

## **Academy Consultation**

Dales Academies Trust – Parents, Carers and

Community members

19<sup>th</sup> June – 8<sup>th</sup> September 2017

## Rationale for academy status

- Increased opportunities for joint working across a group of Church of England schools - shaping the provision to meet the future needs of our children, families and communities based on a local / collaborative proposal of working together and building on existing strong partnerships and good practice
- To develop the expertise of all staff to further improve effectiveness and outcomes for children
- To offer additional career opportunities for all staff making the Trust more attractive for high performing teachers/support staff
- To generate financial efficiencies to invest back into the classroom

# The proposal

- 12 schools will initially form the MAT called Dales Academies Trust
  - Ainderby Steeple Church of England Primary School
  - Bolton on Swale St Mary's Church of England Aided Primary School
  - Eppleby Forcett Church of England Primary School
  - Kirkby Fleetham Church of England Primary School
  - Middleton Tyas Church of England Primary School
  - South Otterington Church of England Primary School
  - Croft Church of England Primary School
  - Barton Church of England Primary School
  - Ravensworth Church of England Primary School
  - Richmond Church of England Primary & Nursery School
  - East Cowton Church of England Primary School
  - All Saints Church of England Academy
- Set up from 1<sup>st</sup> November 2017
- Christian ethos and values underpinning all aspects of our work
- No sponsor but the Trust will be a Sponsor
- Other schools (faith or non faith) may choose to join the MAT later

## Our vision

*“The Dales Academies Trust is a multi-academy trust based in North Yorkshire determined to deliver the very highest standard of education through collaboration, shared best practice and underpinned by our Christian ethos and values”.*

# What is an Academy?

- Publicly funded independent schools that are not managed by the local authority
- Sponsored and Convertors
- If they wish they can set pay and conditions for their staff and also change the length of terms
- If they wish they don't have to follow the national curriculum – must be broad and balanced
- Schools can't acquire or remove their faith character, expand, become mixed or single sex, or introduce selection as part of the conversion process

# What is a Multi-Academy Trust (MAT)?

- Company limited by guarantee with charitable status
- Academies have no legal identity of their own
- Signs funding/legal docs with DfE to get funding for academies
- The employer of school staff
- Holds the assets (land and buildings) in Trust
- Role of the Diocese of York & Leeds

# Academy update

Nationally as at 1<sup>st</sup> June 2017:

- Number of academies nationally – 6,398
- Sponsored academies – 1,857
- Converter academies – 4,541
- Number of Primaries – 3,961
- Number of secondaries – 2,146
- Number of Special / Alternative Provision - 291
- Number of academies in North Yorkshire - 43
- Number of applications from North Yorkshire – 40 (6 sponsored)

# The process for conversion



***Start to finish 6-9 months***



# Governance in a MAT

Maintained school – 1 level of governance: Governing Body

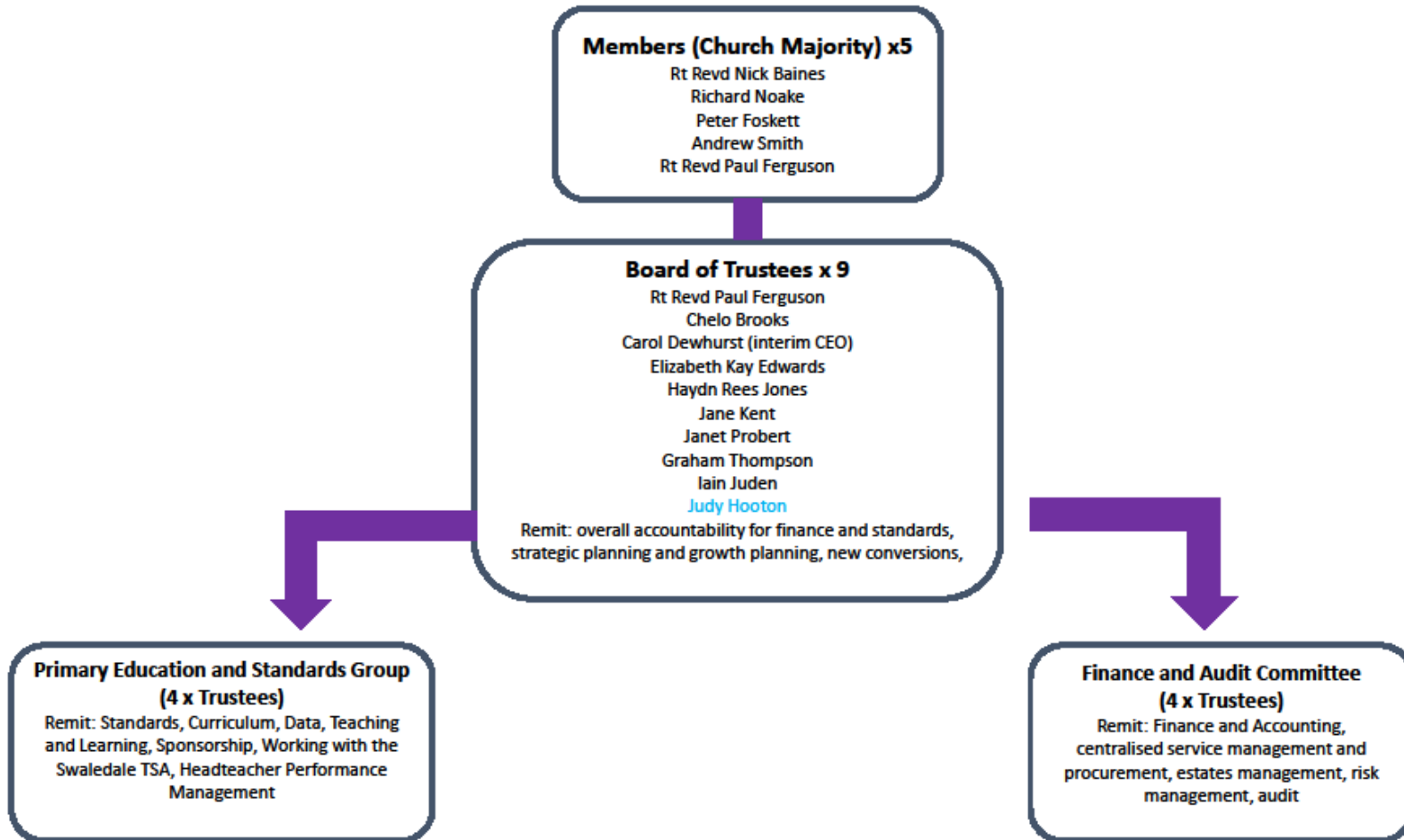
MAT - 3 levels of governance:

- Members (equivalent of shareholders)
- Trustees (previously known as Directors)
- Governors

Formation of Academy Trust as a Company Limited by Guarantee with charitable status – Articles of Association

*Important to ensure decisions are passed at the right level –  
Scheme of Delegation defines this (key document)*

# Academy MAT Governance



# Implications for Staff

- All staff entitled to transfer under same employment terms and conditions – Transfer of Undertakings (Protection of Employment) (TUPE)
- Process assumes that terms and conditions will remain exactly the same – **AS IS**
- Staff will transfer to the new Trust on the agreed transfer date working at the same school under the same contractual terms and conditions

# Funding Implications

- Funded by the Education and Skills Funding Agency (ESFA)
- Surplus school funds transfer back to the Academy
- No deficit
- Accounts will be scrutinised by external auditors
- VAT
- Insurance
- New/Old SLAs
- Academies financial handbook
- Trust scheme of delegation

# Opportunities / Common Concerns

Multi Academy Trust – Pro's	Con's
Responsibility not accountability	Not as much control
Own admissions authority	Not enough capacity in the MAT/DfE/LA
Curriculum freedoms?	Education Bill / Coasting Schools
CPD/Succession planning/Career opps	Employer liabilities / LGPS (local Gov pension scheme)
Buying power/influence/VFM – more money in the classroom	Delegations
Capital investment	Skill set of governors
Comfort blanket	Sustainability?
Access to Expertise	Bad planning

## Next steps

- CEO Designate appointed and takes up post in September 17
- Formal consultation June - September 2017
- TUPE process – July - November 2017
- Ongoing due diligence
- Trust Development plan – agree priorities
- Agree a Trust scheme of delegation
- Academy working group
- Regular communication with staff / parents
- Policy development

# Have your say

- School websites / Online survey
- Comments slip on FAQs
- Email
- Feedback today
- Suggestions box

***Any questions?***

