

JACK HUNT GROUP

A PROPOSAL TO ESTABLISH A NEW MULTI ACADEMY TRUST
(The name of the MAT is not yet decided. Jack Hunt Group is a working title.)

CONSULTATION DOCUMENT April 2017



JACK HUNT GROUP

"Being different, belonging together, building success"

The Proposal

The Governing Bodies of the five schools listed alphabetically below, have a long history of working together as 5 of the 10 members of the Jack Hunt Community Learning Trust, established in 2010. We have been investigating the benefits of forming a Multi-Academy Trust together, given current Government policy on education and the running of schools.

- Jack Hunt School
- Longthorpe Primary School
- Middleton Primary School
- Ravensthorpe Primary School
- Thorpe Primary 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.

The proposed Jack Hunt Group Multi-Academy Trust 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 September 2017 by the five schools, which would all convert to academy status.

The Benefits

The Jack Hunt 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, including;

- 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,
- Improve the transition from primary to secondary education
- Enhance the professional development of teaching and support staff,
- Increase the range of learning and enrichment activities for students and pupils,
- Enhance the provision for students with additional needs,
- Help 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

	Jack Hunt School	Longthorpe Primary School	Middleton Primary School	Ravensthorpe Primary School	Thorpe Primary School
<i>Age Range</i>	11-18 years	4-11 years	4-11 years	4-11 years	3-11 years
<i>No. of students</i>	1747	415	378	293	496
<i>Headteacher</i>	Mrs Pamela Kilbey	Mr Ryan McLay	Mrs Kathy Fountain	Mr Martin Fry	Mrs Kate Trethewy
<i>Most recent Ofsted report</i>	Jan 2017 Good	Dec 2013 Good	March 2013 Good	Jan 2016 Good	Jan 2017 tbc

Trust Vision and Values

The vision for the Jack Hunt Group Multi-Academy Trust and its member schools is summarised as '*Being different, belonging together, building success*'.

With this vision in mind, the Jack Hunt Group MAT would pursue a number of clearly defined goals:

- Striving to unlock children's passion to succeed in their school career and beyond.
- Building together strong foundations to acquire the key skills for life-long learning; and the resilience and courage to apply them.
- Designing and delivering an innovative and stimulating 4-19 curriculum.
- Challenging, supporting, and investing in our staff to create an outstanding workforce.
- Creating an inclusive learning community where safeguarding, well-being, respect and aspiration for all are paramount.

In addition, the Trust would establish and maintain six key MAT principles, described below:

1) Leadership

All young people and adults make a positive and exciting contribution to the life of the school and local community through the development of leadership skills.

2) Relationships

Being different, belonging together.

3) Responsibility

Responsibility we have for ourselves and each other and for making a positive impact in our school, the local community and as a global citizen.

4) Courage/Resilience/Determination

Having the courage and resilience to take risks with our learning to achieve beyond our expectations, and having the determination to succeed.

5) Dreams and Aspiration

Broadening the awareness of opportunity for all young people, enriching their experiences and supporting their pathways to their dreams and aspirations.

6) Pursuit of Excellence and Celebrating Success

Relentlessly pursuing school improvement, challenging and supporting regardless of starting points and celebrating individual success, achievement and progress within the school and the wider community.

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 3,500+ students, 500+ staff and nearly £19m 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. One of the Headteachers would be appointed as CEO (a DfE requirement) with specific responsibility for overseeing the trust's legal, financial, governance and HR functions. Unlike some trusts the CEO would not be an executive Headteacher.

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 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 Jack Hunt Group MAT to be established on September 1st 2017.

The first step is for each of the five founding schools to consult with their school communities on the proposal. This coordinated consultation will run from Wednesday, April 26th until Friday, May 26th 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
Jack Hunt School	All Staff	4.15pm Thursday, May 11 th
Jack Hunt School	Parents & carers	6.30pm Thursday, May 11 th

In June, the Governing Bodies of the five 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 September 1st 2017. 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.