Age Range | 4-11 | 4-11 | 3-11 | 4-11 |
| Number of Pupils | 840 | 632 | 842 | 885 |
| Headteacher | Shahed Ahmed | Shazia Hussain | Fiona Cullen | Shabana Khan |
| Number of Staff | 114 | 94 | 134 | 148 |
| Most Recent Ofsted | Outstanding 2006 | Good 2015 | Good 2015 | Good 2015 |

Governance structure



Trust governance & leadership

- **Trust Members** hold Trustees to account and are the guardians of Trust vision & ethos
- **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
- **Local Governing Bodies** (LGB) continue to oversee their school.
- **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 form the **Leadership Group**.
- **Headteachers** remain responsible for running their school day-to-day.

How staff are affected

- Staff no longer employed by **London Borough of Newham** after conversion
- All staff will work for the **new multi academy trust**
- Transfer of employment under TUPE regulations with **protection of employment terms & conditions** of employment *at point of transfer*.
- Staff issued a **statement of employment** to check employment details are correct and up to date
- Full protection of **pension rights**
- The Trust has developed **principles of employment**, which are applicable *after the point of transfer* subject to the final TUPE consultation

Trust principles of employment

- Support high standards of education by being a **fair, consistent, effective employer**
- Aim to retain, attract and develop the **highest quality workforce**
- Commit to ensure Trust staff pay, terms & conditions are **equal to or better** than if working in an LA maintained school
- **Agreement with unions** on process for consultation and negotiation including pay awards
- **Single-tier workforce**: existing, promoted and new staff
- **Work in their named school** except for any role which is specifically designated as a Trust-wide role
- Any move or secondment within Trust with **agreement of staff** and schools

What are the next steps?

- Academy **consultation period**: Monday, September 18th until Friday, October 13th (4 academic weeks)
- **Consulting with:**
 - Parents
 - Staff
 - Trade unions
 - Pupils
 - Other local schools
- Provided consultation **pack of information**
- Parent/carer and staff **consultation meetings** at each school
- Parents/carers and staff to complete **survey** and return to school by October 13th
- Consultation report to be considered by **Governing Bodies** from each school at Gateway #2 meeting on October 19th 2017