

Academy Consultation

Dales Academies Trust – Parents, Carers and

Community members

19th June – 8th 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 1st 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 1st 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

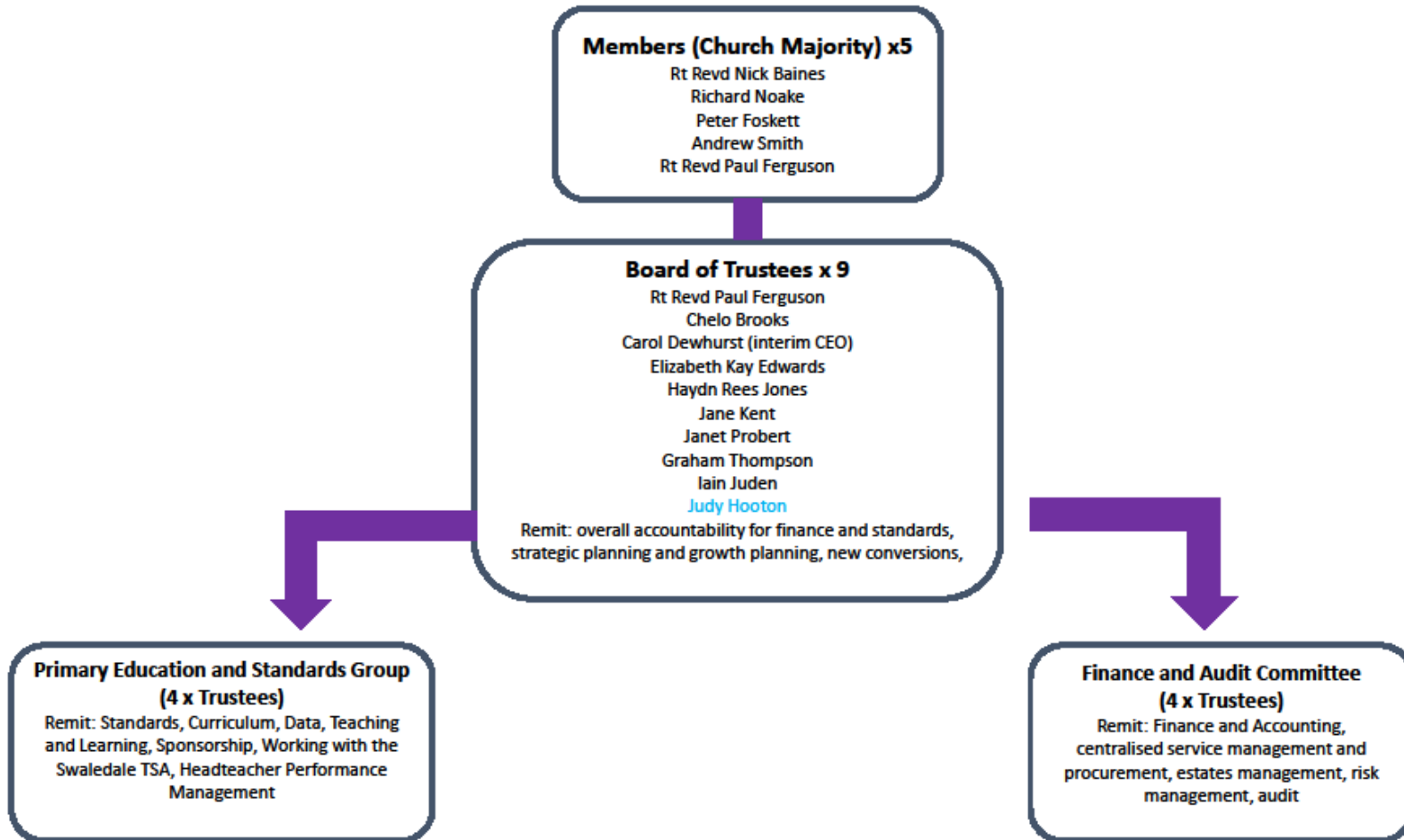
MAT - 3 levels of governance:

- 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?

