



Academy Consultation

Consultation with Parents and Carers

Friday 5th July 2019



Academy Consultation

What have the GB been doing so far?



The Local Context - LBTH

Phase 1 aims to establish future principles:

- World class education fit for the future
- 1 FE no longer independently sustainable in inner city areas with high mobility and shrinking finances because 1 FE does not give sufficient finance to manage undersubscription.
- Licensed deficits can only be given where financial plans for future are robust.
- **The need for re-organisation provides an opportunity to improve the sites and premises children attend (reduce number of no longer fit for purpose schools in inappropriate sites).**
- **Schools must work together to optimise resources for the community and to plan next stages of the review.**
- The review should ensure the spread of places across the Borough matches demand.

Source – LBTH PowerPoint to Governors Feb 2019



The Local Context - LBTH

What governors need to consider now

- Are principles right – feedback if you don't agree with them
- Who to be part of educational community group – recommending HT and C of G from each school
- **Evaluate your school's viability now, in 3 years, and in 5 years – in terms of pupil numbers and finances**
- If a deficit budget is likely, apply for licensed deficit
- When to meet in summer to discuss refined proposals

Source – LBTH PowerPoint to Governors Feb 2019



The Local Context - LBTH

Future considerations for governors:

- **Given falling rolls and limited budgets is your school financially viable?**
- **Which are your neighbouring schools, how could you work with them to reduce reception places and improve the educational offer for the wider community (beyond your own school)?**
- **What might be the best solution for your community?**
- What might a transitional process look like?
- When and how would you communicate this to staff/parents/the community – bearing in mind the LA timetable and the importance of business as usual being top class, and the anxiety that change brings.

Source – LBTH PowerPoint to Governors Feb 2019



The Local Context - LBTH

Tower Hamlets Local Authority are currently reviewing their pupil place planning and have written to all **governing bodies** asking them to **consider their position now, in three years' time and five years' time**, they have made it clear that one-form entry primary schools will not be financially viable and there is the **intention to close 10 forms of primary entry by 2022**. A number of schools have quickly moved to **work together and form federations from September 2019** in order to share professional expertise and make economies of scale.

1. Mowlem and Marion Richardson
2. Stephen Hawking and Harry Gosling
3. Redlands and Smithy Street
4. Globe and Bangabandu
5. St John's and St Paul's

There are currently a further 10 schools (yet to be named to the wider public and council) who are in formal discussions with the local authority on amalgamation and closure, these discussions have not been led by the schools, they have been imposed by the Local Authority. The governors and I do not want to be pushed into an amalgamation with a school that does not share our vision and values. The schools in UST and their Trustees share our values and this has led to the decision by the governing body to formally consult. The consultation to close 6 forms of entry (and potentially three schools) will begin in September. The Local Authority are currently consulting on the closure of Raines.



The National Context

England's **child protection and support services are in financial crisis**, with the heaviest cuts burden falling disproportionately on the north of the country and in the **most deprived areas**, research by the UK's "big five" children's charities has found.

Councils overall suffered a 29% cut in government funding for children's departments between 2010 and 2017-18 – equivalent to £3bn – despite spiralling demand for a range of services, from family crisis support to child protection, the research said.

The top five children's services "funding cuts' hotspots" identified by the study were all London boroughs – Westminster, Tower Hamlets, Camden, Newham, and Hackney – all of which saw per-child funding reductions of between 45% and 52%. Funding on this basis fell by 37% overall in greater London.

Source – The Guardian Newspaper - Feb 2019



Why UST? Our Children

The local and national school picture is changing. The governors are consulting because they believe the children will be provided with:

1. A wider **range of opportunities** (both in terms of teaching and facilities)
2. Consideration for **secondary school places** (a consultation would be required)
3. School to school support for **KS2 to KS3 transition** (this is often known as the lost years) both in terms of pastoral and academic.
4. **Inclusive education** with a **broad and balanced curriculum**

The Governors and Trustees are driven to support the best outcomes for all their students, this is their key driver.



Why UST? Our Staff

The School of Education

The School of Education (SoE) was set up in 2014 when St Paul's Way Trust School became a National Teaching School.

1. **Professional development opportunities** for support staff, teachers and leaders from our own schools and other schools across the region
2. The SoE is able to **train teachers and provide accreditation for Newly Qualified Teachers (NQTs)**.
3. **Bespoke packages** of support for schools outside of our Trust.
4. The SoE works with schools in **all Ofsted categories**.

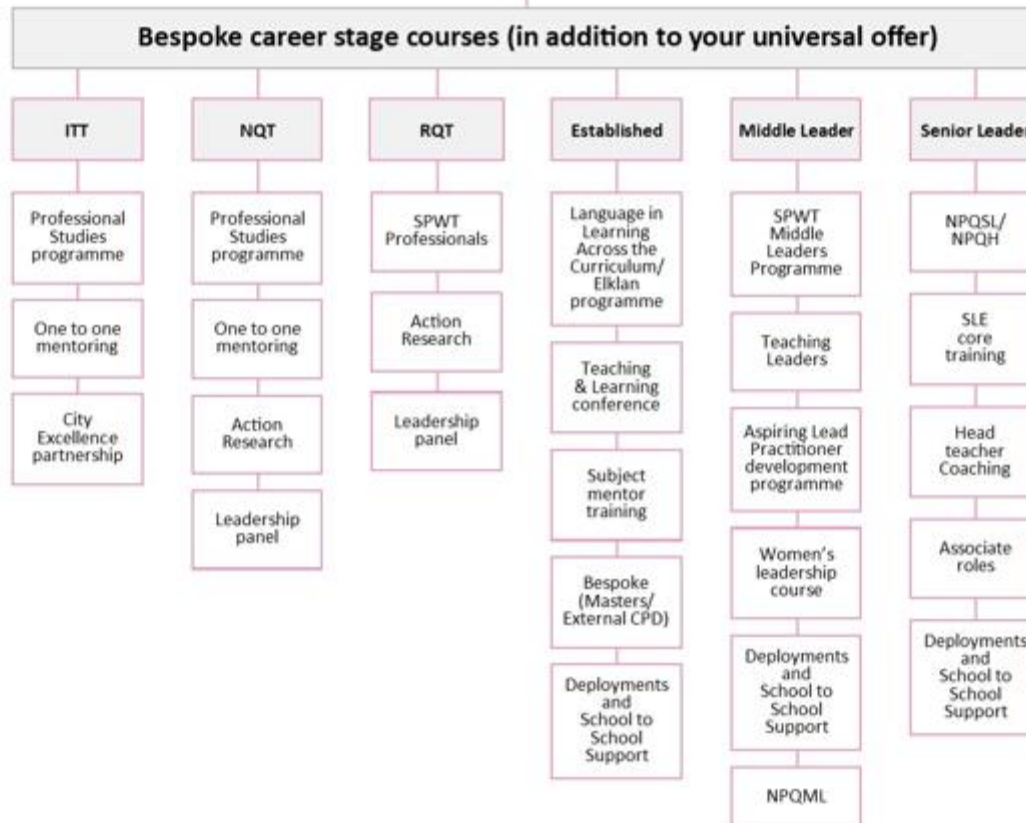
The development of the SoE has played a crucial part in recruiting the best teachers and support staff for the students of UST and provides the staff with exciting opportunities for their career development.

Why UST? Our Staff





Why UST? Our Staff





Terms and Conditions

Will staff transfer to the academy?

All existing staff will transfer under TUPE regulations

What is TUPE?

TUPE refers to the “Transfer of Undertakings (Protection of Employment) Regulations 2006” as amended by the “Collective Redundancies and Transfer of Undertakings (Protection of Employment) (Amendment) Regulations 201”. Staff working at the ‘old school’ are transferred to the new employer ‘the Trust’ with contractual protections.

The University School Trust have stated that they will abide by national pay and conditions.



Why UST? Our Governors

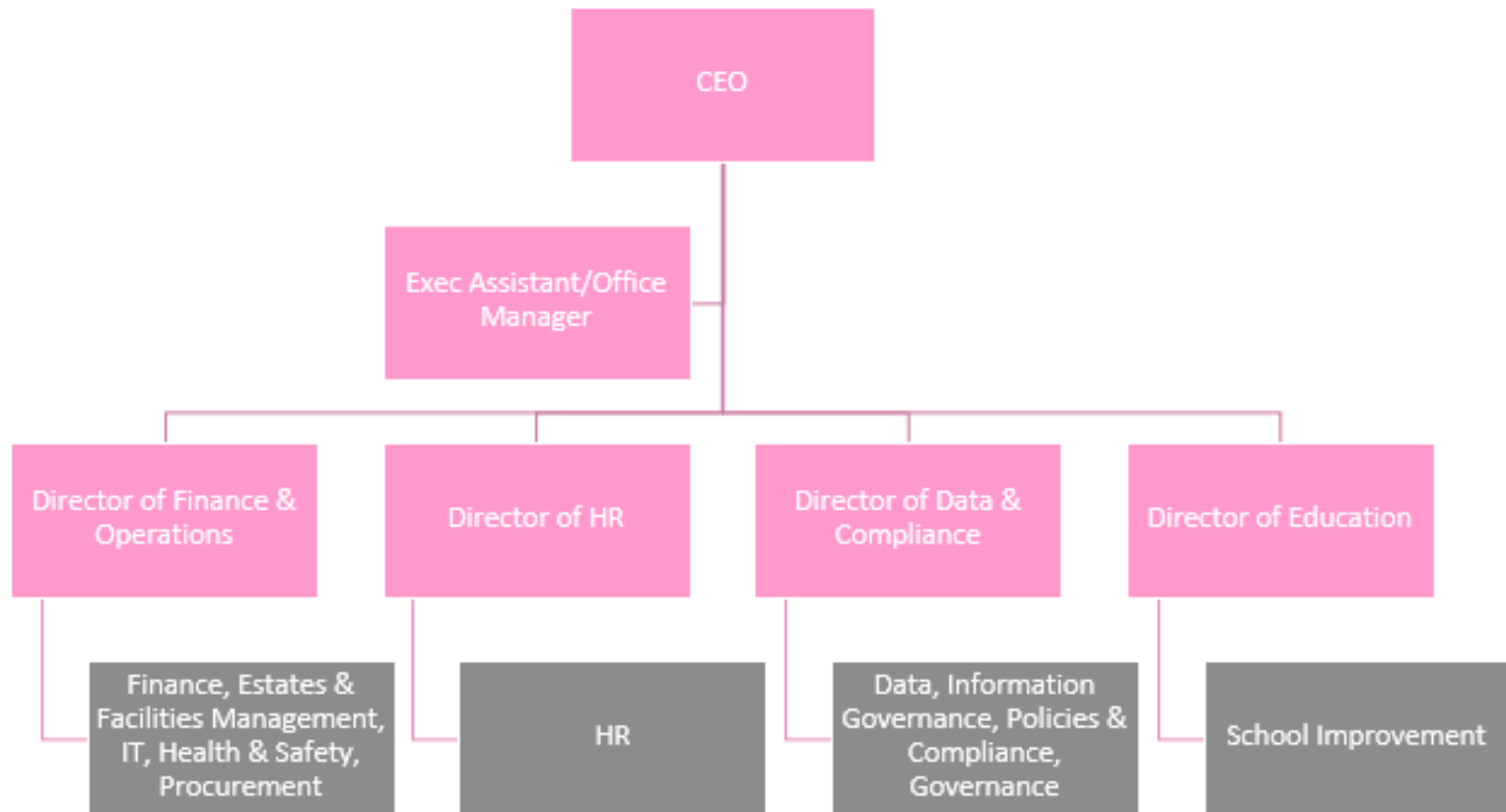
Self Determination:

School leaders and their local governing bodies are able to promote and drive their own vision and brand, simultaneously united by a shared set of aims and access to extensive resources from within the UST learning community

1. Annual Local Governing Body **Conference**
2. Dedicated and **committed Chairs of Governors** who work collaboratively
3. Governing Body **Handbook**
4. Regular **meetings with the HTs and CEO**
5. **Trustees** actively involved in **LGB**



What is the structure of UST?





Why UST?

1. Director of Education

- HT Appraisal, School Improvement Plan, School Self Evaluation, SEND review, PP review, safeguarding review etc...

2. Director of Finance and Operations

- Financial compliance, build, IT management, bids etc...
- Procurement e.g. Bluesky, CPOMs, Parago, cleaning services, catering, insurance

3. HR Director

- Policies, complex case review, workforce strategy (workload and well-being)

4. Director of Data and Compliance

- Data, Governance, GDPR, Communications and website



Who are the Members and Trustees?

Trustees

Professor Peter Heathcote, Chair of Trust Board. *Nominated by Queen Mary University of London.*

William John Carroll, Vice Chair of Trust Board and Chair of Resources and Remuneration Committee. *Nominated by XL Caitlin (now AXA).*

Dr Clare Goudy, Chair of Standards Committee. *Nominated by University College London.*

Dr Gail Joanne May, Chair of Marketing and Communication Committee. *Nominated by University of East London.*

Elizabeth Marshall, Chair of Audit Committee. *Co-opted by Trust Board (QMUL).*

Stephen Beharrell. *Co-opted by the Trust Board (Drapers Company).*

Babu Bhattacharjee. *Nominated by Polar Harca.*

Paul Anthony Blagburn. *Nominated by the University of Warwick.*

Professor Karen Linda Bryan. *Nominated by the University of Greenwich.*

Sarah Cowls. *Nominated by Queen Mary University of London.*

Simon Nigel Hall. *Nominated by NHS Tower Hamlets Clinical Commissioning Group.*

Oyeronke Martins-Taylor. *Nominated by London Borough of Tower Hamlets.*

Professor Ian McFadzean. *Co-opted by the Trust Board (KCL).*

Professor Nicola Phillips. *Nominated by Kings College London.*

Richard Shroll. *Nominated by Wates Construction Ltd.*

Christine Whatford. *Interim CEO, ex-officio.*



Academy Consultation

What are the values of UST?

- a) We believe in **inclusive, comprehensive education**
- b) Our track record shows that we welcome all students and seek to ensure that all **students achieve their potential**
- c) We have a strong track record of **supporting SEND students**. St Paul's Way Trust School also has special provision in place
- d) We have a strong track record of supporting young people by providing an **excellent range of learning pathways**
- e) We believe that young people should enjoy a **broad and balanced curriculum** and actively seek to ensure that subjects such as **music, drama and art are valued and accessible to students**
- f) We have an excellent track record of supporting young people, including **disadvantaged young people, into Higher Education**
- g) We have an **excellent track record of providing continuing professional development for our staff** so that they can deliver excellent lessons. We established the School of Education in order to provide our staff with ongoing training and support.



Questions from parents