Academy Consultation

Thornaby Church of England Primary School &
Dales Academies Trust – Staff & Trade Unions
5th March – 1st April 2019

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Rationale for academy status

- Increased opportunities for joint working across a group of Church of England schools - shaping the provision to meet the future needs of our children, families and communities based on a local / collaborative proposal of working together and building on existing strong partnerships and good practice

- To develop the expertise of all staff to further improve effectiveness and outcomes for children

- To offer additional career opportunities for all staff making the Trust more attractive for high performing teachers/support staff

- To generate financial efficiencies to invest back into the classroom

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The proposal

- 11 schools are members of Dales Academies Trust
  - Ainderby Steeple Church of England Primary School
  - All Saints Church of England Academy
  - Barton Church of England Primary School
  - Croft Church of England Primary School
  - East Cowton Church of England Primary School
  - Kirkby Fleetham Church of England Primary School
  - Ravensworth Church of England Primary School
  - South Otterington Church of England Primary School
  - Trinity Academy Eppleby Forcett
  - Trinity Academy Middleton Tyas
  - Trinity Academy Richmond
- Set up from 1st July 2019
- Christian ethos and values underpinning all aspects of our work
- No sponsor
- Other schools may choose to join the MAT later

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Our vision – Who are Dales Academies Trust?

"The Dales Academies Trust is a multi-academy trust based in North Yorkshire determined to deliver the very highest standard of education through collaboration, shared best practice and underpinned by our Christian ethos and values".

The values that underpin this Mission statement are: **Excellence – Community Integrity – Trust – Compassion – Opportunity – Wisdom – Mutual Respect**

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What is a Multi-Academy Trust (MAT)?

- Company limited by guarantee with charitable status
- The employer
- Holds the assets (land and buildings) in Trust
- Role of the Diocese of York & Leeds
- Academies legal status
- Signs funding/legal docs with DfE to get funding for academies

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The process for conversion

Register

Research / Due Diligence
Governor/Management Committee approval

Apply

Governance model
School Improvement Strategy / Collation of school data
Financial due diligence

Academy Order

Consultation
Appoint legal / auditors
Working group / Project planning / Risk management

Funding Agreement

HR/TUPE Transfer
Legal – land/buildings / funding agreement / CTA
Scheme of Delegation
Financial planning

Open

Post conversion tasks

Start to finish 4-9months

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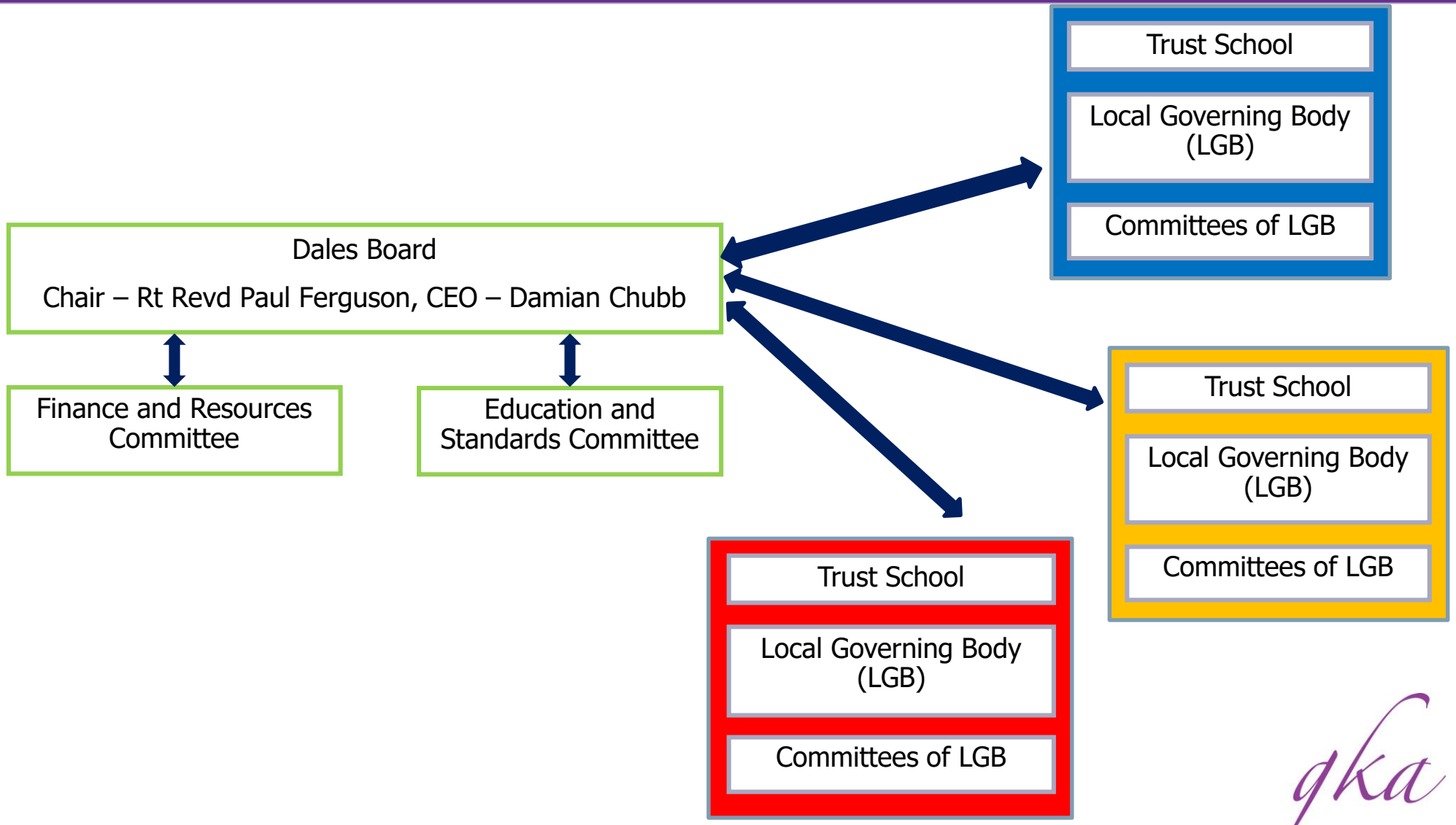
Dales Academies Trust (Dales) Structure



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Academy MAT Governance

Academy Trust:
5 Members

Academy Board:
9 Trustees

Academy Trust

- Rt Revd Nick Baines
- Rt Revd Paul Ferguson
- Richard Noake
- Peter Foskett
- Andrew Smith

Academy Trust Board

- Rt Revd Paul Ferguson
- Chelo Brooks
- Damian Chubb (CEO)
- Liz Edwards
- Simone Bennett
- Janet Probert
- Graeme Thompson
- Ian Juden
- Judy Hooton

Education & Standards Group

Finance & Audit Committee

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Transfer of land and assets

- Transfer of Land or Lease – consideration of current type of school (VC)
- Property issues that can arise
- Commercial Transfer Agreement
- Non Land Assets
- Contracts

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Staff Support

- TUPE briefing for staff and statutory formal TUPE consultation
- Liaison with Trade Unions
- Due Diligence
- Formal consultation

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Implications for Staff

- All staff entitled to transfer under same employment terms and conditions – Transfer of Undertakings (Protection of Employment) (TUPE)
- Process assumes that terms and conditions will remain exactly the same – ***AS IS***
- TUPE consultation should be sufficient time to be thorough but no prescribed length of time. The LA / Governing Body as the existing employer will manage TUPE consultation and process.
- Academy Trust will register with local government and Teachers' Pensions Scheme, through admitted body status

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What will happen to staff when they transfer?

- When TUPE applies it means that the contract of employment would automatically transfer to the academy trust

- The Academy Trust will ‘inherit’ all staff with their accrued rights, obligations and liabilities. In particular the Trust will be obliged to employ staff on their existing terms and conditions of employment – unless they declare measures prior to the transfer.

- A TUPE transfer will not break service or continuous employment

- Pensions continue as they are now

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Next steps

- Formal consultation 5.3.19 – 1.4.19
- TUPE process – March - June 2019
- Academy working group
- Regular communication with staff / parents
- Legal process

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Have your say

- School websites / Online survey
- Comments slip on FAQs
- Email
- Feedback today
- Suggestions box

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Any questions?

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