

Academy Conversion Consultation

Black Horse Hill Junior School

Staff Consultation

14th March 2023



Black Horse Hill Junior School Values

- ▶ Respect
- ▶ Honesty
- ▶ Kindness
- ▶ Friendship
- ▶ Perseverance
- ▶ Excellence
- ▶ Motivation & Hard Work
- ▶ Politeness & Good Manners

Mission Statement

To live by our school values

Vision

To be the best that we can be



Oak Trees

MULTI ACADEMY TRUST

Introduction - Agenda

- ▶ **Welcome & Introductions**
- ▶ **What is an academy?**
- ▶ **Reasons for considering to convert to academy status**
- ▶ **Why Oak Trees Multi Academy Trust?**



What is an academy?

- ▶ Academies receive funding directly from the government and are run by an academy trust.
- ▶ Academies have more autonomy over how they do things than community schools.
- ▶ Academies are inspected by Ofsted.
- ▶ They have to follow the same rules on admissions, special educational needs and exclusions as other state schools and pupils sit the same exams/tests.



Reasons we are considering academy status

- ▶ Primary reason is to ensure that we achieve the best possible outcomes for the children of Black Horse Hill Junior School.
- ▶ To provide support and challenge for the headteacher and all of our school leaders and develop the highest quality teaching and learning within our school.
- ▶ LAs are finding it increasingly hard to provide bespoke support for schools in the current economic climate.
- ▶ Joining a MAT will mean greater opportunities to collaborate with other schools and opportunities to learn/improve from each other.
- ▶ Pupils will benefit from increased opportunities for collaborative projects, shared expertise, tournaments, events etc.



Reasons we are considering academy status

- ▶ Provide economic benefits through centralised services and economies of scale.
- ▶ Academies can access CIF funding which can be utilised towards building work or improvements to school grounds, etc.
- ▶ Additional support for finance, H&S, HR, facilities management and project management will become available, meaning that leadership can prioritise teaching and learning which will impact on standards of teaching and learning.



Why convert now?

- ▶ Converting now will give us more flexibility financially at a time when budgets are being squeezed. At present, school's money comes from the LA. Converting to a MAT will mean the money comes directly from the government and this will give us greater control over our spending.
- ▶ Converting now will ensure that our school leaders have the support that they need and the opportunities to share best practice.
- ▶ This is an opportunity to join a group of like-minded Wirral schools and will enable us to work with established, highly experienced Wirral colleagues whom we trust.
- ▶ Converting now will mean that we have a choice over the MAT we join. If we wait to make a decision we will have less choice over which MAT we go to as they will inevitably reach capacity.



Why Oak Trees Multi Academy Trust?

- ▶ The Oak Trees MAT values, ethos and community minded approach aligns with our school.
- ▶ The Oak Trees MAT is a Wirral based established MAT with a proven track record of success, with two other junior schools as members.
- ▶ Travel time to meetings will be kept to a minimum as all schools are based in Wirral – support is never far away if needed.
- ▶ The Oak Trees MAT offers increased opportunities for high quality CPD, really focussed on up to date and relevant school improvement.
- ▶ We will remain Black Horse Hill Junior School. Joining the Oak Trees MAT will not change our curriculum, ethos, uniform, staffing or provision. Joining the Oak Trees MAT will enable us to refine and improve what we already have at our school. The Oak Trees MAT will allow us to retain our autonomy.
- ▶ The Oak Trees MAT will give us access to a greater variety of events, CPD, funding revenues and speakers.
- ▶ Our school governing board will continue to provide support and challenge.



Why Oak Trees Multi Academy Trust?

- ▶ We will remain who we are! No changes to:
 - ▶ the school name
 - ▶ the school day
 - ▶ curriculum
 - ▶ staffing
 - ▶ uniform
 - ▶ SEND top-up funding will continue to be provided by the LA
 - ▶ the LGB will continue to provide support and challenge



The Proposal

Proposal is for Black Horse Hill Junior School to convert to academy status and join Oak Trees Multi Academy Trust on 1st January 2024



Oak Trees Multi Academy Trust's Mission & Values

Oak Trees is an exciting Wirral-based Multi Academy Trust consisting of 7 Wirral schools with shared values:

Our Trust Mission

'Achieving Excellence Together'

Our Trust values:

- ▶ Respect - Our Trust is built on strong relationships and we work together for the good of our children and families.
- ▶ Collaboration - This is at the heart of what we do. Our teams work together on a range of tasks and areas, and there is always someone to help.
- ▶ Inspiration - Our schools work together to inspire our staff and our children. We work with national trainers and inspirational Trust leaders for the good of our schools.



Oak Trees Multi Academy Trust Schools

Poulton Lancelyn, Church Drive, Egremont, Great Meol's, Stanton Road & Brackenwood Juniors, Greasby Junior School



What do We Stand For As a Trust?

- ▶ We are dedicated to helping the whole child, unlock their potential, and instill a love of learning.
- ▶ We share the wealth of experience and expertise from across our trust to enrich and bring learning to life for our children.
- ▶ We work together to help our schools to improve – adding the capacity that the Local Authority haven't got.
- ▶ We are a local Trust – this enables us to have local joint events, sports matches, competitions – e.g. MAT song day and show, sports days, Unilever – we are all Wirral schools and understand the Wirral context
- ▶ Every member of staff in our trust genuinely cares about the achievement, development, well-being, and future of **all** of our children – we are a team!



What do We Stand For As a Trust?

- ▶ We believe that all schools should have their own leadership team and Headteacher and a strong Governing Body.
- ▶ School leaders continue to make their own decisions for their own schools and community – MAT leaders are there to help, support and facilitate but it is up to the school how they run on a day to day basis – it is your school!
- ▶ We listen to the school community and use that feedback to improve – parents, pupils, staff, Governors
- ▶ Training – access to key trainers in many areas
- ▶ Support – access to expertise from other leaders, curriculum leaders etc.
- ▶ MAT is lead by experienced educational specialists with over 30 years of leadership experience



Key Things To Know

- ▶ Wirral Trust
- ▶ School is accountable to the local community - and all Local Governing Bodies have parent representation on them as before
- ▶ Team – collaboration and relationships are the key!
- ▶ All schools follow the national curriculum and will continue to do so
- ▶ Everything we do is with integrity and through listening to each community
- ▶ Strong performance and feedback
- ▶ Plan is to grow in the right way and ensure all schools performing well
- ▶ Black Horse Hill Junior School will remain as before – we value the community and the distinctiveness of each school, and this is part of the Trust ethos



Conversion Process

- ▶ Consultation
 - ▶ Running for 4 weeks
 - ▶ Feedback Form

- ▶ Legal
 - ▶ Confirm ownership of land
 - ▶ Commercial Transfer Agreement
 - ▶ Non Land Assets
 - ▶ Contracts/SLAs



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Staff

- ▶ Staff transferred under TUPE Regulations retain their existing terms and conditions
- ▶ TUPE briefing for staff
- ▶ Liaison with Trade Unions
- ▶ Due Diligence
- ▶ Pensions



Timeline of Activity

- ▶ Formal consultation 6th March 2023 – 31st March 2023
- ▶ Consultation report and findings – April 2023
- ▶ Governors to make a decision on whether to proceed
- ▶ Proposed opening date of conversion and joining Oak Trees Multi Academy Trust – 1st January 2024
- ▶ Regular communication with staff / parents / pupils / community



Any thoughts or questions?

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