



Proposed Conversion To Multi-Academy Trust

This presentation

1. What is being proposed?
2. Why are we proposing this?
3. How would conversion impact on students and staff?
4. What would be the impact on other aspects?
5. How would the MAT be governed?
6. How can you take part in the consultation?

The proposal

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- To convert our existing Federation of two schools into a Multi-Academy Trust comprising two academies:
Hexham Middle School and Queen Elizabeth High School
- Anticipated conversion date: 1st September 2016

What is an Academy?

- An academy is a state school that is funded directly by central government and is independent of the Local Authority.
- Two types :
 - *Converter Academies*, schools that are performing well and wish to gain autonomy to shape their own future.
 - *Sponsored Academies*, underperforming schools supported by an external sponsor, who may determine ethos & curriculum.
- Our schools would become Converter Academies.

What is a Multi-Academy Trust?

- An Academy Trust is a charitable company limited by guarantee, responsible for running an academy.
- Multi-Academy Trust (MAT) is responsible for a number of schools.
- MAT schools share a single governing body known as the Trust Board and may share other resources.

Why are we proposing this?

We started with our ethos

*Outstanding eagerness to promote good learning**

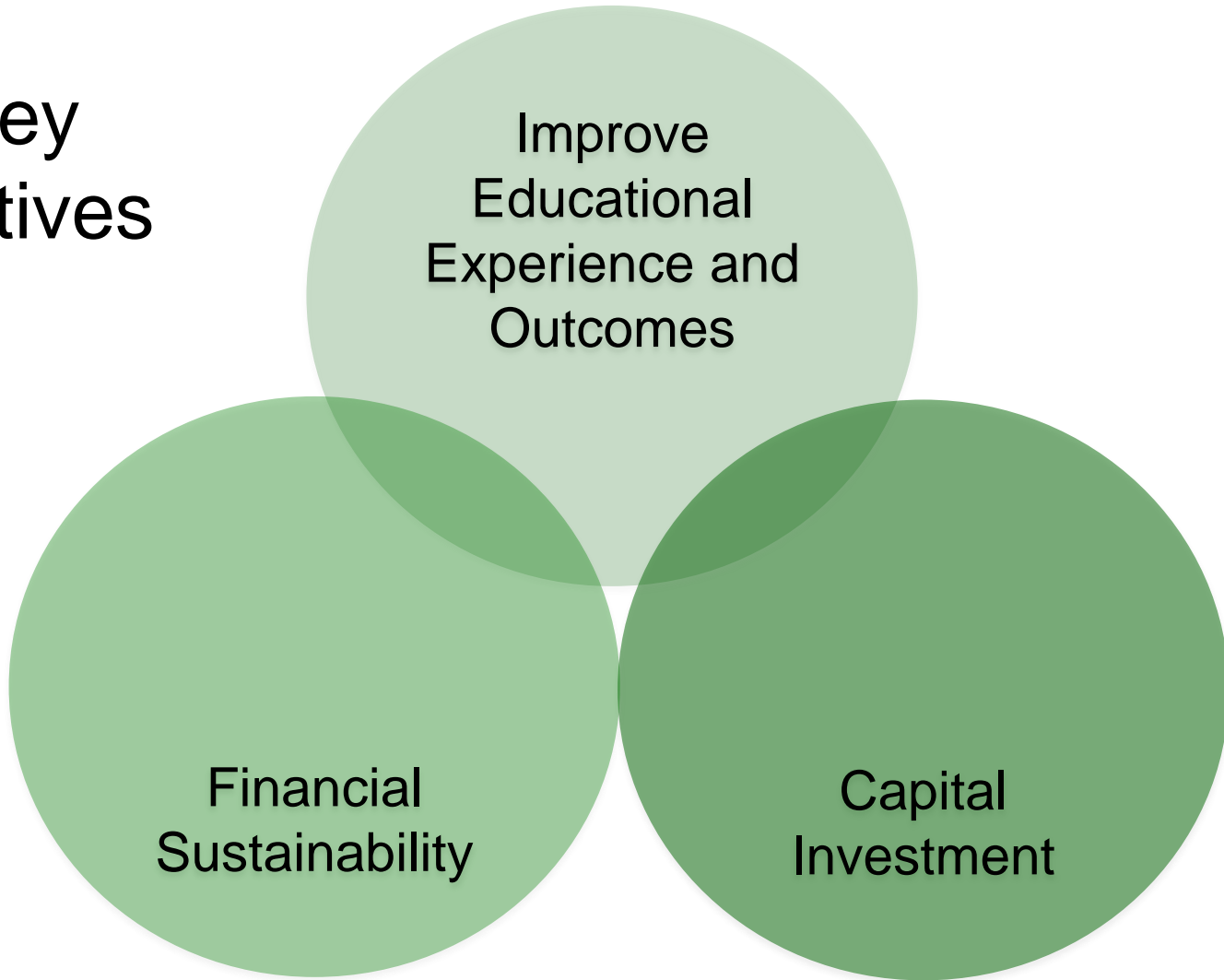
This is a friendly, welcoming school, built on foundations of mutual respect and care for others. We work together to become all we can be.

We share a love of learning and believe in the highest academic standards for everyone. We value education in its broadest sense, knowing that the arts, sport and other opportunities help shape us as individuals and as citizens of the wider world.

We are committed to enabling all of our students to develop their knowledge and understanding, skills and mindset, so that they can take their next steps with confidence. Our aim is that every child will grow into a happy, fulfilled and successful adult.

** Charter granted to the people of Hexham by Queen Elizabeth I, 1599*

Our key objectives



The educational landscape is changing, nationally and locally

- Curriculum, qualifications, testing, exams, & accountability.
- Rising costs, flat funding.
- Government policy: all schools academies by 2022.
- 2/3 of secondary schools in England already academies
- Under-performing schools taken over by academy sponsors, sometimes from outside the area.
- MATs are the Department for Education's preferred model of school governance.

3 main reasons we propose to convert

1. Shape our own destiny, maintain our ethos.
2. Opportunity to bid for up to £4m capital funding each year to improve buildings & facilities.
3. Create a strong collective body that other schools could join in the future, if agreed mutually beneficial.

How would conversion impact on
students & staff?

On a day-to-day basis, unlikely to notice any change

- Curriculum, teaching and staff would all stay the same.
- No change to school names or uniform.
- School day and term times will remain coordinated with other schools.
- Excellent working relationships with partner schools to continue.
- Schools would remain comprehensive – MAT would become responsible for admissions but no plans to change.
- School transport would remain responsibility of Local Authority, under its current policies.

For staff, existing terms & conditions would be safeguarded – transfer “as is”

- Currently, staff employed by the Local Authority.
- On conversion, would become employees of the MAT, under a statutory process known as TUPE.
- No impact on members of either the Teachers’ Pension Scheme or the Local Government Pension Scheme.
- We are committed to national arrangements, including School Teachers’ Pay and Conditions Document.
- Would continue to work closely with trades unions and professional associations.

Revenue funding

- Academies funded using exactly the same formula as other local schools – mostly determined by student numbers.
- Additionally, Education Services Grant (ESG) covers some of responsibilities currently met by the Local Authority. Also pays for any extra expenses such as audit fees.
- At current ESG levels, we estimate that the schools would be slightly better off.

Buildings and land

- LA would retain ownership and grant 125 lease to MAT at peppercorn rent.
- MAT responsible for upkeep.
- Hydro PSBP2 refurbishment would go ahead as planned – MAT would have direct input rather than going through LA.
- Opportunity to bid for capital funding each year could be major benefit.

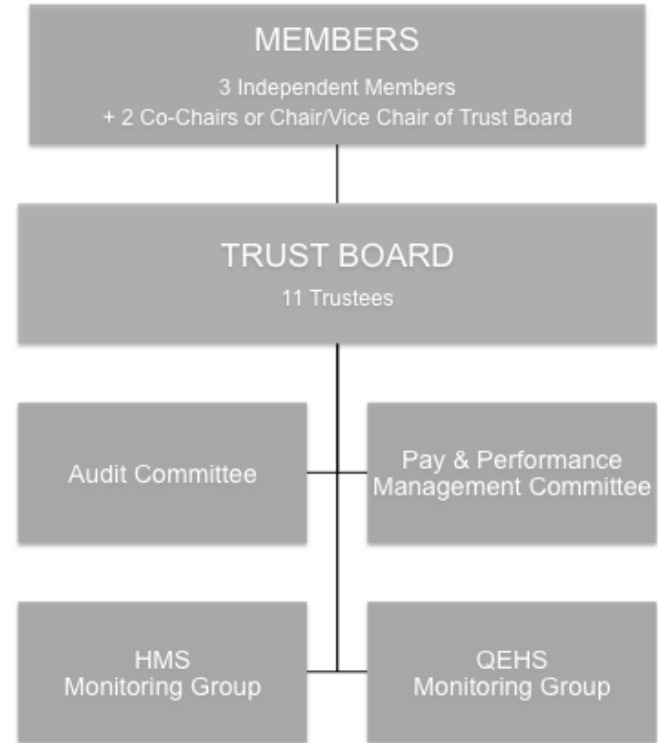
How would the MAT be governed?

Evolution of current Federation governance arrangements

- Changed a lot in recent years, now 3 key roles:
 - Setting strategic vision & direction.
 - Holding Executive Headteacher to account for educational performance.
 - Ensuring financial management is sound & good value.
- Fewer governors – each with the skills required to fulfill role.
- Current governors include elected member of staff.
- Almost all are current or former parents, who live in area.
- Senior Leadership Team run schools day-to-day.

Proposed MAT governance structure

- Current governors would become Trust Board.
- Committee structure as current (could evolve as MAT grows).
- Members' role is hands-off but significant:
 - Hold MAT to account against charitable objectives.
 - Safeguard ethos.
 - Can appoint/dismiss Trustees.



As MAT grows, we would anticipate Monitoring Groups evolving into Local Governing Bodies.

How can you take part in the consultation?

We want to hear the views of all our stakeholders before making a final decision

- Parents, students, staff, partner schools and other stakeholders are being consulted on the MAT proposal.
- Response Forms are available on the schools' websites or from either reception.
- Please return them by 9am on Monday, 13 June.
- If you have any questions or concerns, please let us know and we will answer them on the updated FAQs.
- We will also stay around afterwards to take questions.
- Thank you.