

DAME TIPPING C OF E PRIMARY SCHOOL



CONSULTATION TO JOIN LIFE EDUCATION TRUST

1. Who is undertaking the consultation?

The governors of Dame Tipping Primary School

2. Who is being consulted?

- Parents of existing students
- Parents of prospective 2018 Reception students of Dame Tipping Primary School
- Existing students
- Staff employed by Dame Tipping Primary School and their trade unions
- The London Borough of Havering
- The Havering Learning Partnership
- Other schools, colleges and academies in LB Havering
- Local Members of Parliament for Romford and Upminster

3. What are we consulting on?

To join the LIFE Education Trust.

4. What is the LIFE Education Trust?

4.1 Identity; Who Are We?

The LIFE (Learning is For Everyone) Education Trust consists of Benhurst Primary School, Frances Bardsley Academy for Girls and The Bridge Centre. These schools share the desire to see students from all backgrounds succeed academically and find themselves and their place in society regardless of their starting points and the obstacles they may face. Established in July 2016, the Trust has seen results grow in all schools and has a reputation for creativity and enrichment. The Trust has been invited to become one of a select number of Trusts which Church of England Voluntary Controlled Schools can join.

4.2 Principles: What We Believe

All our schools share three key principles:

Learning from the Past

We recognise and celebrate the traditions of our families, cultures, schools, locality, and all religions whilst holding broadly Christian values and British values.

This principle will be evident in our school customs and celebrations. Values will be taught explicitly and implicitly through assemblies, lessons and visiting speakers.

Living in the Present

We see the importance of becoming self-aware, of the need to recognise the opportunities and dangers of the current time including issues raised by the internet and social media and the dangers of extremism. All those in our communities will be taught to care for others, to work hard, to remain positive and to enjoy the present.

This principle will be evident in a sense of engagement and involvement in our learning and in a range of activities and extra-curricular experiences, a growing appreciation for our own and others' strengths and weaknesses and learning, charity and international work

Looking to the Future

We will all seek to identify what we want to achieve in life, to plan for our future, considering future possibilities, adding value to society, developing life skills and an awareness of the world of work and university.

This principle will be evident in rich careers provision, engagement with the world of work, visiting speakers from different sectors, student conferences and the embedding of positive thinking.

4.3 Our schools; Where We Work

In order to facilitate close collaboration, shared thinking and resourcing, our schools will be within close proximity of other members of the Trust. The Trust has initially worked in Havering but expressions of interest from schools and academies in adjoining Boroughs are being considered if the Board feels that they share our principles and thinking.

We are proud to expect single sex, mixed, Primary and Secondary schools in the Trust. Schools will have greater autonomy depending on their Ofsted status and as a result of risk assessments and Healthchecks conducted by the Board. All schools currently have Local Governing Bodies whose powers are delegated from the Trust Board.

All our schools adhere to our core principles and are provided with shared Core Services which include:

- School Improvement Services
- Human Resources
- Core policies
- Business and Financial Management including shared auditors
- The use of Lead Practitioners in all English Baccalaureate subjects and Creativity within Year 1.
- ICT Support
- Marketing and Recruitment Support
- Our Common Pay Scale remains at least as favourable as national scales.

5. Reasons for making this change

5.1 Changes in government policy over recent years

There are now fewer maintained schools (managed, funded and supported via the Local Authority). The majority of secondary schools in Havering are now academies and an increasing number of primary schools; these schools are independent of the local authority; directly funded and performance managed by the Department for Education (through the Education and Skills Funding Agency (ESFA)). Although joining a MAT is not compulsory the Government remains keen on this structure.

5.2 Sharing expertise

In order to deliver improvements in teaching and learning and to raise student attainment schools can deploy expert teachers or lead practitioners to drive forward change and to support the development of other teaching staff. Such people are both in short supply and higher cost than normal teachers.

5.3 Reduction in duplication of effort and administration costs

Schools working together can share resources in respect of business management, ICT, Human Resources, data analysis etc. both reducing the overall costs and improving the quality of the support that can be provided.

5.4 Better value for money

By adopting common policies and procedures duplication of effort can be avoided. Procurement savings have also been possible by harnessing the purchasing power of two or more schools.

The Trust is committed to a model of working that will reduce management and administration costs releasing funds to enhance teaching and learning and fast track improvement. Schools will be expected to make a contribution to the Trust per annum. This is currently 4%. The Department for Education also currently provides start up grants of £25,000 and access to additional funding for academies operating in a multi academy trust.

5.5 Greater focus at school level on delivery of improved teaching and learning

For each school within the Trust their efforts will focus on teaching and learning rather than the business and organisational issues which will be dealt with at Trust level

Summary of reasons

- Improved expertise and greater focus to fast track improvements in teaching and learning
- Better value for money with a reduced central cost from that currently held by the Local Authority and more money spent on teaching and learning
- Greater enrichment opportunities for students through shared activities
- Preservation of valued traditions but with scope for innovation
- Ability to recruit and retain outstanding practitioners and offer greater career development for teaching and support staff
- Focus on a strong regional collaborative approach

6 Impact

6.1 Impact on students and parents

- The name of the school, the location, uniform, and site facilities will remain unchanged
- Some expert teachers may work across all schools in the multi academy trust
- Continuity of classroom teachers will be maintained
- The quality of teaching and learning will improve as we benefit from outstanding practice from schools within the Trust
- Shared resources will allow improvements in communications and facilities
- That the church school distinctiveness, Christian values and links with the local parish church be maintained

6.2 Impact on staff at Dame Tipping

- The Trust is already a corporate entity and so staff will be employed by the LIFE Education Trust with TUPE procedure meaning they will retain the same pay and conditions and pension arrangements as at present.
- Most staff will continue to work on the same school site as now. There will be opportunities for some staff to work across all of the schools in the Trust.
- Collaboration between Heads of Department in schools within the Trust will be developed for the benefit of both students and teachers.
- All new staff will be appointed to the multi academy trust and have the flexibility to work in any school

6.3 Impact on other schools, colleges, academies in Havering

- LIFE Education Trust will commit to continue to work with other education providers and the Local Authority Havering on matters of common interest (teacher training; transfer of students between schools; child protection; exclusions; alternative and specialist Special Educational Needs provision; and admissions)
- The Trust will fully commit to contributing to the raising of educational standards in in all the Local Authorities in which it works.

7 The LIFE Education Trust structure

The Trust consists of Members, a Board of Directors and a series of 3 Committees as well as Local Governing Bodies in each school.

7.1 Members

LIFE Education Trust will have 4 Members, one of whom will be appointed by the Church Diocesan Board of Education. They are responsible for the overall strategic direction of the Trust. Members serve terms of office of 2 years, renewable by election of the other Members only twice (i.e. up to a 6 year maximum). Members will appoint the Trust Board (with the benefit of independent expert advice), which will be responsible for running the Trust.

7.2 Directors

The Trust Board, which is a charitable Trust, consists of a maximum of 12 Directors however presently the Trust will consist of 8 Directors, 2 of whom will be approved by the Church Diocesan Board of Education. No more than 2 Members will be Directors.

- The Chief Executive Officer will be the only paid staff Director

The remaining Directors will be non-executive and unpaid and will be selected for the expertise they bring as practitioners in one or more of the following areas:

- Education
- Law (in particular employment and property law)
- Financial management
- Data analysis
- Human Resources
- Strategic planning
- Business growth

The role of the Trust Board will be strategic and focussed on policy, planning, data analysis particularly regarding the performance of Trust schools, and use of resources. The Trust Board will undertake a due diligence and risk assessment process in respect of any new schools seeking to join the Trust. The Trust Board will also determine the Scheme of Delegation to individual Local Governing Bodies; it will also performance manage the schools within the Trust and provide performance improvement support where required.

7.3 Local Governing Bodies

Each school within the Trust currently has its own Local Governing Body, which will include 2 parent Governors and co-opted Governors. The maximum number of Local Governors will be 11 including the Headteacher. The Chair of the Local Governing Body will be appointed by the Board but no chair will serve more than 2 years except by special resolution of the Board. Parent Governors will be selected by application and interview by the Board for terms of office of 4 years. No Governor will serve more than 2 terms of office.

The role of the Local Governing Body will be to focus on delivering high standards of teaching and learning; safeguarding; staff development; communication/engagement with parents and the immediate local community; management of the delegated budget; site/premises management including meeting Health and Safety and other legal requirements. There will be no sub-committee structure but there will be Link Governors (designated from within the Local Governing Body) who may undertake some functions under delegation and report back to the Local Governing Body.

8 The timetable for consultation

Consultation will commence on Monday 4th June 2018 and run for 4 weeks, concluding on Monday 2nd July 2018 at 4pm.

This consultation document will be sent electronically to all of those being consulted (as listed earlier) and by post if electronic transmission is not possible. The consultation document will also be available on the school website

Consultation meetings will held at the school in the main hall as follows:

- **Assembly with students: Thursday 14th June 2.30pm**
- **All Staff and Union Representative meeting: Thursday 14th June at 4.00pm.**
- **Parents & Community (to include Local Authority and other local schools) meeting: Thursday 14th June at 6.15pm**

Questions/comments on the consultation document should be addressed to:

Clerk to the Governing Body c/o
Dame Tipping Primary School
North Rd, Havering-atte-Bower, Romford RM4 1PS

And either hand delivered or posted to the school stating clearly:

LIFE Education Trust Consultation

Or sent to office@dametipping.havering.sch.uk

Responses to frequently asked questions will appear on the school website during the consultation period.

Responses to consultation will be considered by the Governors of Dame Tipping Primary School at a special Full Governing Body meeting in July 2018.

A final decision will be taken at that meeting and replies sent to all those who have responded explaining this decision and how their comments have been taken into account. This information will also be posted on the school website.

This consultation document is published in English. If any person consulted needs a translation into another language they should contact the school and if possible arrangements will be made to provide a copy in the language requested.

Appendix A

List of names of persons to whom the consultation document has been sent

- Parents of existing students
- Parents of prospective 2018 Reception students of Dame Tipping Primary School
- Existing students
- Staff employed by Dame Tipping Primary School and their trade unions
- The London Borough of Havering
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