

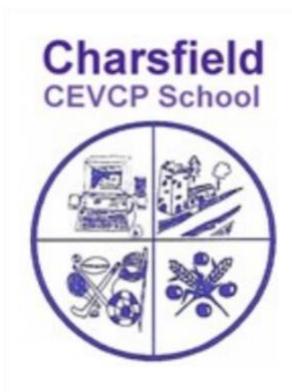


# All Saints Schools Trust

## Wave 2 Schools

**A PROPOSAL TO CONVERT TO ACADEMY STATUS AND JOIN ALL  
SAINTS SCHOOLS TRUST**

**CONSULTATION DOCUMENT  
April 2018**



## ALL SAINTS SCHOOLS TRUST

### Wave 2 Schools

#### The Proposal

The Governing Bodies of Charsfield Church of England VC Primary, Dennington Church of England VC Primary and Occold Primary Schools, have been investigating the benefits of joining a Multi-Academy Trust, All Saints Schools Trust, given current Government policy on education and the running of schools.

The member schools of All Saints Schools Trust are:

- All Saints Church of England Primary School, Laxfield
- Stradbroke Church of England Primary School
- Fressingfield Church of England Primary School
- St Peter and St Paul Church of England Primary School, Eye
- Wortham Primary School

All Saints Schools Trust is a mixed MAT, based on the 'VA' governance model. The majority of Members and Trustees are appointed by the Diocese. The Diocese of St Edmundsbury and Ipswich are supportive of Charsfield CEVCP and Dennington CEVCP exploring the possibility of joining the MAT.

All Saints Schools Trust aim is to expand organically and locally. They want to work with similar schools and are talking to geographical neighbours as they do not want local schools to feel isolated. The Trust are mindful that they do not want to expand too rapidly, however they envisage that a "Wave 2" of schools could join the Trust this academic year and have identified these three potential schools after discussion with their Governing Bodies.

Each school is already successful in its own right, playing an important role within the communities they serve, with a distinctive ethos and individual approach. However, in an increasingly challenging educational landscape the Governing Bodies recognise that a fresh approach is needed to maintain and improve school performance.

The All Saints Schools Trust is a new partnership that will strengthen and sustain the quality of education each school is able to offer their children and young people through greater collaboration and joint working between member schools.

The three schools would all convert to academy status and join the multi academy trust in September 2018.

#### The Benefits

The All Saints Schools Trust will provide a range of important benefits for its member schools through greater collaboration and joint working between Headteachers, senior leaders, staff and governors, including;

- Protect and develop each school's unique ethos, values and culture,
- Share and develop excellent practice in teaching and learning,
- Broaden and deepen the curriculum offered by each school,
- Enhance the professional development of teaching and support staff,
- Increase the range of learning and enrichment activities for students and pupils,
- Help retain and attract the most capable staff,

- Increase mutual accountability, challenge and support for Governors and Headteachers,
- Secure financial efficiencies through coordinated resource planning and joint commissioning of services, and
- Respond to changes in Government policy proactively and efficiently.

#### Key information about the existing member schools:

	All Saints, Laxfield	Stradbroke	Fressingfield	St Peter & St Paul, Eye	Wortham
<i>Age Range</i>	4-11 years	4-11 years	3-11 years	3-11 years	5-11 years
<i>No. of students</i>	108	90	122	190 (Nursery 12)	99
<i>Headteacher</i>	Mrs Melanie Barrow	Mrs Melanie Barrow	Mr Mark Taylor	Mr Mark Carlyle	Mrs Claire Flatman
<i>Most recent Ofsted report</i>	May 2016 Outstanding	July 2014 Good	June 2016 Good	June 2013 Good	July 2014 Outstanding

#### Key information about the joining schools:

	Charsfield CEVCP	Dennington CEVCP	Occold Primary
<i>Age Range</i>	4-11 years	5-11 years	5-11 years
<i>No. of students</i>	70	77	70
<i>Headteacher</i>	Mr Ian Page	Mr Ian Page	Dr Paul Parslow- Williams
<i>Most recent Ofsted report</i>	March 2014 Good	April 2015 Good	March 2017 Good

#### Trust Vision and Values

The vision for the All Saints Schools Trust and its member schools is that by sharing and working in partnership our schools are stronger, more sustainable and provide a better education for local children.

The Trust has identified the following key values, described below:

- All children should have excellent schools close to where they live
- Small rural schools can provide an excellent education "small is beautiful"
- Rural schools are an essential part of the local community
- We value the individual identities of all our schools
- We value the special role of the local and diocesan Church in our Church schools

- We will do all we can to prevent the need for a local school to close
- We will grow our MAT locally to add capacity in a sustainable way
- Parents, staff, the Church and the local community are key stakeholders who should be involved in decision making

### **Why are our schools well suited?**

We realise our schools must ensure that they partner with the right trust. We want to keep hold of our individual identities. We want to ensure we work with others who share our values.

We also want to share our strengths and utilise the strengths of others. We want to come together to be stronger, have greater resilience and to be able to provide first class education for the children in our communities for generations to come.

### **Ethos and Values**

- We recognise that VA and VC schools have a special ethos and values. This will not be lost.
- The individual culture and ethos of our schools will be maintained.
- We will combine resources and best practice but not seek to change to change the culture within our schools. We will preserve each of our schools' individual identities.
- We do not want to form a brand. The function of the Trust is to serve the individual schools which it is made up of and enable the schools to maintain their individual identities.
- All the schools in our Trust have the best interest of the pupils we serve at the heart of everything we do.

### **Trust governance, leadership and management**

The Trust is governed by a single board of trustees including Foundation Trustees appointed by the Diocese. The trustees have the range of important knowledge, skills and expertise needed to oversee an organisation of approximately 800 students, nearly 150 staff and over £4m of public funding.

Each school would continue to have a Local Governing Body (LGB), with representation for parents, staff and the wider school community as now. The existing character of the LGB ie. VA, VC or Community would be maintained and Charsfield and Dennington would continue to retain a Federated LGB. Governors and Headteachers would continue to decide how their school is run with the vast majority of decisions still made locally.

The trust would have overall accountability to the Department for Education (DfE) but each school would be subject to individual Ofsted inspection.

Each Headteacher would continue to be responsible for running their school but would form a leadership group responsible for developing and implementing trust plans for school-to-school support and collaboration. Melanie Barrow, as CEO, will have specific responsibility for overseeing the trust's legal, financial, governance and HR functions. Unlike some trusts, all Headteachers will form part of the leadership group, which will be overseen by two Co-Executive Principles, Melanie Barrow and Mark Carlyle.

The funding would still be calculated and allocated on a school-by-school basis. The schools would contribute to the central costs of running the trust, which would be kept as low as feasible. The

Trust's finances would be subject to close scrutiny by the DfE's Education Funding Agency and independently audited accounts would be published. The Trust would be the employer of staff in all schools.

### School management and operation

In each school, students would continue to be taught by the same teachers in the same classrooms, wearing the same individual school uniform that they do now. Over time students would notice changes in the way they learn and be able to access a wider range of opportunities, as the schools develop trust-wide initiatives to enhance teaching, learning and the curriculum.

The names and identities of the school would remain the same and schools would retain control over the admissions policies and processes, which must be compliant with the national admissions code.

All staff would continue to work in their current schools with the same responsibilities and terms and conditions as now. There would be opportunities for some staff to take on wider responsibilities across schools to enable the trust to function effectively and efficiently. Staff would also have access to enhanced professional development. There are no plans to make any posts redundant as a result of the Trust being established.

### Next steps

The aim is for the three schools to convert to academy status and join All Saints Schools Trust on September 1<sup>st</sup> 2018.

The first step is for each of the three schools to consult with their school communities on the proposal. This coordinated consultation will run from Wednesday, April 18<sup>th</sup> until Tuesday, May 15<sup>th</sup> and will include meetings when parents, carers and staff will be able to hear more about the proposal and ask questions.

School	Audience	Time & Date
Dennington	All Staff	4.00pm Tuesday, May 8 <sup>th</sup>
Occold	Parents & carers	6.00pm Tuesday, May 8 <sup>th</sup>
Dennington		2.00pm Wednesday, May 9 <sup>th</sup>
Charsfield		6.00pm Wednesday, May 9 <sup>th</sup>

At the end of May, the Governing Bodies of the three schools will then consider a report on the consultation and decide whether to proceed with the proposal. Then, subject to completion of legal tasks such as completing the agreements with the Secretary of State, the schools would convert to academy status and join the Trust on September 1<sup>st</sup> 2018. The transition would be carefully managed to ensure day-to-day running of the schools is not affected.

Parents, carers, staff, students and the wider community of each school will be kept fully informed.

### More Information

More information and frequently asked questions can be found at: <http://asst.org.uk/consultation>