

NEWHAM GROUP
(this is a working title, name of Trust is to be confirmed)

A PROPOSAL TO ESTABLISH A NEW MULTI ACADEMY TRUST

CONSULTATION DOCUMENT
September 2017



Nelson Primary School
Inspiring Ambition, Achieving Success



NEWHAM GROUP

(this is a working title, name of Trust is to be confirmed)

The Proposal

Given the current Government policy on education and the running of schools, the Governing Bodies of the four Newham schools listed alphabetically below, have been proactively investigating the benefits of converting to academy status and forming a Multi-Academy Trust:

- Elmhurst Primary School
- Gallions Primary School
- Nelson Primary School
- Vicarage Primary School

Each school is already successful in its own right, playing an important role within the communities they serve, each 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.

The schools have already seen the benefits of working closely together as part of the Elmhurst Teaching School Alliance (ETSA) and would now like to build on this with the proposed Newham Group Multi-Academy Trust. This would be a new partnership that would strengthen and sustain the quality of education each school is able to offer their children through greater collaboration and joint working between member schools.

The proposed multi academy trust would be established in January 2018 by the four schools, which would all convert to academy status.

The Benefits:

The Newham Group Multi-Academy Trust would provide a range of important benefits for its member schools through greater collaboration and joint working between Headteachers, senior leaders, staff and governors. In particular, a multi-academy trust would enable us to:

- protect and develop each school's unique ethos, values and culture,
- share and develop excellent practice in teaching and learning,
- broaden and deepen the curriculum offered by each school,
- enhance the professional development of teaching and support staff,
- increase the range of learning and enrichment activities for pupils,
- enhance the provision for pupils with additional needs,
- retain and attract the most capable staff,
- increase mutual accountability, challenge and support for Governors and Headteachers,
- secure financial efficiencies through coordinated resource planning and joint commissioning of services, and
- respond to changes in Government policy proactively and efficiently.

Key information about the member schools:

	Elmhurst Primary School	Gallions Primary School	Nelson Primary School	Vicarage Primary School
<i>Age Range</i>	3-11 years	3-11 years	3-11 years	3-11 years
<i>No. of pupils</i>	840 156 in nursery	576	892	874
<i>No. of forms per year group</i>	4 classes per year group	3 classes per year group	4 classes per year group	4 classes per year group
<i>Nursery</i>	3 nursery classes am and 3 classes pm	Nursery	2 part time nursery classes	Nursery – 52 places split into morning and afternoon groups
<i>Headteacher</i>	Shahed Ahmed	Shazia Hussein	Fiona Cullen	Shabana Khan
<i>Most recent Ofsted report</i>	Oct 2006 Outstanding Upheld in June 2010 interim assessment	Dec 2015 Good	Dec 2014 Good	Nov 2014 Good

Trust Vision and Values

The schools have together established 5 clear principles to guide the vision and values for the multi-academy trust:

- Our collaboration will enable us to build effective relationships for the betterment of our pupils
- The individuality of member schools will allow us to build constructively from our different approaches, identifying best practice
- We shall foster the resilience, wellbeing and achievements of our member schools
- We will become a world-class MAT - truly at the vanguard of educational innovation and high quality learning - leading school improvement at a local, national and international level
- We will work with a collaborative spirit, making decisions together for the benefit of all members of the MAT, and through this, for the benefit of all pupils in our schools.

This vision can be summarised as working collaboratively to achieve common goals and drive innovation, while retaining each school's individuality and unique ethos.

Trust governance, leadership and management

The Trust would be governed by a single board of trustees including existing governors from the founding schools. The trustees would have the range of important knowledge, skills and expertise needed to oversee an organisation of 3000+ students, approximately 470 staff and £17m of public funding.

Each school would continue to have a Local Governing Body, 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. With the support of his fellow Headteachers and the four Governing Bodies, Shahed Ahmed, Headteacher of Elmhurst Primary School, will be appointed as Chief Executive Officer (a DfE requirement) with overall responsibility for the performance of the Trust and its member schools.

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 school, students 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 students would 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 Newham Group MAT to be established on January 1st 2018.

The first step is for each of the four founding schools to consult with their school communities on the proposal. This coordinated consultation will run from Monday September 18th until Friday, October 13th 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
Elmhurst Primary School	Staff	3.45pm, Monday, October 2 nd
	Parents/Carers	2.15pm & 6.00pm, Monday, October 2 nd
Vicarage Primary School	Staff	3.45pm, Tuesday, October 3 rd
	Parents/Carers	2.15pm & 6.00pm, Tuesday, October 3 rd

Nelson Primary School	Staff	3.45pm, Wednesday, October 4 th
	Parents/Carers	2.15pm & 6.00pm, Wednesday, October 4 th
Gallions Primary School	Staff	3.45pm, Thursday, October 5 th
	Parents/Carers	2.00pm & 6.00pm, Thursday, October 5 th

In October, 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 January 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.