



CONVERSION TO ACADEMY STATUS

ALEXANDRA FEDERATION

CONSULTATION DOCUMENT

November 2017

Introduction

You are fully aware that the governors of the Alexandra Federation have been considering the position very carefully and have concluded that it is important for us to engage in this change. Last academic year, we registered an interest with the Department for Education (DfE).

We informed you before the summer holidays that we would be submitting a new application to the DfE to convert and this has now been granted. The Academy order that fully allows the school to convert to Academy status.

The Governors are now initiating a formal consultation on whether we should proceed with the application to the DfE to convert to Academy status within a new arrangement of our chosen partner schools: Jackfield Infant School and Moorpark Junior School.

The final name chosen from a collection of everyone's ideas is **The New Guild Trust**. This has grown from a desire across the schools to have something that showed our pride in the Potteries. In tribute to the highly skilled professionals of our historical industry, the gilders, who are the talented people that paint the gold onto pottery and with the links to the *golden thread of excellence* that is reflected within our shared vision for every child, the name grew into the guild. A slight difference of spelling but the meaning of Guild is a group of like-minded people who share a trade – our trade being teaching and education. We hope you all agree this is a great name for a great team.

Consultation Process

The consultation will be carried out with all stakeholders including staff, parents and pupils to provide the Governors with a clear picture of the school community's views about this potential change.

Please note that the formal consultation process is now open and will be so until 12pm, 20th December 2017. We encourage you to present your support, views, questions and concerns. All submissions received by this date will be considered at a meeting of the full Governing Body. Please submit your views either by email to office@alexinfants.co.uk, office@alexandrajunior.co.uk or in writing to the school's address. Please mark letters and emails 'Academy Consultation' so that they can be quickly forwarded.

Additionally, we are also inviting you to attend our coffee morning where members of the Senior leadership team from both schools will be available to answer any questions and to gather ideas from stakeholders in steering the vision for our academy trust. This will be held on Friday 8th December 2017, 9.15am at Alexandra Junior School.

We have provided a leaflet explaining the benefits and risks of becoming an academy for all families and there is also a copy on our website.

Vision for the Academy Trust

The governors of each school within our proposed Trust have met on a number of occasions to ensure this partnership is stronger from the start and they have begun to create a shared vision for the network of schools.

They created the following statement about what we believe the MAT should be for our children:

We aim for our family of schools to be highly organised, communicate well, care for everyone, work well individually but equally well together. To show genuine interest in each other and value that our individual, unique schools make the group stronger together.

The curricular diet we want for every child, will be strong and nourishing, always growing and finding fresh ground and therefore new ideas. Skills should intertwine across subjects to enable everyone to flourish, flower and be fruitful.

The people we want to work with our children should be the golden thread that provide care, warmth and inspiration to all; we want them to be strong with love, proud with belonging and to provide the best education as the foundations for everyone's success.

Why should our school becoming an academy in this trust?

Because we have a shared vision.

What would not change?

Very little if anything will change in the day to day running of any of the schools. All schools will maintain their identity by keeping all that is special about each one of them.

The governors are committed to retaining the existing names of the schools in The New Guild Trust - and there are no plans to alter the school uniforms or anything else concerned with the day to day delivery of what we do.

There will still be a Governing Body – with governors drawn, as now, from a range of backgrounds. We are already working as part of a Federated Governing body across the two schools.

There will still be an opportunity for elected parents to join the governing body. Academies have a range of explicit freedoms not available to LA schools including setting the pay and conditions of staff and term dates of students. However, our Governors are committed to adhering to national agreements on pay and conditions.

It should also be noted that the employment rights of all current members of staff will be protected by TUPE, the Transfer of Undertakings (Protection of Employment) Regulations. This means that these employment rights will transfer to the Academy Trust under the same terms and conditions of employment. Pension rights and continuity of service record will be preserved.

The schools will be subject to the exact same regime and cycle of Ofsted inspections.

The Local Authority retains a monitoring role for all maintained schools in their area including academies.

Please submit your views by 12 noon 20.12.17

Email: office@alexandrajunior.co.uk or office@alexinfants.co.uk

Post: in writing to the Chair of Governors of the schools

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