

# Diss High School

Parent Consultation Q and A



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# What's an Academy? What's a MAT?

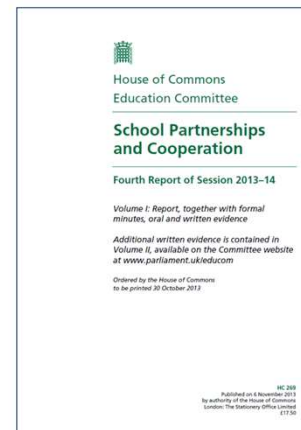


- Academy and Multi-Academy Trusts are education charities that run schools to give children a better future
- Academies are part and parcel of education in England and have existed for over 20 years
- Over half of pupils in state schools attend academies (June 2022)
  - 39% of primary schools are academies or free schools, accounting for 40% of primary school pupils
  - 80% of secondary schools are academies or free schools, accounting for 79% of secondary school pupils
- Like any other state school, academies are free to attend, and they are inspected in the same way as other state schools
- As the head of Ofsted says, the quality of education and care for young people is better than ever and we're proud to be a part of that improvement
- More than 9,041 schools in the country had become an academy or opened as a free school by 2020, since the publication of the 2022 white paper more and more schools are making the choice to convert to become an academy
- At the end of 2017, only 1 in 10 sponsored academy predecessor schools were judged good or outstanding before they converted, compared to almost 7 in 10 after they became an academy, of those who had been inspected

# Benefits – Why join a MAT?



## The evidence for the benefits of school partnerships is compelling



“87% of headteachers and 83% of chairs of governors describe **partnership with other schools as ‘critical to improving outcomes for students’**.”

“We believe that school partnerships with **clear lines of accountability** and some element of obligation are more likely to be successful.”

# Benefits – Why join a MAT?



- As a family of schools, we work closely together and share expertise, which creates **greater opportunities** for children and teachers
- We **share best practices** on the important things - curriculum, assessment and behaviour
- We also offer structured career pathways for teachers, supported by **high-quality professional development** so teachers and leaders learn together
- We help teachers and leaders spend more of their **time focused** on the one thing that counts the most – the education of children
- The **support** we provide to schools - HR, finance, IT, marketing – makes this possible





Our Goal: the advancement of learning for all people in our care

A young man with dark, curly hair is smiling broadly, looking towards the camera. He is wearing a dark blue school suit jacket over a light blue shirt and a blue and yellow striped tie. He is sitting in a classroom, with other students and classroom furniture visible in the background. The lighting is warm and focused on him.

# **We deliver** high quality education

“...enabling young people to become successful learners, confident individuals and responsible citizens”

# Why join Enrich Learning Trust?



- **Enhanced collaboration** within education landscape in our local area
- Be an **equal member** of a successful local MAT for local children working in Norfolk only
- Proven track record of **success**
- The opportunity to **offer expertise** to other schools within the MAT
- **Greater capacity** for leadership team and teachers to focus on pupil progress
- Increased **quantity and quality of CPD** for all staff
- The benefits of collaboration alongside autonomy to innovate e.g behaviour policies, teaching and learning strategies, budgetary decisions
- High levels of support from the Trust **Development and Innovation group**
- School budgets and reserves remain with the schools – we do not pool budgets – **value for money**
- All schools have **a local board** with clear schemes of delegation for each layer of governance
- Strongest possible approach to **safeguarding** – reviewed by inspection every year
- **School led** approaches to school day, uniform, engagement with parents – autonomy within a framework
- **Centralised coordination** of compliance activity – Audit, GDPR, H&S
- Offer levels of **support and challenge** that the local authority cannot match



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Enrichment  
in every  
aspect of  
school life

#### Stage 1 Pre-Consultation

- Information gathering
- Convene Governing Body (GB) meeting
- Consult foundation/ trust & obtain consent to convert (where applicable)
- GB resolves to start process to convert to academy status with an existing trust



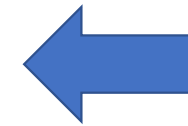
#### Stage 2 Change of Status

- GB formally applies to DfE to become an academy/ receives academy order from Secretary of State
- GB formally notifies Local Authority (LA) that it has applied for academy status (where applicable)
- Application for conversion grant and any relevant sponsorship grant



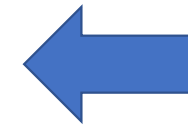
#### Stage 3 Consultation

- Minimum four week consultation with **staff**, pupils, parents and the local community (unless started before application to convert)
- Consideration of consultation responses and decide whether to formally resolve to convert



#### Stage 4 Legal Documents

- Academy Trust (AT) agrees amends to Articles of Association with DfE (where applicable)
- **AT agrees Funding Agreement and annexes with DfE**
- **Agree Commercial Transfer Agreement between LA, AT & GB**
- **Agree land transfer documentation**
- **Where applicable consult staff on any measures the AT will take following conversion**

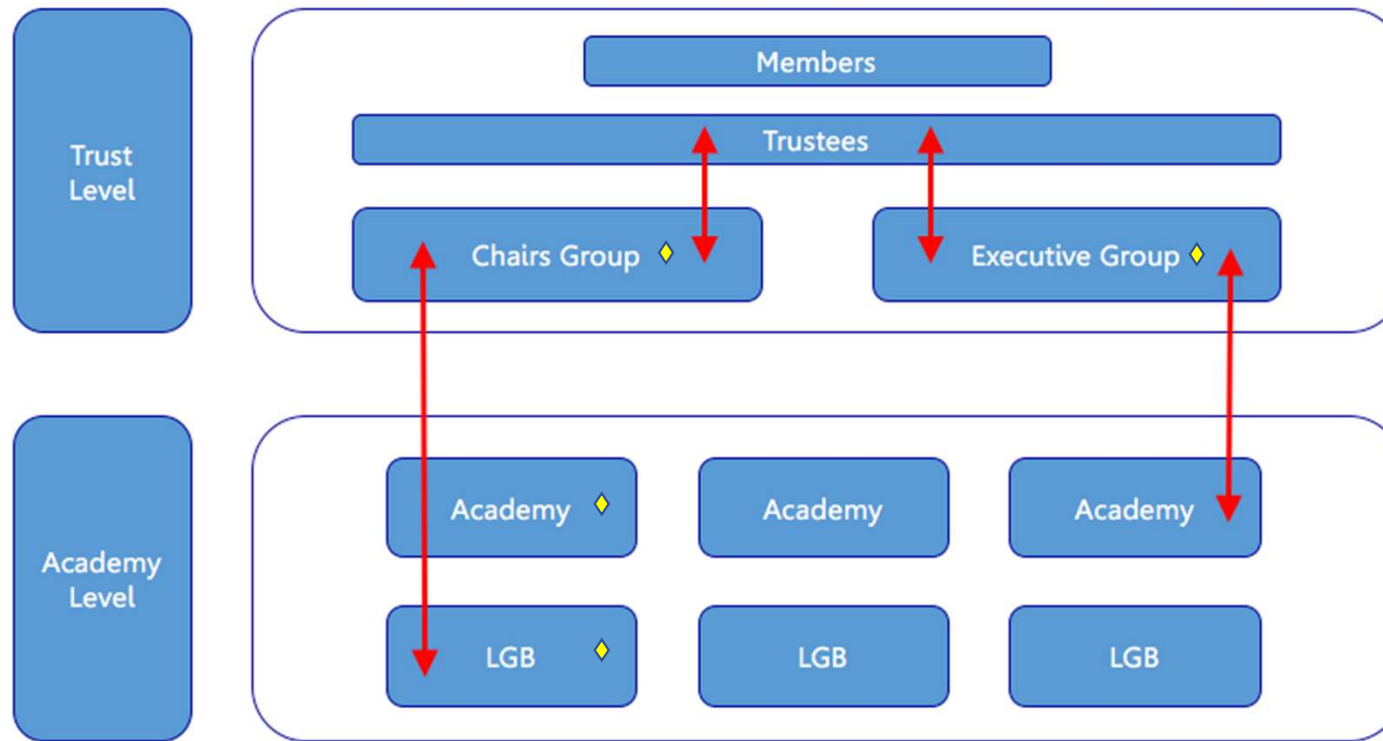


#### Stage 5 Conversion

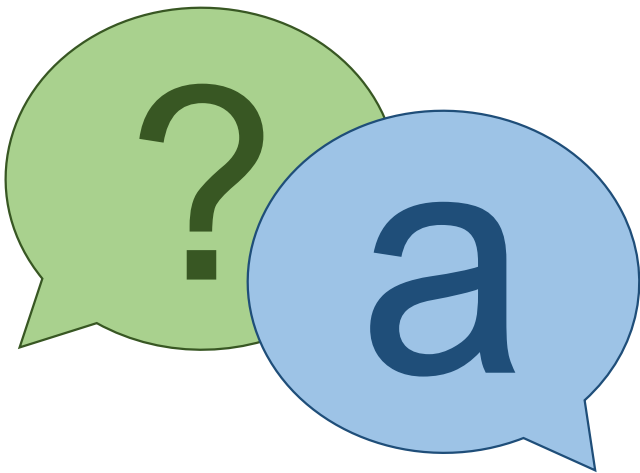
- DfE confirms all legal agreements approved
- AT completes Commercial Transfer Agreement
- AT signs Funding Agreement with Secretary of State / DfE
- AT completes land transfer
- AT after conversion send second TUPE letter to staff

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# Governance & Leadership



◆ Diss High School representation



# Questions

What is an academy?



An academy is independent of the local authority and receives its funding direct from central government, is governed through a charitable trust and held to account by the Department for Education

The MAT will be directly liable for matters such as insurance, employment liabilities, pensions, health and safety, and property maintenance

Enrich Learning Trust already deals with these matters for Spooner Row Primary School, Kenninghall Primary School, North Walsham High School, Dereham Neatherd High School, Wymondham High Academy and Long Stratton High School

What are the benefits of being an academy?

Academies have more freedom to choose the very best external support and services (including from the local authority)

Academies have more freedom over the curriculum taught

Academies can set their own pay and conditions of service for their staff

Access to School Condition Allocation (SCA) funding through the DfE and Trust

Are there any disadvantages to becoming an academy?



Direct accountability to the Department of Education through the Regional Director brings a level of focus not usually felt by maintained schools

...but we see this as an opportunity

What do the members do?



Members have a supervisory role and are removed from the day-to-day management of the MAT. It may help to think of them as the custodians of the MAT

Members have the following powers:

- to wind up the MAT
- to amend the Articles of Association
- to ensure appropriate membership of the Trust Board and Local Governing Bodies

Will the school structures be re organised or left as they are?



Changes in structure would only be undertaken if ***needed*** in the future.

Future structures would be developed in conjunction with leaders of Diss High School to ensure that the highest outcomes for children can be delivered

It may be that future roles fit into a new scale or structure

Will the admissions arrangements change?



The current admission arrangements will remain in place. If the academy wanted to change its admission arrangements consultation would be required

Enrich Learning Trust will deal with admission arrangements through the LA and would also still be bound by the National Admissions Code, and Admissions Appeals Code

Will staff leave?



Staff will enjoy the same Terms & Conditions as they currently do. All staff currently employed by Diss High School will automatically transfer to the new academy

Any change to pay and conditions would need to be consulted upon with staff representatives, but our Trust observes the national pay and conditions.

However, staff will continue to manage their careers, as they can now, and may choose to leave for career opportunities or family reasons

Will Diss High School change?



We do not intend to change Diss High School except in ways which we, alongside the Governors, think will improve the school even more

For children, it is unlikely that they will see much, if any, change in their day to day school lives

Will the School uniform change?

School uniform does not change as a result of joining Enrich Learning Trust.

School uniform is a matter for the Local Governing Body and the School leadership team and the community. If this group decided that a change was required, then the Trust would support the decision.

Are the Trust planning changes to the current use or boundaries of the school site?



No. The Department for Education expects school sites to be maintained for the education of children. They cannot be changed or sold without extensive consultation and the Secretary of State's permission, and we think that this is right.

We expect existing leases and commitments to be honoured.

How can I find out more?



There is also more information about academies on the DfE website:

[www.education.gov.uk/academies](http://www.education.gov.uk/academies)

There is more detailed information about Enrich Learning Trust on the trust website:

[www.enrich-learning.org](http://www.enrich-learning.org)

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