Sarum Academy
Proposed transfer to

Community Information and Consultation Meeting
7th September 2017
Introductions
Purpose of the meeting
Agenda for this evening

- Sarum Academy – why join a local partnership?
- About Magna Learning Partnership
- The transfer process - Information and progress update
- Consultation feedback / staff views and questions
- Next Steps
Sarum Academy – why join a partnership?

• Sharing expertise in areas such as teaching and learning, pastoral support, transition and attendance tracking
• Building on good foundations through financial stability
• Growing the Academy reputation
• Growing numbers at the Academy
• Opening up opportunities for new students and their families
• Developing the educational landscape for Salisbury
Magna Learning Partnership

A newly established multi academy trust for Salisbury and the surrounding area.

Currently supporting 3 secondary schools

The Trafalgar School at Downton
Wyvern College
St Edmund’s Girls’ School
MLP’s core purpose

supporting all schools to develop students into

“well rounded, confident, happy and resilient individuals to boost their academic attainment, employability and ability to engage in society as active citizens.”
Our Journey

July 2015 decision by governors of the three founding secondary schools – St Edmund’s Girls’ School, The Trafalgar School at Downton and Wyvern College to pursue MAT status with following principles:

• shape and enhance comprehensive education for wider group of young people locally
• develop breadth and quality of provision
• achieve economies of scale
• recruit and retain the best staff and provide high quality professional development
• create a Trust that in time provides all-through provision from 3-19
Vision Statement

Magna Learning Partnership is a multi-academy trust which aims to become a cross-phase family of schools, operating across Salisbury and the surrounding villages. It has a common aim of continuous school improvement through challenge, collaboration and support.

MLP seeks to become a network of schools in which every individual, staff member or student is developed to be the best they can possibly be, reaching out locally, nationally and globally to improve and share practice in order to create world class opportunities for our children, staff and community.

MLP values and remains committed to our comprehensive, inclusive and non-selective system. Valuing the distinctiveness in our partner schools, MLP will retain the mix of same-sex and co-ed school provision, both faith and non-faith.
What this looks like - Outcomes

• Best possible outcomes: progress and attainment for each cohort of students in MLP will exceed expectations year on year

• Innovative, collaborative approaches to adolescent mental health and well being impact positively on student outcomes and life choices

• Self supporting subject improvement teams

• Strategic support for targeted areas of underperformance

• Leadership growth and capacity
MLP schools – headline standards data

2017 Basics – English and Maths at Grade 4 or above:

• St Edmund’s Girls’ School 75%
• The Trafalgar School at Downton 70%
• Wyvern College 45%

All three schools rated Ofsted ‘good’

Wyvern SIAMS ‘good’
St Edmund’s SIAMS ‘outstanding’
Strategic improvement strategy

- Progress and outcomes for students in each cohort exceed national expectations and prior performance
- Collective responsibility for standards underpinned by system for quality assurance
- School to school support focussed on teaching and learning

Key priority areas:
- Attainment and progress, including PPD agenda
- Curriculum development
- Attendance and attitude to learning
- Student recruitment and transition
- Staff recruitment and ITT
- Staff continuing professional development
- Student mental health and well being
Anticipated Development and Growth Phase

At pace, but at our own pace

• Start-up: April 2017 - 3 schools 1800 on roll
• November 2017 – 4 schools 2200 on roll
  • Sharing expertise / early efficiencies
• January 2019 - 3000 plus on roll
  • Through schools joining MLP - Inclusive of all phases
  • Building efficiencies, developing expertise
Governance Structure

- **MEMBERS**
  - Board of Trustees

- **RESOURCES Committee**
  - Finance
  - Personnel
  - H&S
  - Premises
  - Audit
  - Transformation projects

- **STANDARDS Committee**

- **Committees** – both receive reports and challenge the LGBs

- **Local Gov’ Board**
  - St Edmund’s
  - Trafalgar
  - Wyvern

- **C of LGBs Forum**

**Resources Committee**
- Curriculum
- T&L
- Students

05 Sept 2017
A MAT of Church and Community schools

4 Members
- 1 x SDBE Corporate Member
  - nominated by the Members for approval by the Diocese
- 1 x CofE Foundation Member
- 2 x non-Foundation members
  - Of which
    - 1 is the Chair of Trustees
    - 2 member appointed

9 Trustees
- 1 x Exec Headteacher ex-officio
- 4 x CofE Foundation / 4 x non-foundation Trustees
- Majority (at least 6) are Member appointed
- Option to co-opt up to 3 additional Trustees
- Of the above 8-11 places, when appointing Trustees the Members considered:
  - The skills mix coverage
  - Maintaining the CofE foundation balance as far as is possible
  - An understanding of all education phases (primary / secondary / post 16)
- Each school has a ‘linked’ Trustee – not as an LGB rep, but as a means to ensure line of sight and for Trustees to have a means over further oversight and for a school to have a further line through to the Trust Board
  - For Sarum this Link Trustee will be Julia Hastings
Local school governance

- 1 Local Governing Board per school
  - Governors are appointed by the Trustees / parent representatives will have been nominated by parent groups
  - Retain respective status as CofE (VA, VC) or Community (Foundation) schools status representation
  - Between 6 and 12 Governors relevant to their need – skills and community focused
  - Headteacher as ex-officio Governor
  - 2 Parent Governors – but can be from any MLP school
  - Schools could have 1 other member of staff nominated as a Governor but this is not a requirement
  - Schools can have local working groups if they wish

- Delegation approach
  - Focus of LGB is to hold the school leadership to account
  - Assumed high autonomy with flexible delegation model based on triggers of performance
  - Accountable to the Trustees via the central Board committees

- Chairs of Governing Boards forum
  - Facilitates the collaboration at local governance level
  - Facilitate rotation of governors between schools LGBs to support improvement and access to key skills
Operational Structure

Board of Trustees

Exec Head Teacher

St Edmund’s Headteacher
- Teaching & Education support Staff
- Business support Staff

Trafalgar Headteacher
- Teaching & Education support Staff
- Business support Staff

Wyvern Headteacher
- Teaching & Education support Staff
- Business support Staff

P’ship BM

School Improvement & MAT Development Board

RSC
Transfer process
Planning to date

- Project Steering Board formed
- MLP and SA Due diligence processes completed
- Transfer proposals developed and submitted + DfE meeting
- Financial planning undertaken - Negotiations with the ESFA, with approval of the financial recovery plan August 2017
- Stakeholder consultation strategy planned
- DfE and ministerial approval to progress
- Detailed implementation & conversion plans developed
- Stakeholder consultation launch
- Staff data collection & TUPE planning underway
- Contracts being reviewed for greater effectiveness
- **Proposed transfer date 1st Nov 2017**
Existing Sarum Academy staff

• All staff on the transfer date will transfer automatically to MLP as employer through TUPE (Transfer of Undertakings – Protection of Employment regulations).

• All staff will be consulted, with Unions invited (formal consultation begins on 21\textsuperscript{st} September).

• All staff are entitled to transfer to the new employer on the same Terms and Conditions of Employment.

• Pensions remain unchanged – Local Government Pension Scheme and Teachers’ Pension Scheme

• We anticipate that the new arrangements will open up new possibilities for career development
Sarum Academy Land & Buildings

- Lease of Wiltshire Council owned paying field to MLP (standard DfE model lease)
- Church Supplemental Agreement to enable MLP to occupy of Diocese owned school buildings (standard DfE / National Society model).
- A key consideration is the asset state and value that the trust becomes responsible for and therefore its condition and liabilities – due diligence underway
- The financial implications of the buildings dovetail to the financial work for planning future capital programmes and opportunities that can be realised from the estate portfolio – such as shared use of facilities, increased lettings opportunities
The financial challenge as a single academy

- The recovery plan does not allow for growth
- Education of young people is severely compromised owing to insufficient funding

The financial opportunity within MLP

- Sarum joins MLP in a financially stable position, with a clear recovery plan in place
- Sarum objectives can be achieved – investing in school improvement with the support of transfer support funding sum for MLP from ESFA
- The Sarum educational improvement journey can continue with less significant financial constraint
- Greater opportunities to generate efficiencies as 4 schools
- Greater efficiencies and education outcomes potential for all schools through growth opportunity
Stakeholder engagement

• To date - In school meetings and stakeholder letters keeping everyone informed as key DfE decision steps taken

• Formal communication and consultation window launches Sept 2\textsuperscript{nd} for all stakeholders
  – Governors / Staff / parents & carers / local key people / partners / other schools locally / local services & businesses
  – Ratification meetings for Sarum members 25\textsuperscript{th} Sept, MLP Trust Board 27\textsuperscript{th} Sept
  – FAQs updated and published
  – MLP website – magnalearningpartnership.org.uk
  – Consultation email – info@magnalearningpartnership.org.uk

• Covers change of status for Sarum Academy to join MLP
• Formal TUPE consultation for staff held separately
Transfer proposal

The benefits:

• Sarum and Magna Learning Partnership share a philosophy and ethos focused on maximising outcomes for young people
• Sarum is embedded into the local offer in Salisbury
• Sarum and MLP are able to manage growth in student numbers while delivering excellent educational provision
• The positive reputation for Sarum is grown through its position in MLP
Feedback / Views / Questions
Next Steps

• Consultation open until Thursday 21\textsuperscript{st} September
• Commence TUPE transfers
• Commence contract novations and transfers
• Establish new leases for premises
• Sarum Academy and MLP Trust boards meet to consider feedback and transfer information – end September 2017
• Legal and DfE transfer agreements in place by end October ready for 1\textsuperscript{st} November
‘empowering students to be the source of their own success.’

‘Courage, commitment, compassion’

‘Inspired to learn’

‘working hard, achieving more’
November 2017

‘better together’

“Unity is strength; where there is teamwork and collaboration, wonderful things can be achieved.”