



Forming a Multi-Academy Trust (MAT)

This document provides you with information about the proposed change to forming a MAT between the two schools listed above.

Under these proposals:

- Each school will remain focussed on delivering excellent teaching and learning within its local community.
- Each school will continue to have its own Headteacher.
- Each school will continue to have its own Local Governing Body.
- Each school will work together on projects to improve education and learning for all.
- The schools will look to share administration, technical support and resources to reduce costs and improve effectiveness.
- A Trust Board will exist to provide oversight of the performance of each school and ensure effective and equitable investment in improvements across all schools.

Why change?

We believe a formal partnership will establish a clear vision and systems for working effectively together, as we move to the future, for the benefit of all our children. We are determined to take whatever action is needed to maximise the achievement and personal development of all our children. The Headteachers and Governors of the schools have worked together to establish a shared vision for improvement whilst retaining what we value most in each individual school. It remains Government policy to encourage all schools to become Academies. Sole converter Academy schools are being encouraged to become part of a MAT by joining an existing MAT or by forming their own MAT. We believe forming our own MAT is the best option because it will enable our schools to:

- Develop first-class education to meet the needs of all.
- Protect our schools' ethos.
- Retain our individual identities, qualities and strengths.
- Maximise the autonomy of each school in shaping their own future.
- Enable and enhance the professional development of all staff.
- Give greater financial control to obtain the best value and greatest choice of services and ensure funding can be maximised.
- Enhance opportunities to network, to support and challenge.

Our Vision:

We are ambitious for our schools, our students, their families and our local community because we believe that there is no limit to what can be achieved by anyone.

We want to work together to challenge, share best practice and support each other whilst maintaining each schools' own distinctive identity. "Secondary ready, Primary responsive, prepared for life."



Frequently asked questions:

1. What is an Academy? An academy is a state school that is run by an Academy Trust. The Academy Trust enters into an agreement with the Secretary of State for Education that sets out its responsibilities and accountabilities for the effective running of the Academy. The Academy is funded directly by the Government and is no longer run by the Local Authority. The Trust is charitable, which means it will operate as a charity and not for the profit of individuals or businesses.

2. What is a Multi-Academy Trust? A Multi-Academy Trust is when 2 or more Academies come together in partnership. In our case we are looking to form a cross phase MAT covering children and young people, aged 3 -19 years. Each school will keep its own name and the MAT will probably be known as the 'Manor Education Trust'. It will be possible for other schools to join the MAT in the future.

3. Who will be responsible for running our school? The MAT will have an overarching Board of Trustees which may include some individuals drawn from the current schools' Governing Bodies. The Trust Board will ensure that each school has a Local Governing Board (LGB) and propose to delegate many powers to them. The Local Governing Board will continue to work as part of the Leadership and Management of the school.

4. What is involved in becoming a Multi Academy Trust? The Governing Body is considering forming a MAT. We have registered our interest with the Department of Education. Each school will complete a period of consultation with parents, pupils, staff and the wider community which the Governors will take into consideration in reaching their final decision.

5. Would the school change its name, logo or uniform? The school is not required, and has no plans to change its name, logo or uniform.

6. How will being an Academy affect staff? Currently, the employer for staff is Kensington Avenue Primary School . After conversion all staff will be employed by the Multi Academy Trust. Staff are legally protected to transfer under the same employment terms and conditions, including pensions. Their continuity of service is protected and all staff will be consulted in accordance with the Transfer of Undertakings (Protection of Employment) Regulations.

7. How are the pupils affected? The pupils will not notice any immediate differences. They will be in the same uniform, in the same classrooms, with the same teachers. We will continue to strive for an outstanding education for all our pupils. Over time the pupils may notice some changes and improvements in the way that they learn, resulting from greater training opportunities for staff and innovative learning opportunities.

8. Will we get more money as part of a MAT? The school will receive the same amount of per-pupil funding as part of a MAT as they would have previously as a sole converter academy. All funding comes directly from Government to the MAT which controls the overall budget and then distributes the money to each of the schools within the MAT. Each



school does not have more money but by working together can enhance the economies of scale and choose services that benefit all the pupils within the MAT schools.

9. What are the risks of becoming a MAT? It is difficult to quantify the risks involved in conversion to a MAT, as every conversion process is different. Some stakeholders involved in any conversion situation may be concerned about the financial arrangements which will be put in place in case these adversely affect their own school, about the degree of independence their school will have in managing and recruiting staff and in setting a curriculum, and about the way that leadership and governance will function within the MAT. The way to ensure that these possible concerns do not place any of the schools involved at risk is to set up the MAT in a mutually beneficial way with a strong and positive ethos in place, and to ensure that it is well-run. There has been a great amount of collaborative groundwork done by representatives of all the schools involved in this proposed MAT to ensure that all of the schools agree with the proposed structure for the MAT and its proposed Scheme of Delegation, which defines how the leadership and Governance of the MAT will operate. From the beginning it has been clear that all of the representatives have been determined to preserve the independence and unique character of their schools, and to make sure that key decisions on staffing, curriculum and the use of resources will be made so as to benefit the students and families of each individual school, as well as the local community as a whole. It should also be noted that there are risks in not becoming a MAT. In the future, any school could be influenced to become part of a broader Academy chain. Creating a local MAT, under local direction, offers the best opportunity to sustain vibrant, successful local schools.

10. How will admissions to the school be affected? Each school in the MAT will become its own admissions authority but will be required to adopt clear and fair admission arrangements in line with the admissions law and school admissions code. The LA will continue to be responsible for making sure there are enough places locally and will coordinate the admissions for all schools. Parents will continue to complete one application per child for each school place. The proposed MAT has no intentions to change the current admissions arrangements for our schools.

11. Does becoming part of a MAT change the relationship with other schools? No. Each Academy within the MAT will continue to collaborate and share best practise and expertise with all other local schools and the wider community.

12. Will Special Educational Needs and Disabilities (SEND) responsibilities change? No. Responsibilities as part of a MAT in relation to SEND will be the same as they are now. A child with an Education, Health and Care Plan (EHCP) can still nominate an Academy as their school of choice.

13. Can a school pull out of the MAT? Yes. In the event that the MAT fails to deliver on its desired outcomes it remains possible for either school to withdraw from it.