

CHELMSFORD LEARNING PARTNERSHIP

A PROPOSAL TO ESTABLISH A NEW MULTI ACADEMY TRUST

CONSULTATION DOCUMENT October 2017



CHELMSFORD LEARNING PARTNERSHIP

The Proposal

The governors and Headteachers of four primary phase schools have been investigating the benefits of joining a multi-academy trust being created by The Boswells School, Chelmsford Learning Partnership.

The five member schools of the Chelmsford Learning Partnership would be :

- Barnes Farm Infant School
- Barnes Farm Junior School
- The Boswells School
- Perryfields Infant School
- The Tyrrells School

Each school is already successful in its own right, playing an important role within the communities they serve, with a distinctive ethos and individual approach. However, in an increasingly challenging educational landscape the Governing Bodies recognise that a fresh approach is needed to maintain and improve school performance.

Our schools and governing bodies have already committed to working together with The Boswells School, many years ago as part of the STEP group and this has been a very successful partnership. The trust model takes this collaboration to a more formal level but one that will be beneficial for all schools involved.

The emerging Chelmsford Learning Partnership would be a new partnership that would strengthen and sustain the quality of education each school is able to offer their children and young people through greater collaboration and joint working between member schools.

The proposed multi academy trust would be established in April 2018 by The Boswells School and The Tyrrells School, which are already academies and Barnes Farm Infant and Barnes Farm Junior and Perryfields Infant Schools, which would all convert to academy status.

The Benefits

The Chelmsford Learning Partnership would provide a range of important benefits for its member schools through greater collaboration and joint working between Headteachers, senior leaders, staff and governors. We believe that our trust will have significant benefits for our students:

- Improved and sustained Quality of Teaching and Learning
- Better quality of teaching because of the CPD and training across the schools
- Improvement and sustainability of standards
- Improved transitions
- Staff will have a wider understanding of straight through education
- Shared provision of before and after school provision
- Richer curriculum opportunities through saved finances and shared resources
- Joint School Council – cross phase (Children's Voice)
- Collaborative charity working opportunities –(increased Spiritual, Moral, Social and Cultural)
- Governance – shared training to improve standards for all the children
- We can help and support other schools for the benefit of the children
- Developing a shared community and serving the community needs
- Peer to Peer mentoring

We are also clear that there will be benefits to our staff as a result of this collaboration:

- Increased professional development opportunities and training with access to shared training and input across all phases of education
- Joint planning to reduce workload
- Improved succession planning and greater opportunities for movement and/or secondment allowing us to keep our best staff
- More comprehensive induction programme
- Wider sense of identity and collective responsibility
- Higher quality external expertise through economies of scale and a movement away from an already strained school improvement service from the local authority
- An opportunity for staff retention through admissions policies

Key information about the member schools

	The Boswells School	Barnes Farm Infant	Barnes Farm Junior	Perryfields Infant	The Tyrrells School
<i>Age Range</i>	11-18 years	5-7 years	7-11 years	5-7 years	4-11 years
<i>No. of students</i>	1482	269	358	180	448
<i>Headteacher</i>	Mr Paul Banks	Ms Vicky Walker	Mr Ross McTaggart	Mrs Amanda Reid	Ms Amanda Daines
<i>Most recent Ofsted report</i>	Feb 2017 Good	March 2014 Good	July 2017 Good	Sept 2016 Good	Nov 2008 Outstanding

Trust Vision and Values

The Chelmsford Learning Partnership is an emerging trust whose ethos and fundamental principles are based on allowing the schools within our trust to flourish with a clear focus on strong leadership in each of our schools.

In all our schools, we strive for the following:

- Inspiring curiosity and a lifelong love of learning for all students
- Developing teaching that is good and aspiring to be outstanding across our schools
- Building capacity for sustained school improvement through strong leadership and the sharing of resources and good practice
- Enabling all our schools to be good and aspire to be outstanding
- Developing a shared level of accountability for the achievements and well-being of children across all our schools
- Retaining the distinct ethos and character of each school within our trust

Trust governance, leadership and management

The Trust would be governed by a single board of trustees. The trustees will have the range of important knowledge, skills and expertise needed to oversee an organisation of over 2,700

students, 350+ staff and nearly £12m of public funding. The primary phase schools would be represented on the board of Trustees.

Each school would continue to have a Local Governing Body (LGB), with representation for parents, staff and the wider school community as now. Governors and Headteachers would continue to decide how their school is run with the vast majority of decisions still made locally.

The trust would have overall accountability to the Department for Education (DfE) but each school would be subject to individual Ofsted inspection.

Each Headteacher would continue to be responsible for running their school but would form a leadership group responsible for developing and implementing trust plans for school-to-school support and collaboration. Paul Banks, Headteacher of The Boswells School will be appointed as CEO (a DfE requirement) with specific responsibility for overseeing the trust's legal, financial, governance and HR functions. The Headteachers and the CEO will form the Strategic Learning Group that will develop and implement the trust wide improvement plan.

The funding would still be calculated and allocated on a school-by-school basis. The schools would contribute to the central costs of running the trust, which would be kept as low as feasible. The Trust's finances would be subject to close scrutiny by the DfE's Education Funding Agency and independently audited accounts would be published. The Trust would be the employer of staff in all schools.

School management and operation

In each primary phase school, pupils would continue to be taught by the same teachers in the same classrooms, wearing the same individual school uniform that they do now. Over time pupils would notice changes in the way they learn and be able to access a wider range of opportunities, as the schools develop trust-wide initiatives to enhance teaching, learning and the curriculum.

The names and identities of the school would remain the same and schools would retain control over the admissions policies and processes, which must be compliant with the national admissions code.

All staff would continue to work in their current schools with the same responsibilities and terms and conditions as now. There would be opportunities for some staff to take on wider responsibilities across schools to enable the trust to function effectively and efficiently. Staff would also have access to enhanced professional development. There are no plans to make any posts redundant as a result of the Trust being established.

Next steps

The aim is for the Chelmsford Learning Partnership to be established on April 1st 2018.

The first step is for each of the four schools to consult with their school communities on the proposal. This coordinated consultation will run from Wednesday, October 18th until Friday, November 17th and will include meetings when parents, carers and staff will be able to hear more about the proposal and ask questions.

School	Audience	Time & Date
Barnes Farm Junior	Staff	3.30pm Tuesday, October 31 st
Perryfields Infant		3.15pm Wednesday, November 1 st
Barnes Farm Infant		4.00pm Wednesday, November 1 st

The Tyrrells School		3.30pm Wednesday, November 8 th
Perryfields Infant Barnes Farm Infant/Junior The Tyrrells School	Parents / carers	2.15pm Wednesday, November 1 st 5.00pm Wednesday, November 1 st 6.30pm Wednesday, November 8 th

The Governing Bodies of the four schools will then consider a report on the consultation and decide whether to proceed with the proposal. Then, subject to completion of legal tasks such as completing the agreements with the Secretary of State, the Trust would be established and the schools would convert on April 1st 2018. The transition would be carefully managed to ensure day-to-day running of the schools is not affected.

Parents, carers, staff, students and the wider community of each school will be kept fully informed.