



## **Consultation regarding Countesthorpe Leysland Community College joining the LiFE MAT**

The priority of the Countesthorpe Leysland Community College (CLCC) Governing Board is to ensure an excellent education for all its students. We are wholly committed to improving standards to allow students to flourish in an exciting and engaging environment.

Our current status is as a Single Academy Trust. There is a commitment from the government that all schools should be part of a Multi-Academy Trust (MAT) by the end of this Parliament. This is to ensure that schools work together to ensure continuous improvement.

The Governing Board has carefully considered the options available and believes that the best way to maximize the future success of the college whilst retaining its ethos, philosophy and commitment to improve is to join the LiFE MAT. The LiFE MAT is made up of Bosworth College, Winstanley School and Kingsway Primary. Bosworth College is an outstanding college with an excellent track record both for its own school and the positive impact it has had on its work with Winstanley and Kingsway. The Executive Headteacher is Chris Parkinson. His wealth of experience and expertise offers an exciting opportunity to enhance the current Leadership Team at CLCC and affords the opportunity to continue to build on the good work that has already been done.

We are passionate about working collaboratively with other schools who have the same commitment, ethos and drive to achieving the very best for its pupils. Working collaboratively with the schools in the LiFE MAT will allow us to share the many strengths we have at CLCC whilst retaining our status of being a community college. We want to make a positive decision for future of our young people and know that making the decision to join the LiFE MAT will allow that to happen.

In making this decision we have taken into consideration the following:-

- Our commitment to ensure excellent outcomes for our students.
- The ability to provide new and more opportunities for staff
- Safeguarding the school's long term financial future
- Ensuring good governance
- Being part of a MAT that is aligned to the ethos and culture of our college.
- The benefits that being part of a MAT can bring to our college.

We believe that joining the LiFE MAT will:-

- Protect the identity and autonomy of CLCC
- Create opportunities to share skills and expertise
- Develop a robust programme of mutual support
- Implement cross school systems of assessment and moderation.

Under these proposals:-

- Each school/college remains focused on delivering excellent teaching and learning

- Each school/college continues to have its own Headteacher
- Each school/college continues to have its own governing body
- All schools/colleges work together on projects to improve education and learning in all schools
- A MAT Board exists to provide oversight of the performance of each school/college and to ensure there is effective investment in improvements across all schools.

The formal consultation process begins on Friday 18<sup>th</sup> May and will run until Sunday 24<sup>th</sup> June. Responses can be submitted in writing to 'MAT Consultation' c/o Mrs J Banks at the college, or by email to [consultation@clcc.college](mailto:consultation@clcc.college)

The proposed timeline is outlined below and includes an opportunity to speak to Mrs S Uprichard (Chair of Governors CLCC), Mrs C Aitcheson (Acting Principal CLCC) and Mr C Parkinson (Executive Headteacher LiFE MAT) on **Thursday 7<sup>th</sup> June 2018 at 6pm at the theatre on the Countesthorpe site.**

Consultation period - 18<sup>th</sup> May 2018 to 24<sup>th</sup> June 2018

16 <sup>th</sup> May 2018	Meeting with staff
18 <sup>th</sup> May 2018	Launch of formal consultation
7 <sup>th</sup> June 2018	Mid period consultation meeting
By 24 <sup>th</sup> June	Views to be submitted
24 <sup>th</sup> June	End of consultation
End of June	Decision on proposal

If the proposal goes ahead, it will be followed by the commencement of an official period of due diligence. This is a vital part of the process of joining a MAT. During this time, CLCC would undertake a detailed due diligence process on the LiFE MAT and vice versa. Until the successful completion of this, no formal commitment to join the MAT would take place.

## FAQ's

### 1. Why join a MAT

- All Academies will be expected to be MATs by the end of this parliament
- The Regional Schools Commissioner has specified that a potential MAT should be have a capacity to improve and allow schools to support each other. This fits our philosophy of working collaboratively.

### 2. What are the differences between staying as stand-alone academies or by forming a MAT?

A MAT is where two or more academies join together legally with an over-arching Board of Trustees. There are several models of MAT throughout the country. Academies are Charitable Trusts in law and the Academy Trust holds ownership of schools in it and becomes the employer of school staff. Schools in the LiFE MAT retain their names and their own budgets, but gain flexibilities with regard to resources, facilities, learning opportunities, staff training and community activities. As the MAT is a single entity,



we will be able to strengthen the collaboration between schools and continue to drive up standards in a sustainable manner, by providing a consistent strategy and vision for all schools in the MAT.

A MAT is not a merger. It is a way of building on and maximising strengths. By working in partnership, the opportunity to use resources more efficiently and effectively for the benefit of our students is tremendous, as is the opportunity to maximise expertise and best practice to build on professional capital relentlessly for the benefit the schools.

### **3. What are the benefits of forming a MAT?**

Students will benefit through:

- Having a shared set of values and expectations across all schools
- Having increased opportunities for learning across all schools, utilising shared resources and expertise
- Having more opportunities to work together in specific areas such as vocational education, peer-mentoring schemes etc.
- Having consistent shared policies related to school improvement strategies to strive to continuously improve the overall effectiveness of the schools, e.g. effectiveness of leadership and management, quality of teaching, learning and assessment, the personal development, behaviour and welfare of all students, and of course, the outcomes for all students
- All schools in the MAT challenging and supporting each other, where innovation and improvement are embraced in parallel to drive up standards across the whole MAT

Parents and carers will benefit through:

- Having a shared ethos across the schools which will enable a common set of beliefs, values, policies and practices to be enhanced across the 11-19 age range
- Having co-ordinated and joined up leadership across the schools, leading to improved communication and clearer expectations for all students across all schools
- Knowing that resources and facilities will be shared across schools, which will give richer provision for their children
- Knowing that their children will be in schools that are striving to be outstanding and that jointly will work to offer excellent education and provision
- Knowing that their children will have a greater range of teaching expertise from all schools to enhance their learning

Staff will benefit through:

- Being in ambitious schools that are jointly at the cutting edge of inclusive education and provision

- Having increased opportunities to work with other colleagues where the drive to improve professional capital is continuous. This means enhanced opportunities for teaching and professional development
- Having a greater understanding of the different but complementary approaches needed for individual students across the full 11-19 age range
- Sharing specialist expertise and facilities across both school campuses, in particular post 16 provision of both academic and vocational routes
- Being part of a highly motivated and experienced workforce

#### **4. Make-up of the new Multi Academy Trust Governing Board**

There will be one MAT Board with Local Governing Boards for each school.

#### **5. What are the key arguments for and against becoming a Multi Academy Trust?**

##### **Arguments in favour:**

- We can protect and develop the best provision for each key stage
- We have rising numbers across and want to maximise our provision
- A formal partnership puts us in a stronger position to navigate the future because we will be able to:
  - Carry out effective collaborative planning across the schools for 11-19 provision
  - Recruit, retain and develop the best teachers and leaders
  - Share expertise and bring together best practice and innovation through enhanced collaborative working
  - Share resources to improve efficiency
  - Collaborate more coherently across the curriculum
  - Continue to develop 11-19 educational routes when the opportunities arise
  - Be responsible for each other should any school get into difficulty

##### **In the future:**

- We want to create an outstanding route through education with outstanding outcomes for young people in our local community
- We want schools to work together to achieve and sustain outstanding OFSTED status, helping and challenging each other to be the very best that we can be
- We want to utilise the expertise of Chris Parkinson (Executive Headteacher LiFE MAT), and work together to bring about transformational change, and to develop the capacity to support other schools in the future
- We want to motivate and reward all staff by putting them at the heart of an outstanding educational community, giving them new opportunities, and inspiring leadership potential within the schools
- We want to be an inspirational training provider for teachers, so that we draw talent from across the region, thereby securing the opportunity to recruit from the very best.



## **Arguments against:**

- The transition process will create a lot of extra work for the Governing Board and Leadership Team
- The extra work could distract from the main purpose of running the schools which is to secure outstanding outcomes for our students
- Each school becomes responsible for the other should it get into difficulties. (This could also be viewed as an advantage.)

To overcome these disadvantages:

- We will work closely with Anthony Collins Solicitors who are experienced in Multi Academy Trusts and will ease the burden on the school leaders.
- Protecting schools is the prime purpose of the Multi Academy Trust proposal. If one school gets into difficulty, then it impacts negatively on the other. By working together schools are strengthened.

## **6. What will the college be called?**

The intention is that the college keeps its own name and logo so that individuality is retained.

## **7. What will the schemes of delegations look like?**

There are copies of the schemes of delegation for each of the LiFE MAT schools on the LiFE MAT website ([www.LiFEmultiacademytrust.org.uk](http://www.LiFEmultiacademytrust.org.uk)). The precise scheme adopted by CLCC will be negotiated after the due diligence process and agreed by CLCC governors before legally joining the trust.

## **8. How will the accountability process work?**

The leadership team at the college would report to the MAT board on a termly basis through the CEO of the LiFE MAT.

## **9. Who will be teaching my child? Will the same teachers and teaching assistants remain in each school?**

The strength of our schools rests on the excellence of our staff. We do not wish to lose any member of permanent staff as a result of this process. The existing teachers, teaching assistants and support staff will carry on working in their current school and there will be no compulsion to work in another school. However, there will be opportunities for colleagues from all schools to broaden their roles by working in another school. There will be no pressure to do so.

**10. Will the staff still have the same employment rights if we become a Multi Academy Trust?**

In practice, all staff will transfer their employment from their stand-alone academy trust to the new Life Multi Academy Trust. Their Terms and Conditions of service will be protected under 'transfer of undertakings' legislation known as TUPE. It will not be the intention of the current Governing Board of CLCC to propose that any Terms and Conditions are changed, and further, it is the intention that the LiFE Multi Academy Trust continues to recognise the Local Authority recommended pay and conditions documentation. Equally it is the intention of the governing boards to fully endorse continued union recognition rights.

**11. What will happen to the school uniform?**

The college will keep its current uniform, again to retain the individuality of each school and ensure continuity.

**12. Will Ofsted continue to inspect the college as a separate entity?**

Yes. However, Ofsted will also expect the trust to attend the Ofsted inspection and give its perspective on progress and achievement.