



4th June 2018

Dear Parents/ Carers/ Members of the Community,

Forming a Multi-Academy Trust (MAT) - Consultation Letter for Parents, Carers and Members of the Community

Our school, along with Kensington Avenue Primary School work together closely to provide high quality education, resulting in improving outcomes for all our students and young people and have done so informally over a period of time.

The Governing Body's priority is to enable our school to continue to provide an excellent education for our students, whilst protecting our school's ethos and identity and retaining its individual qualities and strengths. Working together, within a Multi Academy Trust (MAT) offers many benefits for our students, the school and wider community. We believe by working together we can achieve great things and provide a first-class, educational experience in which all our students can excel. Collaboration would allow us to share resources, training and expertise as well as our facilities and in some cases staffing. This will support us in using the finite resources we have in the most efficient way, ensuring that as much of our funding as possible goes towards directly supporting the learning and teaching in our schools and hence our students' progress and learning experience. We would have access to additional funding pots that are only available to MATs and can establish succession planning and strong leadership that supports both schools. The leadership of the MAT will be answerable to the Trustees (an elected body of volunteers with a range of professional skills and experiences) and they will ensure that the focus remains on students' progress and outcomes.

To retain our school's identity and its capacity to sustain future improvements, the Governing Body believe it is vital that we work together in partnership with a like-minded local school on our journey. The partnership would establish its own MAT initially formed by the two schools. This formal partnership (MAT) would be built on the strong foundations of a successful, informal arrangement which has been established for some years between the schools. We anticipate that the Trust would be known as the 'Manor Education Trust', but the schools would keep their own current names.

The Governing Body has therefore agreed to consult on forming a MAT. The earliest date this conversion could happen is the 1st January 2019. The consultation is open to all, including the school's parents, pupils, staff and the wider community. We want to hear your views, which the Governing Body will take into account when making its final decision. The consultation period will end on June 20th 2018. There is some general information attached; the vision and values of the proposed Trust; and answers to some 'frequently asked questions'.



The Chair of Governors and Headteacher of Norbury Manor will hold a consultation meeting at their school to discuss any questions you may have on June 20th at 7.00pm. A feedback form is also included for you to return. If you wish to provide feedback or thoughts, please attend the meeting or complete the form and send into the school office by June 20th 2018. The strength of our school and that of our partner, means we are confident that we have the vision, skills and resources to serve the best interests of our community and to shape our own destiny. Working together as a MAT will enable the partnership to make a distinctive contribution to school improvement both within the MAT and beyond it.

Yours sincerely,

Mary Turner - Chair of Governors

Amanda Compton - Headteacher

This document provides you with information about the proposed change to forming a MAT between the two schools listed above.

Under these proposals:

- Each school will remain focussed on delivering excellent teaching and learning within its local community
- Each school will continue to have its own Headteacher
- Each school will continue to have its own Local Governing Body
- Each school will work together on projects to improve education and learning for all
- The schools will look to share administration, technical support and resources to reduce costs and improve effectiveness
- A Trust Board will exist to provide oversight of the performance of each school and ensure effective and equitable investment in improvements across all schools

Why change?

We believe a formal partnership will establish a clear vision and systems for working effectively together, as we move to the future, for the benefit of all our children. We are determined to take whatever action is needed to maximise the achievement and personal development of all our children. The Headteachers and Governors of the schools have worked together to establish a shared vision for improvement whilst retaining what we value most in each individual school. It remains Government policy to encourage all schools to become Academies. Sole converter Academy schools are being encouraged to become part of a MAT by joining an existing MAT or by forming their own MAT. We believe forming our own MAT is the best option because it will enable our schools to:

- Develop first-class education to meet the needs of all
- Protect our schools' ethos
- Retain our individual identities, qualities and strengths
- Maximise the autonomy of each school in shaping their own future
- Enable and enhance the professional development of all staff
- Give greater financial control to obtain the best value and greatest choice of services and ensure funding can be maximised
- Enhance opportunities to network, to support and challenge

Our Vision:

We are ambitious for our schools, our students, their families and our local community because we believe that there is no limit to what can be achieved by anyone. We want to work together to challenge, share best practice and support each other whilst maintaining each schools' own distinctive identity. "Secondary ready, Primary responsive, prepared for life."

Frequently asked questions:

1. What is an Academy? An academy is a state school that is run by an Academy Trust. The Academy Trust enters into an agreement with the Secretary of State for Education that sets out its responsibilities and accountabilities for the effective running of the Academy. The Academy is funded directly by the Government and is no longer run by the Local Authority. The Trust is charitable, which means it will operate as a charity and not for the profit of individuals or businesses.
2. What is a Multi-Academy Trust? A Multi-Academy Trust is when 2 or more Academies come together in partnership. In our case we are looking to form a cross phase MAT covering children and young people, aged 3 -19 years. Each school will keep its own name and the MAT will probably be known as the 'Manor Education Trust'. It will be possible for other schools to join the MAT in the future.
3. Who will be responsible for running our school? The MAT will have an overarching Board of Trustees which may include some individuals drawn from the current schools' Governing Bodies. The Trust Board will ensure that each school has a Local Governing Board (LGB) and propose to delegate many powers to them. The Local Governing Board will continue to work as part of the Leadership and Management of the school.
4. What is involved in becoming a Multi Academy Trust? The Governing Body is considering forming a MAT. We have registered our interest with the Department of Education. Each school will complete a period of consultation with parents, pupils, staff and the wider community which the Governors will take into consideration in reaching their final decision.
5. Would the school change its name, logo or uniform? The school is not required, and has no plans to change its name, logo or uniform.
6. How will being an Academy affect staff? Currently, the employer for staff is NMBEC. After conversion all staff will be employed by the Multi Academy Trust. Staff are legally protected to transfer under the same employment terms and conditions, including pensions. Their continuity of service is protected and all staff will be consulted in accordance with the Transfer of Undertakings (Protection of Employment) Regulations.
7. How are the pupils affected? The pupils will not notice any immediate differences. They will be in the same uniform, in the same classrooms, with the same teachers. We will continue to strive for an outstanding education for all our pupils. Over time the pupils may notice some changes and improvements in the way that they learn, resulting from greater training opportunities for staff and innovative learning opportunities.
8. Will we get more money as part of a MAT? The school will receive the same amount of per-pupil funding as part of a MAT as they would have previously as a sole converter academy. All funding comes directly from Government to the MAT which controls the overall budget and then distributes the money to each of the schools within the MAT. Each school does not have more money but by working together can enhance the economies of scale and choose services that benefit all the pupils within the MAT schools.
9. What are the risks of becoming a MAT? It is difficult to quantify the risks involved in conversion to a MAT, as every conversion process is different. Some stakeholders involved in any conversion situation may be concerned about the financial

arrangements which will be put in place in case these adversely affect their own school, about the degree of independence their school will have in managing and recruiting staff and in setting a curriculum, and about the way that leadership and governance will function within the MAT. The way to ensure that these possible concerns do not place any of the schools involved at risk is to set up the MAT in a mutually beneficial way with a strong and positive ethos in place, and to ensure that it is well-run. There has been a great amount of collaborative groundwork done by representatives of all the schools involved in this proposed MAT to ensure that all of the schools agree with the proposed structure for the MAT and its proposed Scheme of Delegation, which defines how the leadership and Governance of the MAT will operate. From the beginning it has been clear that all of the representatives have been determined to preserve the independence and unique character of their schools, and to make sure that key decisions on staffing, curriculum and the use of resources will be made so as to benefit the students and families of each individual school, as well as the local community as a whole. It should also be noted that there are risks in not becoming a MAT. In the future, any school could be influenced to become part of a broader Academy chain. Creating a local MAT, under local direction, offers the best opportunity to sustain vibrant, successful local schools.

10. How will admissions to the school be affected? Each school in the MAT will become its own admissions authority but will be required to adopt clear and fair admission arrangements in line with the admissions law and school admissions code. The LA will continue to be responsible for making sure there are enough places locally and will coordinate the admissions for all schools. Parents will continue to complete one application per child for each school place. The proposed MAT has no intentions to change the current admissions arrangements for our schools other than NMBEC recognising Kensington Avenue as a feeder school.
11. Does becoming part of a MAT change the relationship with other schools? No. Each Academy within the MAT will continue to collaborate and share best practise and expertise with all other local schools and the wider community.
12. Will Special Educational Needs and Disabilities (SEND) responsibilities change? No. Responsibilities as part of a MAT in relation to SEND will be the same as they are now. A child with an Education, Health and Care Plan (EHCP) can still nominate an Academy as their school of choice.
13. Can a school pull out of the MAT? Yes. In the event that the MAT fails to deliver on its desired outcomes it remains possible for either school to withdraw from it.

Consultation response form

Proposal to form a multi-academy trust 'Manor Education Trust'

Name and Address (optional)

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- Parent/Carer
- Member of staff
- Other
- Local Resident
- If other, please specify

Please provide any comments on the proposal to form a Multi-academy Trust (please continue on separate sheet if necessary)

Thank you for completing the response form.

Please return it, by the 20th June 2018 to;

By email to: dmccardie1.306@lgflmail.org
By post to: D McCardie Heads PA/HR manager
Norbury Manor Business and Enterprise College for Girls
Kensington Avenue
Thornton Heath
Croydon CR7 8BT