



# **CONVERTING TO ACADEMY STATUS FREQUENTLY ASKED QUESTIONS ALEXANDRA FEDERATION**

## **What is the primary driver of a move to convert to Academy status?**

Given that so many other local schools have converted, or are currently in the process of converting, the Governors consider that if we do not initiate this change, it is increasingly likely that the future may be taken out of our hands. This could mean that remaining maintained schools are forced to become academies or are placed as lesser partners in established Multi Academy Trusts. If that happens it would result in a total loss of control over the future of the school and this is not a risk the governors will take.

## **Will the school name or uniform change?**

No. We are Alexandra Infants' School and Alexandra Junior School and we will proudly keep our names and the current uniforms. In the future the schools might at times additionally refer to their membership of The New Guild Trust.

If Governors and parents choose to change uniform then this would happen in the same way as if we had remained as maintained schools.

## **Will any staff leave?**

No. There are absolutely no plans for anything like this to happen. In fact, a major drive to form our MAT is to provide better CPD (continuing professional development) and enhanced career opportunities for all of our staff in both schools.

## **Will staff levels change?**

Moving to Academy status will not dictate the number or make-up of staff. Decisions on staffing depend on need as well as the resources available.

## **Will we definitely be called The New Guild Academy Trust?**

So far, after much time and consideration across every school community, this is the most preferred name we have collectively agreed to, however until the final conversion it is open to consideration for a more inspired name.

### **Will the school start to recruit unqualified teachers after conversion, as some academies have done?**

We will continue to recruit only qualified staff as class teachers. But, as now, some part time staff will continue to provide expert tuition in areas such as sport and these people, as now, may not have a formal teaching qualification.

### **Will the Terms and Conditions of staff change?**

There is no intention to change Terms and Conditions. Staff would officially be employed by the Multi Academy Trust and their existing employment rights would move across under the TUPE rules and thus be protected. Staff pay will reflect market conditions.

### **Are we going to be part of a chain?**

We will be part of a Multi Academy Trust (MAT). The schools will be expected to be as autonomous as possible to retain their individual ethos and character. We will work together but this happens now and has done so for the last few years.

### **As a partnership of schools will you have increased purchasing power?**

Yes, it's probably the case that a group of schools will be able to obtain better value when negotiating contracts for services essential for running a school, such as insurance, accountancy, HR, Payroll, broadband and other internet and IT services.

### **Would our school's budget be used to bail out a new MAT member school if it was in financial trouble?**

No and no decision will ever be taken that might jeopardise that. All schools within The New Guild Trust will have their own budget and financial control. If another school joined the partnership then they would only do so if their financial position was strong.

### **How does converting to an Academy affect SEND funding?**

Converting to Academy status does not, of itself, mean there will be changes to the arrangements for supporting SEND pupils. Whether we convert or not, there has been changes to the funding schools receive for each SEN child. That necessitates a very flexible use of the resources to ensure we continue to support fully those children, whatever form the additional support needs to take. Converting to Academy status may provide benefits in this area through, for example, the sharing of expertise and support in exceptional cases, and we expect the availability of psychologist observations and on-site therapy to continue as now.

### **Will you be introducing any new charges?**

No. There is no intention to change any existing charges in the future.

### **How will the money raised by the Parents/ fundraising be used?**

Each school will continue to have its own autonomous mechanism for fundraising, although they will be free to collaborate if they wish. The money raised by each school's fundraising efforts will only be used for its own school and will continue to be independent of the schools, raising money for agreed resources or projects that have been asked for by the schools leadership.

### **Will there be any change to the admissions policy?**

We intend to keep with the current arrangements which are determined by the local authority. That means being very inclusive by welcoming children with disabilities and special needs, and giving preferential admission to siblings. Any freedoms within this area to improve admissions will be explored for September 2018.

### **Will there be more exclusions as an Academy?**

No. Academies have to follow the exact same government guidance and law on excluding pupils. This includes reporting exclusions to the Local Authority.

### **Will the curriculum change?**

We currently teach to the National Curriculum (last amended September 2014) and we already have the power to change this if we wish. Our main consideration is to continue with a 'broad and balanced' curriculum that helps us to instil in children a 'lifelong love of learning'.

### **Will the term dates change?**

All schools have the ability to set their own term dates. We currently work with our network schools and the local high school to try and provide term dates that suit both the needs of our children and parents/carers. There is no intention to alter the current arrangements.

### **Will a parent's and carer's right to complain be affected?**

No. If Academy conversion takes place there will be, as there is now, a complaints policy which gives an avenue for parents or carers to complain. Every outside agency currently available to parents and carers will remain unchanged.

### **Governance structure**

The proposed structure of the MAT's governance follows a standard model recommended by the Department for Education. Whilst following this structure we will wish to delegate as much of the decision-making as is sensible and efficient to individual schools Governing Bodies as and when they might join our MAT in the future. Trustees will oversee the MAT and ensure that Directors are carrying out their duties. They would probably meet formally three times a year. The next level is a Local Governing Body for each school and it will include parent representation much as it does now. Most decisions will be made at this level.

**What are the estimated costs of conversion?**

We don't yet know this for certain but the DfE pays a flat-rate grant of £25,000 to a school after an Academy Order has been issued and this is expected to more than meet the costs of conversion. In exceptional circumstances support above this level may be agreed. To reduce potential legal costs the DfE has produced model legal documentation. We intend to contract a third party project manager who has in the recent past conducted approximately more than a hundred successful Academy conversions across England, a number of which have been in Stoke on Trent and Staffordshire.