



Consultation Document to support St Piran's Cross Multi Academy Trust joining with The Saints' Way Church of England Multi Academy Trust. Consultation Period: Monday 8th May to Monday 22nd May 2017

Information for directors, governors, staff and parents

Since becoming a Multi Academy Trust, we have made great strides to get the best outcomes for our children. Without doubt, there have been challenges along the way, but the children have always been at the centre of our thinking. Every decision made by the Board of Directors has been in the best interests of the children, the schools and their communities.

This document provides information which will allow all stakeholders to express any views prior to a final decision being implemented by the Directors.

A time to change?

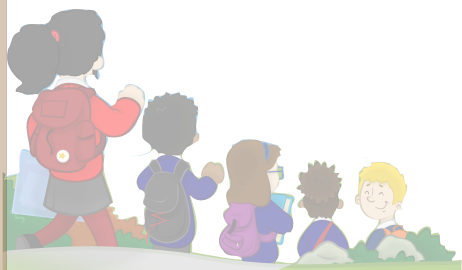
The time has come to consider the next steps in the journey. Today's educational climate is driven by two key factors: standards and finances.

Firstly, we fully endorse the requirement for all schools to be good and we are very happy that in recent times all the schools within our MAT have been given the green-light from Ofsted. This achievement has been maintained and it comes from having good teachers in every classroom and strong leadership to drive the improvement for the school. The end of Early Years, Key Stage 1 and Key Stage 2 results will be compared nationally and it is these results that each school will be marked against.

Secondly, many of you will know from recent media reports that the financial future of schools is likely to be very bleak, in particular the funding for our small rural schools. We have always done our best to spend prudently and get the best value we can from the services we need for schools, but there will be challenging times ahead. There is a projected £3 billion reduction in the government's funding for schools by 2020, so things are going to become very tight.

As Directors we have had to look at the best options for the schools in our Trust. To provide the best outcomes for the children and be financially sustainable we must look for partners who have a proven record and together build a larger MAT that could potentially bring economies of scale. The most recent thinking about Multi Academy Trusts is that they will comprise between 15-20 individual schools in order to provide the long term sustainability moving forward.

After much consideration the St Piran's Cross Board of Directors, following an options review which included a recruitment process to replace the retiring Executive Principal and joining with other Trusts, have considered their options and made a decision to apply to join The Saints' Way MAT and join the trusts into one organisation.



What is the collective vision and shared values?

We will:

Nurture - help and support every individual in a way that cares, protects and enables them to grow and achieve.

Learn - create a place where leaders become learners and learners become leaders.

Achieve - be aspirational, achieve much, always striving for high standards in all we do.

We have a strong belief and expectation that all children and adults in our Trust will behave in a way that lives out our five values:

Wisdom - to have the confidence and desire to acquire knowledge, skills and understanding to apply them to our ever changing lives.

Resilience - to build both mental and physical toughness to enable us to make mistakes, to challenge ourselves and others, and learn from our mistakes.

Compassion - to understand ourselves and others, always seeing good in others, always willing to show forgiveness, but always one step ahead.

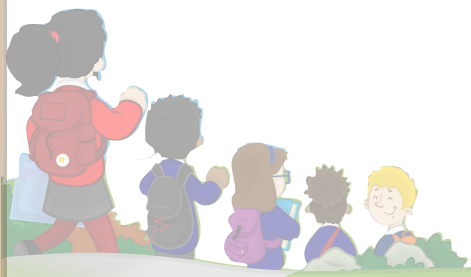
Hope - to open our horizons to see what is out there in the world and beyond, and drive to make sense of every element of life.

Respect - to love one's self and show love to others, always seeking to build strong relationships, having empathy towards other thoughts, feelings and cultures.

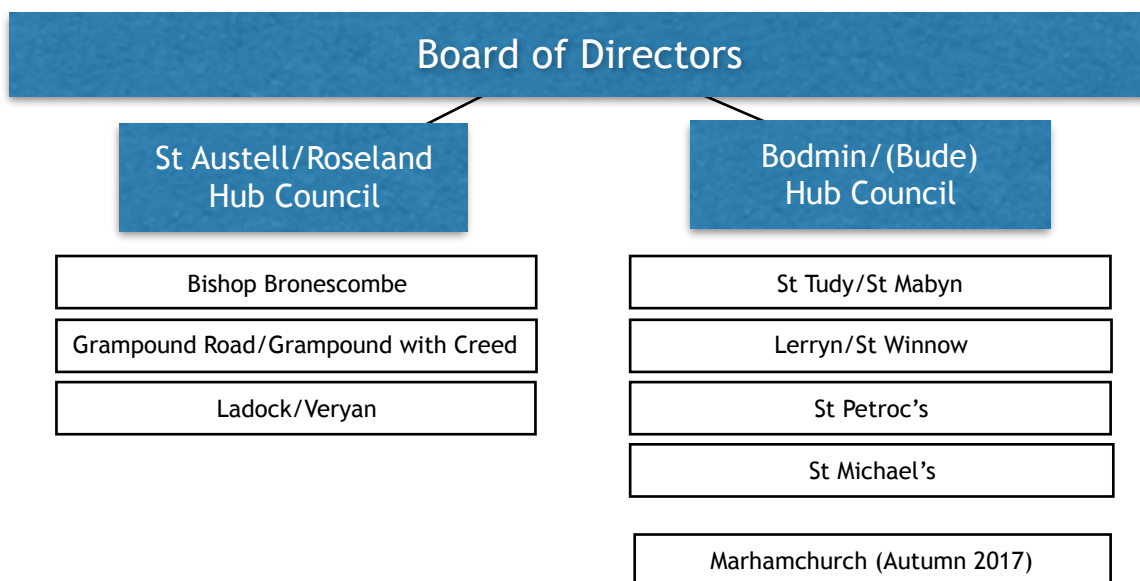
These five values underpin our work to educate to the best of our ability everyone in our Trust.

What are the potential benefits?

- Extend the opportunities for school improvement
- Increased opportunities for children to participate in a wider range of curricular and sporting activities
- Increase school-to-school support for improved outcomes for RE, Collective Worship and Christian leadership in schools
- Governance that gives a protection to church school distinction
- Extended expertise to support schools falling below required standards
- Increased opportunities for staff development across a larger group of schools.
- Wider opportunities for leadership across schools and hubs with the Trust
- Increase the capacity across all levels of initial teacher training, staff development and leadership from achieving Teaching School status.
- Increased skills, knowledge and understanding for a strategic Board of Directors to hold school leaders to account
- Increase the opportunity to provide for the well-being of all staff across the MAT
- The Saints' Way MAT is the employer of all the staff. This makes it easier to deploy staff flexibly, draw on a wider pool of opportunities for CPD, and develop a trust-wide approach to staff development and succession planning.
- The central funding agreement can make it easier to pool resources and achieve economies of scale in providing contracts and services.



How will the Trust be Governed?



This is in very simple terms the governance structure. The aim is to have clarity and understanding about the work of the MAT, have enough information on which to challenge the school, leaders and governance at every level, and have secure levels of accountability. This will ensure we are accountable both from an individual school level and an Ofsted MAT Review level.

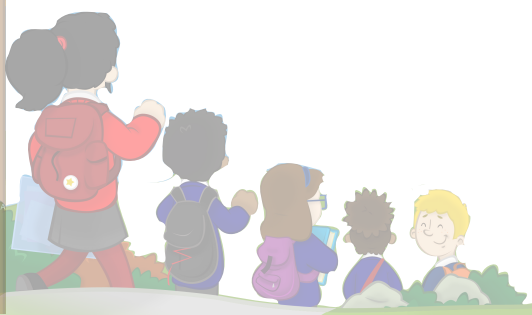
Each school will have a School Monitoring Council who will provide an oversight of the performance of the school and act as critical friends to the Senior Leaders to challenge the school's effectiveness in raising standards and providing a good education for the children. They will be accountable to the Hub Council who will review the work of the schools across the Hub and in-turn report to Directors. The Directors will make strategic decisions about the direction of the MAT over issues relating to standards, finances, personnel and premises.

School Monitoring Council

- Monitor and evaluate the distinction of each school
- Monitor and evaluate performance
- Monitor and evaluate curriculum provision
- Monitor and evaluate the quality of teaching
- Monitor and evaluate the quality of leadership
- Monitor and evaluate pupil's care, welfare and behaviour
- Monitor the provision for PE
- Monitor outcomes for disadvantaged pupils
- Support the provision for staff health and well-being

Hub Council

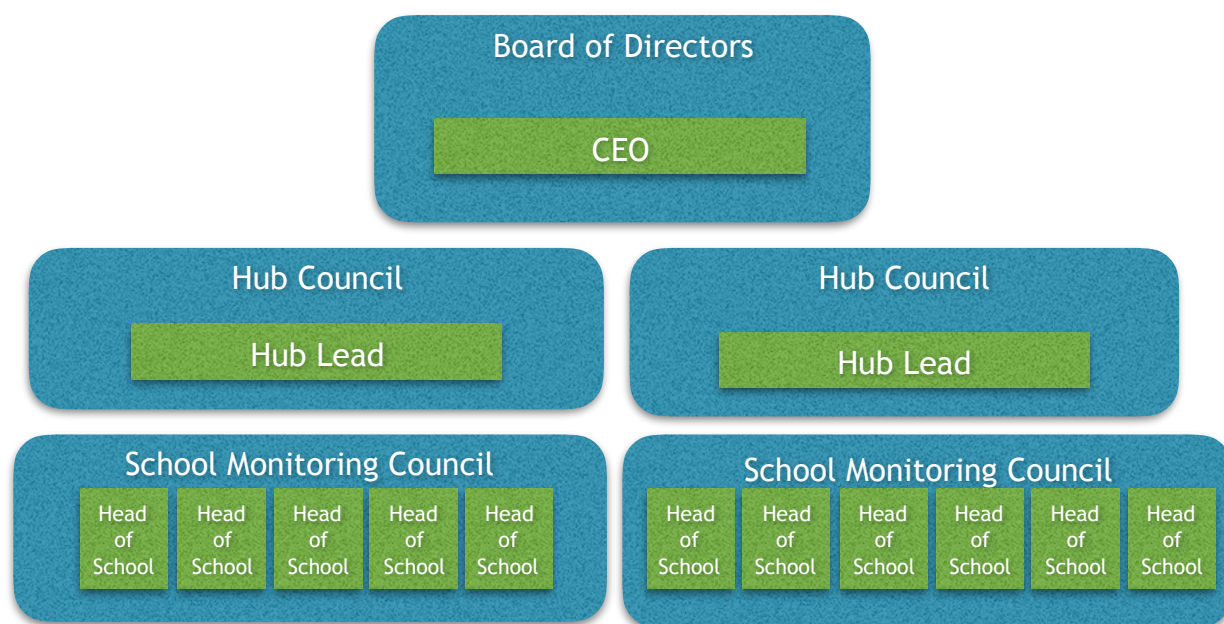
- Advocate the distinctive nature of each school
- Report on the performance of each school
- Report about the provision for disadvantaged pupils
- Report about the provision for PE funding
- Report about the Safeguarding arrangements
- Report the Health and Safety regulations
- Champion staff health and well-being



How will the Trust be Led?

Below is the proposed leadership model for the MAT. You will hopefully see how it mirrors the governance model so there is accountability on every level.

The CEO and Hub Leads will have a fundamental part to play in the success of the continued achievement of both MATs. They will form part of the senior leadership of the MAT, whilst engaged with the newly formed Hub Leadership Teams. In addition, the senior staff will be supported by School Improvement Advocates who will give an external dimension and challenge to the work of the MAT. They will consist of ex- or serving professionals who will offer a quality assurance and provide specialised input to support specific areas of development.



As both MATs currently have central teams providing personnel, finances and premises support, this will continue but under one roof. To provide ways of achieving economies of scale, with the increased capacity and competency of the team, some services currently being outsourced will be completed in-house.

What will change?

- The MAT would have a reconstituted Board of Directors, however, local governance would remain and be responsible for the standards in the schools in the hub.
- Initially a transition Board of Directors will be represented by members of both trusts.
- Staff would retain their current terms and conditions.
- Each school would receive wider support from experienced senior leaders to support quality assurance, school improvement and business management.
- The St Piran's Cross MAT and the Saints' Way MAT would become a single organisation, initially as the Saints' Way Trust but possibly with a new name thereafter.
- A Hub Lead will be appointed and report to the Board of Directors about the quality of education in those schools locally.



What will stay the same?

- The school will be responsible for the standards.
- No change to school dinners and uniform.
- Links to local pre-school providers.
- Links to local Secondary schools to ensure transition.
- The MAT will work very closely with other schools in the local area as it does now.

Intentional Design?



There is the possibility moving forward of increasing the number of schools to create a larger MAT in the future. The aim has been to plan a governance and leadership structure that allows for such an expansion in the future without making radical or significant changes. It is not the intention to change every time an individual school or MAT requests to join.

So how can I ask questions to understand further the plans?

You can ask questions of senior leaders at staff meetings, governors and directors will be able to meet to discuss how these plans will effect their working and the contribution they make to the future success of the merged MATs.

If you would like to make an individual comment please email either:

consult@stpiranscross.co.uk

or

consult@thesaintsway.org

If you wish to discuss any of these proposals in person please contact any of the following members of the Steering Committee.

John Kidman (TSW), Stuart Renshaw (TSW), Rita Watkins (TSW).

Richard Best (StPC), Mark Lees (StPC), Peter Wootton (StPC).

Parent Q&A consultation

1:30pm Friday 12th May at Grampound With Creed School

6.00pm Wednesday 17th May at Bishop Bronescombe School

