

September 18th 2017

Dear staff member,

PROPOSAL TO CREATE THE NEWHAM GROUP TRUST

The school Governing Body has been carefully considering the future strategy for **VICARAGE PRIMARY SCHOOL** given the wider Government policy on education and the running of schools.

Our school is performing well. However, in an increasingly challenging educational landscape we recognise that maintaining and improving school performance needs a fresh and sustainable plan. We believe that the proposal below will enable us to provide an even better educational experience for our children.

The proposed plan

Governors and Head teachers from four schools in Newham have been exploring how to develop deeper school-to-school partnership for a few months, having already seen some of the benefits of highly effective collaborative working. These schools are:

- Elmhurst Primary School
- Gallions Primary School
- Nelson Primary School
- Vicarage Primary School

The schools' Governing Bodies and Head teachers have developed a proposal to create a new multi academy trust, The Newham Group Trust.

We are confident that the Newham Group Trust would enable each school to build on their existing strengths through even greater collaboration and joint working between member schools.

The proposed multi-academy trust would be established in January 2018 by all four schools, which would each convert to academy status.

We have set out in more detail the plan, benefits, vision and management of the proposed Newham Group Trust in the attached document.

Consultation on the proposed plan

Governors wish to consult with parents, carers, staff, students and the wider school community on the proposal. The consultation will run from Monday, September 18th until Friday, October 13th.

We would like to invite staff to attend a meeting as follows:



Sustainable Travel
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sustainable level



Elmhurst Primary School	3.45pm, Monday, October 2 nd
Vicarage Primary School	3.45pm, Tuesday, October 3rd
Nelson Primary School	3.45pm, Wednesday, October 4 th
Gallions Primary School	3.45pm, Thursday, October 5 th

The Headteacher, Governors and colleagues from the other schools will make a brief presentation before giving you the chance to have any questions answered about what the proposal will mean for our school.

After the meeting, we will distribute questionnaires to all staff to understand your views before making a final decision in October 2017.

Effect on staff

The Newham Group Trust would become the new employer of all staff from January 1st 2018, the proposed date for the trust to be established. This means that staff would go through a transfer of employment, under TUPE regulations. The TUPE consultation would take place once governors are satisfied with the outcome of consultation.

To help staff understand the implications of a transfer of employment we have prepared the attached *Frequently Asked Questions* document.

We look forward to seeing you on **Tuesday 3rd October**.

Yours sincerely,



Rev. QUINTIN PEPPIATT
Chair of Governors



SHABANA KHAN
Headteacher.